

FACULTY SENATE

THE UNIVERSITY OF ALABAMA

FACULTY SENATE MEETING

OCTOBER 19, 2004 – 3:30 PM – FERGUSON FORUM

APPROVED MINUTES

ABSENT WITHOUT ALTERNATE: Martin Evans, Jim Hall, Rasma Lazda, Karen Burgess, Caryl Cooper, Jay Lindly, Nick Stinnett, Carol Drolen

ABSENT WITH ALTERNATE: Grant Savage/Eric Williams; Shuhua Zhou/Annabel Stephens, Duk Won Park/Bob Leland; Al Brophy/James Leonard; Michael Parker/Joanne Terrell

GUESTS: Joanna Hutt, Dialog; Jim Holliman, Professional Staff Committee; Adam Jones, Tuscaloosa News, Joan Garrett, CW

Roll call and quorum check by John Vincent.

The Faculty Senate meeting minutes of September 21, 2004 were approved.

The first item on the agenda for consideration by the Faculty Senate was the proposed change to Article III, section 3, paragraph 4 in the **Faculty Senate Bylaws**. Bob Moore and Jerry Weaver of the Faculty and Senate Governance Committee presented the change. The Professional Staff Committee is a University Standing Committee and upon implementation will become the Professional Staff Assembly. According to Roy Gregg, one of their first acts will be the recommendation to dissolve the Professional Staff Committee. The proposal is to change the wording in the Faculty Senate Bylaws from Professional Staff Committee to Professional Staff Assembly effective one month following the first meeting of the assembly. Any change to the bylaws must be presented at one meeting and voted on at the next meeting of the Faculty Senate.

Three printed handouts were distributed containing the 2004-05 **UA and UA Athletic Budgets** approved by the Board of Trustees at its meeting on Friday, October 1, 2004. There was a change in the budget at the Board meeting. The estimated cost of PEEHIP (retired faculty health care) of \$600,000 increased to \$900,000. The offset was handled by reducing the increase in the reserve by \$300,000. Page 14 is in dollars, therefore, the University increase in revenues were approximately \$20,764,000. The budgeted increases in expenditures for 2004-05 are \$20,764,000. The figures on the next couple of pages of the budget statement are in thousands. Pages 20 and 21 shows \$35,115,000 of the UA Operating budget including the allocations for instruction, research, public service, academic support, student services, scholarships and fellowships. The senators were urged to address any questions concerning the budgets to the Senate Financial Affairs co-chairs, Wolfgang Bertsch and Karen Steckol. This committee will meet with Linda Gilbert, Vice Chancellor for Financial Affairs and Interim Vice President for Financial Affairs and Reba Essary, Associate Vice President for Financial Affairs on Monday, December 6, 2004. The UA Athletic Budget shows there are three men and four women's sports generating any revenue. There are only two sports where the revenue exceeds expenses. It appears that the Athletic Department revenue exceeds their expenses. Last year, UAB lost \$5.8 million dollars in their athletic programs. This amount was made up from other sources. UAH lost \$2 ½-3 million dollars in their athletic programs. This amount was also made up from

other sources. The statement was made that everyone should be aware that the amount paid by the Athletic Department to the University for overhead has decreased. The amount paid in 2002-03 was \$953,000 for overhead, the amount in 2003-04 was \$426,000 and projected for the coming year is less than \$50,000. All auxiliaries are required to pay the University for operating expenses such as processing payroll and paperwork. It was suggested to find out if the auxiliaries pay a uniform rate.

Wythe Holt of the Faculty Life Committee gave an update on Faculty Staff Benefits Committee meetings and the proposed increases in **faculty and staff health care costs** for 2005. The University announced that it would not accept the Benefits Committee's proposal to lower prescription drug per person per contract per year co-pay of \$75.00. The Benefits Committee asked for a reduction to \$25.00. The administration set a \$50.00 co-pay amount limited to the first three persons in any contract needing a prescription drug. The administration is essentially looking at the bottom line and not looking at the effect this has on people. The committee proposed two other increases only to make up the lost revenue of dropping the co-pay from \$75.00 to \$25.00. The administration accepted both of those increases. The Faculty Life committee is now considering several possible resolutions. The first requesting the University reduce the co-pay to \$25.00, the second relates to the University paying less and less percentage of health care costs each year, and the third recommending that additional tiers be created with the higher income employees paying higher premiums. The Steering Committee expressed the opinion last year that it would be better to increase premiums rather than increasing co-pays and deductibles. A resolution is also being considered to request the University administration hold constant the percentage of health care costs paid by the University. The University added \$1.2 million dollars last year. This year it is projected they will budget \$800,000 increased from \$600,000 projected in May. The Benefits Committee looked at people with spouses having insurance with better coverage paying for some health care cost claims. The general sense of the committee was to determine the insurance coverage held by a spouse would be difficult to determine. The University health system has employees making \$26,000 or more paying a certain premium and those making less than \$26,000 paying another rate. The \$26,000 figure was chosen four years ago because it was the median salary of employees at the University. The suggestion was made for the Benefits Committee to investigate graduate student insurance benefits. There are none in place at this time. Most graduate students are deleted from their parent's insurance coverage at a certain age and they cannot afford coverage. Discussion included the suggestions of wellness-disease management and information, and graduate student insurance coverage as a group of the State of Alabama institutions.

Vice President's Report – (*Mathew Winston*) There are times cooperation and communication between committees is needed. Some issues overlap committee charges.

Secretary – (*John Vincent*) No report.

Academic Affairs – (*Marcia Barrett & John Vincent*) This committee has been looking at intellectual property rights for electronic materials for faculty-made courses. Some wording changes to the Faculty Handbook were suggested two years ago. The Council of Deans has approved a new language change now pending before the Academic Affairs Committee. Carmen Taylor and Tom Wolfe will be meeting with this committee to discuss minimum class sizes in A&S.

Faculty Life – (*Nick Stinnett & Wythe Holt*) The possibility of PEEHIP providing insurance coverage for UA is being considered by this committee. Jacksonville State and possibly Alabama A&M have this particular coverage. The University did not have to make contributions to PEEHIP before last year. The last two years have cost the

University between \$4 and \$5 million dollars. The budget shows that tuition and fees will generate \$126 million dollars for the University. The state appropriations after payment of insurance coverage will be several million dollars less than the money generated by tuition and fees.

Financial Affairs – (*Karen Steckol & Wolfgang Bertsch*) A meeting will be held with the Interim President of Financial Affairs and Vice President of Financial Affairs in December. This meeting will be a week before the Faculty Senate meeting and a report will be presented at that time.

Research & Service – (*Clark Midkiff & Tatiana Tsakiropoulou-Summers*) - No report.

Student Affairs – (*Caryl Cooper & Priscilla Davis*) In a meeting with Margaret King, goals were outlined regarding residence halls and outreach working with Dr. Pruitt for diversity efforts through a grant from Philip Morris company. There is a search for a director of residence halls with the addition of 1600 beds the following two to three years. Freshmen will be required to reside on campus. It was suggested to look at the need for additional eating facilities for the increasing number of students.

Faculty and Senate Governance – (*Robert Moore and Jerry Weaver*) In December the Senate will be electing members of the Merger and Discontinuance Committee and the Grievance Committee. The criteria to be considered for these positions will be emailed to Senate members along with the names of the outgoing members. No one should be nominated without consulting them about their willingness to serve. Nominations will be taken for these committees in November. The Merger Discontinuance Committee will need one faculty member who is not from A&S or C&BA. The Mediation Committee will need two committee members not from the same academic unit.

Legislative Agenda Committee – (*Margaret Garner*) Last year there were over 13,000 individual members in HEP. Nineteen students organizations combined to contribute \$1,000. Students have been very active working for this group. Membership fees can be payroll deducted with an application available on the government relation webpage at www.higheredpartners.org/form.html. There are benefits offered to members such as discounts for travel, vision care and hotel/motels. The UAS Political Action Committee gives a method to supporters to express concern for the needs of higher education. There are three levels of membership available. Everyone was encouraged to join to increase membership numbers and to defray the expense of producing materials and media costs. A representative will come to any department to explain the organization and membership process. There is a need to education the population of Alabama of the critical need for education of its citizens. This in turn betters the lives of those citizens and there are returns for the state by having a well-educated population. There was a request made for volunteers to work in the campaign for a candidate running for office.

Reports from University Standing and Other Committees

At the emergency meeting of the Institutional Animal Care and Use Committee concerning the elephants at a fraternity house during homecoming, it became apparent that the Faculty Senate representative to this committee and to the IRB had not been informed about the meeting times and dates of these committees. Everyone was reminded if they were a Faculty Senate representative on a committee and not been notified of any meetings to contact the chair or co-chair of that committee.

There was discussion concerning the resolutions passed at the last Faculty Senate meeting concerning the establishment of an environmental committee and the resolution concerning the bashing of a student at a performance at Ferguson Theater.

Meeting adjourned 4:25 PM