

**FACULTY SENATE MEETING
OCTOBER 16, 2012 – 3:30 PM – FERGUSON FORUM**

APPROVED MINUTES

ABSENT WITHOUT ALTERNATE: Osiris Molina, Tim Murphy, Joe Calamusa, Lenka Nolan, Steve Miller, Paul Puzinauskas, Jay Robbins, Reuben Cook, Mangala Krishnamurthy

ABSENT WITH ALTERNATE: Stacy Morgan for Donna Meester, Doug Cook for Bob Brooks, Joy Burnham for Steve Thoma, Keith Williams for Ed Back, Bob Taylor for Daniel Fonseca

GUESTS: Dr. Guy Bailey, President of The University of Alabama; Dr. Marcus Cotton, President, Black Faculty & Staff Association; Kim Eaton, Tuscaloosa News; Cresandra Smothers, Dialog; Ross Green, UA Student Government Association; Andy Maddox, Professional Staff Assembly; Reilly Clemens, Spectrum (LGBT student organization)

Roll call and quorum check by Faculty Senate Secretary Rona Donahoe.

The minutes of the September 18, 2012 Faculty Senate meeting were approved.

Vice President Seth Panitch announced that Steve Miller was ill, and introduced Dr. Bailey to the Senate.

President Guy Bailey Remarks – Dr. Bailey reviewed his prior history at the University, which began as a student in 1968 and during which he received two degrees. He cited these degrees as enabling him to fulfill his dreams and to achieve things he never thought he could. For example, as a student, he never dreamed that he would eventually return to UA as President. He feels that remarkable things have happened at UA over the past decade. The UA student body is the envy of all other university presidents. At most universities, the best days are behind them and they are trying to figure out how to hold on to what they have. The University of Alabama is in a golden period, and the best years are ahead. We have the opportunity of a lifetime and he will take advantage of that. He will have two major focus areas: (1) Student Success – His goal is to increase the 6 year graduation rate from the current 66% to 83% (which is the value for the top 30 universities). He wants UA students to be maximally successful. The Provost is putting together a task force of faculty and students to look at student success and make recommendations. UA already provides a lot of support for its students, but the task force will look at other opportunities. He also wants to lower the student/faculty ratio, which will increase student success. (2) Faculty Success – The reputation of the University is determined by the reputation of the faculty. He plans to increase the size of the faculty, work to increase faculty research funding success, give faculty more opportunities, and increase the number of endowed faculty positions by creating donor incentives. He has asked the Provost to put together a second task force to develop ideas to increase faculty success. UA has done a great job of raising funds for scholarships, but also needs to seek donations for endowed faculty positions. He doesn't know how large the student enrollment can be, but a low student/faculty ratio (top 30 institutions' ratio is 17/1; UA's ratio is 19/1) is very important. We also need to examine facilities to make sure they are adequate to support further growth. He is proud that UA has more students from Alabama than any other university in the State.

Dr. Bailey then accepted questions from Senators.

Q – What donor incentives do you have in mind? A – Providing matching funds from internal and external sources.

Q – There have been long-term issues of transparency in student government and Greek life. How will you engage students in the planning process? A – He intends to include student voices on all task forces and will engage students in a variety of other ways in the planning process.

Q – For further growth in enrollments, what is the optimum balance between undergraduate and graduate students? A – Graduate students are critical for both research and teaching. He was able to create an endowment for graduate student support at his previous institution and will look at increasing support for graduate students at UA.

Q – Many institutions have a Diversity Officer charged with recruiting a faculty that reflects national diversity. A – President Bailey believes that this type of position is critical for the future success and growth of the University, but is uncertain what administrative structure should be used to accomplish this. Asked Senators to send him suggestions, but warned that this should be done with caution, as he just might act on them.

Q – What can be done to make UA more attractive to diverse faculty? A – If an upper administrative position is needed, let him know. He is happy to entertain suggestions for needed changes. He was able to achieve changes at previous institutions both by creating an administrative position and without.

Seth Panitch thanked Dr. Bailey for his remarks and time, and introduced Mr. Marcus Cotton.

Marcus Cotton Remarks, President, Black Faculty and Staff Association – Mr. Cotton thanked the Senate for the invitation to speak and stated that he was encouraged by President Bailey’s comments about diversity. The Black Faculty & Staff Association provides valuable networking opportunities for the professional development of its members and for the success of black students. Faculty mentoring is very important in recruitment of diverse students and in student success. Mentoring programs were very successful student recruiting and retention tools at his previous institution (Florida). The goal of his remarks today is to focus on diversity in student recruitment. Other universities are looking to UA for its current level of success in this area. It is important to provide students with support that addresses the specific needs of diverse students. Faculty support is especially critical. Many students, particularly those from diverse backgrounds, need encouragement to contact professors and ask for help. He is looking forward the commemoration of the 50th anniversary of the University’s desegregation next year. He received his undergraduate degree from UA and was one of the top, highly recruited scholars. Black faculty and staff also need support and are critical for the success of black students. Black faculty and staff also benefit from mentoring relationships. He urged all faculty to help and encourage diverse students. He would like the Black Faculty & Staff Association to partner with the Faculty Senate to advance the University’s mission.

Mr. Cotton then invited questions from Senators.

Q – Is there any focus on recruiting local minority students to UA? A – Undergraduate Admissions has made some efforts in this regard, but more can be done.

Q – Are any efforts being made to help black students meet UA admission requirements? A – Recruiters make trips to high schools to tell students what is required and how to apply, but they can do more. The Black Faculty & Staff Association is not directly involved with this, but some Association members participate in mentoring these high school students.

Q – What is being done to help students not making grades of A and B? A – The Week of Welcome activities are aimed at directing students to resources for additional academic help. Receptions are held to honor students receiving honor roll, military and other types of recognition.

Q – What networking efforts exist to foster communication and opportunities for faculty to get involved? A – It took 10 years for a Gender and Race Studies faculty member to learn about the Black Faculty & Staff Association and what it does. Better communication is needed.

Q – Could there be an outward sign for faculty supporting diversity and mentoring efforts, similar to those used for LGBT students? A – The Professional Staff Assembly has a mentoring program for other Staff. The Black Faculty & Staff Association is working to establish a similar program.

Seth Panitch thanked Mr. Cotton for his remarks.

President’s Report – (*Seth Panitch for Steve Miller*) Suggestions are needed for ways that faculty can include the 50th anniversary of the University’s desegregation in the curriculum. Thoughts are also solicited on what the role of Senators should be.

Senators were urged to remain in the Faculty Senate meetings until 5:00 P.M. or until adjourned.

Vice President’s Report – (*Seth Panitch*) VP Panitch met with Michael George to discuss strategies to increase faculty participation in commencement ceremonies and make faculty more central to these celebrations.

Secretary’s Report – (*Rona Donahoe*) Secretary Donahoe announced that Bama Dining prepared a variety of new appetizers to be tasted by Senators during the meeting. Senators were asked to give their opinions of these appetizers as replacements for the usual food items.

VP Panitch asked that committee reports be as brief as possible, considering the lateness of the hour.

Senate Committee Reports:

Academic Affairs – (*John Vincent & Liza Wilson*) The Committee met with Ivon Foster about classroom design issues in Russell Hall. She recognized the lack of faculty input in Russell classroom design, and stated that faculty will be consulted in future classroom projects through a committee that will include faculty recognized for their teaching.

The Academic Affairs Committee plans to revise and update the Faculty Handbook in the spring.

Faculty & Senate Governance – (*Charlotte Herrin & Dwight Hooper*) Nominees are needed to fill two vacant positions on the Mediation Committee. Nominated faculty cannot be from the College of Arts & Sciences, but can be Senators.

Faculty Life – (*Wesley Church & Carmen Mayer-Robin*) No report.

Financial Affairs – (*Robert McLeod & Reuben Cook*) The Financial Affairs Committee met with Dr. Lynda Gilbert, Vice President for Financial Affairs. The State education budget was increased by \$5 million this year, but last year’s State appropriation was decreased by \$5 million, so there was no net gain. The requirements of the Rolling Reserve legislation have lowered the overall education budget by \$75 million. A bill is being considered by the State Legislature that would decrease the reserve requirement from \$500 million to \$250 million, to free more revenue for education. University funding has flipped from being largely State-supported to now being largely tuition supported.

Information Technology – (*Carolyn Cassady & Jason Battles*) The Committee will meet on Thursday with CIO McGowan to discuss his reasons for wanting to dissolve the University’s standing IT committee. The Committee wants to ensure that the new IT Committees McGowan proposes will have faculty representation and be governed by the Committee on University Committees. Senator Battles, who is a member of the University standing IT committee, stated that the committee feels it has no purpose. This may be a reflection of the new IT administrative structure.

The Data Management Plan is currently in beta-testing and will be available to faculty soon through the Office for Research Website.

Legislative Agenda – (*Margaret Garner*) Higher Education Day is earlier than usual next year: February 28th.

Research & Service – (*Ed Stephenson & Ion Stancu*) The Research & Service Committee gave a report to the Provost on the post-doctoral fellow salary issue, which included results of surveys of faculty and staff opinions in departments that have post-doctoral fellows. The IRB approval process and compliance will be the main topic of the next meeting, which will be held in a couple of weeks.

Student Affairs – (*Melondie Carter & Donna Meester*) The Committee is continuing to work with Alabama Reach on the project to solicit donations of holiday gift cards for homeless, special circumstance students and foster students on campus. The gift cards are needed for student expenses other than tuition and books, for which other funding sources already exist. The Alabama Reach office will distribute the gift cards to these students.

A senator expressed concern that a smoke-screen exists in Student Affairs concerning SGA and Greek issues and urged the Student Affairs Committee and President Miller to apply pressure for openness so the situation can be improved. Another senator asked for elaboration about what was meant by “SGA and Greek issues”. The resignation of last year’s SGA president over altered applications was cited as one example. A third senator commented that the SGA fixed this problem.

Reports from Other Committees – No reports.

The meeting adjourned at 4:59 P.M.