

**FACULTY SENATE MEETING
DECEMBER 11, 2012 – 3:30 PM – THE FERGUSON FORUM**

APPROVED MINUTES

ABSENT WITHOUT ALTERNATE: Osiris Molina, Tim Murphy, Ion Stancu, Joe Calamusa, Todd DeZoort, Joanne Hale, Carol Mills, Shuhui Li, Paul Puzinauskas, Wesley Church.

ABSENT WITH ALTERNATE: Mangala Krishnamurthy/Mark Siciliano.

GUESTS: Cresandra Smothers, Dialog; Andy Maddox, Professional Staff Assembly; Ross Green, Student Government Association; Bob Riter, Parliamentarian.

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

The minutes of the November 13, 2012 Faculty Senate meeting were approved with one correction.

President's Report – *(Steve Miller)* The Faculty Senate Steering Committee met with Interim Provost Joe Benson. President Judy Bonner will keep University admissions and enrollment under the direction of the Provost's office. Formulation of search committees for a replacement for the Provost's position and a Vice President for Research is in progress. The Faculty Senate Steering Committee sent suggested names to President Bonner at her request. Other names have been added from the faculty as a whole.

President Miller reviewed the structure of the Faculty Senate. Senators may come to meetings and just listen and take back bits of information to their departments from the Faculty Senate meeting. Senators may actively attend the sub-committee meetings, participate as a co-chair of a committee or take the next step to becoming a leader. The Steering Committee has regularly scheduled meetings with the Provost to discuss issues with some of those issues coming from the Faculty Senate Steering Committee or through the sub-committees. Being a member of the Faculty Senate presents an opportunity to interact with other parts of the University. These areas mentioned provide an opportunity to be an active participant in the process of making The University of Alabama the very best institution possible. Since April President Miller has attended 114 meetings in addition to his teaching responsibilities and responsibilities as President of the Faculty Senate. The Faculty Senate body is guided by their bylaws which are clear. The responsibilities of the senators are not as clearly stated. Any ideas to improve the function of the Senate would be welcomed. New Business was moved to the beginning of today's meeting to facilitate moving forward and to give an opportunity for discussion while everyone is fresh. Faculty Senate officers and committees should only represent the Senate's intention when a meeting cannot be convened to exactly pinpoint a sense of the Senate. Every opportunity should be made in the regularly held Senate meetings to determine the direction the Faculty Senate would like to follow. Deliberations should be held during regular committee meetings to bring back to the Senate avoiding very lengthy discussions. It was suggested to periodically flip the order of the agenda giving those continually in last place an opportunity to be first to report.

Vice President's Report – *(Seth Panitch)* The ad hoc committee is composed of Melondie Carter, Donna Meester and Seth Panitch. Seth met with Michael George, University Registrar and Denny Savage, Associate University Registrar, to discuss the improvement of

commencement ceremonies. Faculty entry and seating area changes will be implemented in May. There are concerns about the elimination of a speaker at commencement. The ad hoc committee suggested a task force composed of faculty, administration and student representation be put in place to look at restructuring commencement. That is under advisement at this time. Suggestions for a speaker included the faculty member selected to deliver "The Last Lecture" and would give recognition for teaching. Dr. Culpepper Clark was also suggested.

Secretary's Report – (*Rona Donahoe*) Secretary Rona Donahoe has contacted Lorne Kuffel in the OIRA office requesting provision of the number of faculty in each academic division which will determine the apportionment of senators per school/college. The Faculty Senate Count Criteria to be used follows:

NEW Faculty Senate Count Criteria

- 1.) All employees who have a primary 'faculty' appointment. These are identified as employees with an Equal Employment Opportunity (EEO) code of '2' (faculty) for federal reporting in the administrative database. This would exclude deans and professional staff.
- 2.) ~~For non-tenured and non-tenure-track faculty with a rank of professor, associate professor, assistant professor, or instructor (no lecturers), the individual must have taught at least 6 semester credits during each of the last three (3) long semesters. This criterion excludes new non-tenured and non-tenure-track faculty.~~
- 3.) All University Libraries and English Language Institute faculty are included.
- 4.) Non University Libraries and English Language Institute faculty members who have ~~more~~ 0.51 FTE or more assigned to administrative functions are excluded. (Note, this will exclude most department chairs.) **In my Division, department chairs have 0.5 FTE (or less) administrative assignment.**
- 5.) Adjunct (or zero dollar appointment) faculty are excluded.

The apportionment data will be sent to the dean/department chair for review. If no response is received, last year's data will be used.

New Business –

Robert McLeod was asked by a colleague to bring up the subject of what faculty input was obtained before the administration requested grades be turned in one-half day early.

A senator brought up the problem of faculty learning about University decisions already made, such as, closing of the post office, historical house demolished/sold/unsold/moving, parking decisions, and proposed legality of guns on campus. The issues described generally fall under facility operations and the vice president of business affairs. The Senate has had a great relationship with Academic Affairs, Provost and UA President. Complaints were registered about parking and the post office to no avail. There are decisions that have already been made but there is no one that will confirm those plans. It was suggested the Board of Trustees wishes to make the announcements. The faculty wishes to be involved in those decisions. There was an atmosphere of pushing forward when Dr. Witt came as the new president. During that time some influence and input of the Faculty Senate was diminished and has not been recovered. Strong leadership could possibly stand and block progress to regain representation in decisions. A question posed by a senator was exactly what structure prevents faculty input and their voice being heard.

Concern was expressed about the Tuscaloosa News article interpreting UA's Faculty Handbook. The article stated, "Several sections in UA's faculty handbook focus on the different types of leave available for faculty members, as well as administrators returning to a faculty position. The faculty handbook discusses generally how long a faculty member must be employed by the university before being granted leave. It also provides a general framework for compensation while on leave. Bailey's salary while on leave and his employment time of less than two months does not fall under either category. Reinhart said those details were at the discretion of UA System Chancellor Robert Witt." Presidents are under contract to the Systems Office. The senator felt the decision was portrayed as an act of generosity. The point was made that keeping this issue in the forefront does not accomplish anything since decisions have been made and are mostly irreparable. Dr. Witt did not disclose any information with Faculty Senate President Steve Miller about any financial agreement with Dr. Bailey. There was further discussion about Faculty Senate's power, input and influence.

The Faculty Senate's committee co-chairs meet with the appropriate vice president in their area on a regular basis. Perhaps there are other areas that should be meeting with their respective vice president to deal with issues on a regular basis. Conversations between Faculty Senate representatives and administration are very direct and blunt.

Academic Affairs co-chair John Vincent brought forward a resolution from the Steering Committee. The resolution states:

"The Faculty Senate supports the action of the administration of The University of Alabama to terminate *early* this year's fraternity pledgship. Hazing, a form of mental and physical abuse, cannot be tolerated on this campus. The Faculty Senate desires to work proactively with the administration to prevent similar situations in the future."

To President Judy Bonner, Chancellor Robert Witt, and President pro tempore of the Board of Trustees Paul W. Bryant, Jr.

During the discussion of this resolution there were concerns about the length of time elapsed since the hazing incident, the issue was dealt with by University administration, questions concerning the recipients of the resolution, an opportunity to address the issue in a broader sense, violence not related to hazing, a wide range of students affected, table the resolution, return the resolution to the Academic Affairs Committee, pass this resolution with another resolution written addressing violence in general and lack of communication from administration. A friendly amendment to add "early" before the word "terminate" was made and accepted. There was a call to question. The resolution was approved with the addition of the word in the friendly amendment. Student Affairs is to look into the broader issue of violence on campus.

Faculty & Senate Governance – (*Charlotte Herrin & Dwight Hooper*) Dr. Tyra Hilliard, Associate Professor in CHES, and Angelia Paschal, Associate Professor in CHES, were elected by paper ballot to fill the vacancies on the Mediation Committee.

The proposed Faculty and Senate Governance Committee revision to the Faculty Senate Bylaws was approved.

Approved change to the Faculty Senate By-Laws:

Section 3, Standing Committees, 12. Faculty and Senate Governance Committee, as item F.:

“Seeks nominations and conducts elections for Senate-appointed members of the Mediation Committee, Faculty Ombudsperson positions, Senate-appointed members of the Merger and Discontinuance of Academic Units Committee, and for Faculty Senate Officers.”

Faculty Life – (*Wesley Church & Carmen Mayer-Robin*) Co-chair Wesley Church will be on sabbatical beginning November 30. Tricia McElroy will replace Wesley on the Faculty Life Committee. Carmen Mayer-Robin will be replaced by Carol Duffy.

The Faculty Life Committee wrote a letter to Charlotte Harris, Associate Vice President in the Office of Human Resources, and to Dr. Joe Benson, UA Interim Provost expressing appreciation and support for the newly inaugurated Work Life Center. The letter commended Work Life Center Director Cori Perdue for her implementation of valuable programs to benefit UA’s faculty including lactation facilities, babysitter resources and elder care.

Academic Affairs – (*John Vincent & Liza Wilson*) Interim Provost Joe Benson will be sending the faculty handbook to this committee. The issue of the English AP exam credits that did not go through the Core Curriculum Committee or faculty for approval will be discussed with the new Provost.

Ideas and input continue to be requested for the 50th anniversary of the “Stand in the School House Door”.

Financial Affairs – (*Robert McLeod & Reuben Cook*) The Financial Affairs Committee was asked to look into the status of part-time instructors and compensation for part-time instructors. Compensation ranges from \$10,000 per course down to \$1,500. Compensation and funding sources are determined on a college-by-college basis. The University has about 500 part-time instructors. The question was asked if adjunct faculty falls under the umbrella of the Faculty Senate. They do not fit the qualifications stated in the Faculty Senate bylaws. The lack of adjuncts affects faculty since additional duties are added to their responsibilities.

Beginning January 1 there will be background checks on faculty, staff and grad students. If a misdemeanor or felony is committed, it must be reported to the University within three days.

Information Technology – (*Carolyn Cassady & Jason Battles*) A question has come up concerning data storage mandated by a federal agency. Who is responsible for paying for storage? Interim Provost Joe Benson stated the Office of Sponsored Programs will be paying for the data storage. This committee will be following the universal federal mandate to have everything disability accessible.

Legislative Agenda – (*Margaret Garner*) Language has been proposed to legal counsel concerning raising the age of majority to eighteen. Other institutions are being contacted concerning this and a Legislative sponsor will have to be secured.

Research & Service – (*Ed Stephenson & Ian Stancu*) The Research and Service Committee is working on IRB and IACUC issues. Comments are being gathered and the committee will determine the direction to take concerning these issues. A report will be given at the next Faculty Senate meeting concerning post-doctoral raises.

Student Affairs – (*Melondie Carter & Donna Meester*) One hundred thirty gift cards have been donated for needy students and will be administered through the Alabama Reach program. These cards amount to \$3,300. The program will be continued year round.

Reports from Other Committees –

The Technology and Learning Committee reported on blackboards and all access for students with disabilities.

The Faculty and Staff Benefits Committee met on November 29. Dr. Gilbert charged the committee to try to minimize the cost of health care plan participants. In 2013 new provisions of the Health Care Act will go into effect and impact the health care program. The State of Alabama has chosen not to establish a health care exchange. The cost will be passed on to the institutions across the state costing approximately one million dollars bringing reserves to a very low point. The cap on lifetime cost will be removed in 2013. A premium increase was recommended but UA administration declined to implement such an increase.

The smoke-free campus initiative gained momentum. A \$25.00 increase in premiums will go into effect in January, 2014 for smokers. There are smoke cessation programs to help smokers quit. If you quit for a total of 12 months, premiums will be reduced on the one year anniversary of smoking cessation. Those campus areas that are smoke-free were named.

The United Way raised \$370,000 which was 23% above last year.

Meeting adjourned 5:05 P.M.