

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE MEETING

OCTOBER 18, 2005 – 3:30 pm – FERGUSON FORUM

### APPROVED MINUTES

**ABSENT WITHOUT ALTERNATE:** Jeff Richetto, Kari Frederickson, Art Allaway, Jenice "Dee" Goldston, Allen Wilcoxon, Allen Parrish, Steve Shepard

**ABSENT WITH ALTERNATE:** Margaret Garner/Nancy Rubin; Nick Stinnet/ Deidre Leaver Dunn, Fay Hobbs/Barbara Chandler

**GUESTS:** Cresandra Smothers, Dialog; Susan Lucas, Professional Staff Assembly; Adam Jones, Tuscaloosa News; Wes Hallman, Crimson White

Roll call and quorum check by Karen Steckol.

The September 20, 2005 Faculty Senate meeting minutes were approved.

**Appendix A** of the Faculty Handbook was the first item addressed. Any change or alteration in the handbook comes from input from the Faculty Senate with the Council of Deans. The ultimate decision comes from the Provost and President of the University. Mathew Winston suggested the resolution concerning Appendix A, if passed, be sent to the University Committee on the Selection of Deans. The Academic Affairs committee recommended deans be automatically reviewed unless the faculty voted otherwise. This proposal was forwarded to the Steering Committee where it was proposed to eliminate voting; and automatically review deans. The proposal would read as follows:

#### **C. Policies and Guidelines for Leadership Evaluation of Deans and Concurrent Review of Divisional Programs**

It is the policy of The University of Alabama that faculty members in each academic division shall have periodic opportunities to evaluate the leadership of their division and that the views of the faculty concerned shall be an important component of any personnel decision by the President resulting from the leadership evaluation and program reviews. The Office for Academic Affairs will establish a schedule for the leadership evaluations of each academic division. A leadership evaluation shall be scheduled in each academic division at least once every five years except that the Provost/Vice President for Academic Affairs may vary the schedule by as much as one year if a change in the leadership of a division occurs or is anticipated or if other circumstances arise in which it becomes desirable to do so.

A *single* committee will be selected to conduct the leadership evaluation **OF DEANS** and/or program review *if either or both is necessary*. The size and composition of this Committee, or Review Committee, or Evaluation/Review Committee will be decided by the Provost/Vice President for Academic Affairs except that faculty members elected by the divisional faculty will constitute a majority of the Committee and, in the event the Committee consists of nine or more persons, elected faculty members will constitute at least two-thirds of the Committee. Other members of the Committee will be appointed by

the Provost/Vice President for Academic Affairs; these may include persons other than divisional faculty. Secret ballot election by the divisional faculty, either acting as a whole or by departments according to procedures approved by the divisional faculty, shall govern the elected faculty membership on the Committee. One of the elected faculty members shall be designated by the Provost/Vice President for Academic Affairs to serve as chairperson.

The first paragraph is retained and reference to faculty voting is eliminated. The italicized words are also eliminated, while words in bold are added. This proposal states that all deans would be automatically evaluated. Faculty are evaluated by students, deans, vice presidents and the president. It was noted that the word "evaluated" includes the word "value". One reason given for the change is the awkwardness of having a percentage of the faculty vote not to evaluate a dean. The old method called for 25% of the total divisional faculty vote to evaluate a dean. It was too cumbersome to change the numbers around by changing it from positive to negative. The dean would almost always be evaluated because it would be almost impossible to have 75% of faculty to vote on any issue. The question was raised about the source of funding for evaluations. Some costs involved might be secretarial help, copying and collating documents, and other labor intensive issues. Even if the evaluation is conducted electronically, there would be additional costs. One senator pointed out that dean's evaluations and program reviews are included in the same document, and that such important issues should be separate. If the dean is evaluated, then and only then can the question of a program review be considered. There was a discussion of past dean reviews, and it was asked if any dean review data is available. Normally an issue of this type would be in the form of a resolution with copies going to the Provost and Vice President of Academic Affairs. Mathew Winston proposed the changes suggested for Appendix A be sent to the "Faculty Participation in the Selection of Deans and Department Chairpersons and in the Evaluation of Academic Programs Committee". There are two deans, two departmental chairs, four faculty members with two of those four on sabbatical, and two have rotated off the committee. Two new faculty members have consented to serve with Paul LeBlanc consenting to serve as chairman. It was suggested if this change to Appendix A is passed along to the committee, the recommendation be that no action be taken until spring when the full compliment of the committee is present. The amendments could be sent to the Provost with a copy sent to this committee. This committee has not met in quite some time. Part of the problem with the current system is faculty apathy, confidentiality, and lack of knowledge of the issue involved. With evaluations of deans being mandatory, the pressure and fears placed on faculty voting would be less. The Faculty Senate voted (34 in favor, 2 against, 2 abstentions) to send the amended Part C of Appendix A to the Provost and the cited committee.

**President's Report** – (*Mathew Winston*) The University will host a memorial service for Vivian Malone Jones Thursday, October 20 at 7:00 PM in the Ferguson Ballroom. Ms. Jones was a civil rights pioneer, and was the first African American to graduate from The University of Alabama. She died on October 13. Denny Chimes will ring in her honor (Tuesday 10:00 AM) at the same time services are conducted in Atlanta. The Steering Committee discussed the Campus Master Plan. The question arose whether the faculty will have input into the plan for the campus. The answer was "yes". The Provost has requested that the Faculty Handbook be reviewed for corrections. The Faculty Senate Academic Affairs (*John Vincent & Marcia Barrett*) committee volunteered to handle this project and will bring any changes to the Steering Committee. The Steering Committee also addressed the problem of proper observance of religious holidays and events. Mathew Winston discussed this with Russ McCutcheon, Director of Religious Studies. It was determined the best method of dealing with this would be to issue an overall statement to faculty and staff requesting observances of religious holidays be honored.

The possibilities are that the statement be included in the Faculty Handbook and/or placed on the University web page. Alabama Citizens for Constitutional Reform will have a meeting at the Harbert Center (2019 4<sup>th</sup> Avenue North) in Birmingham on Tuesday, October 25 from 3:00 until 6:00 PM.

**Vice President** – (*John Vincent*) No report.

**Secretary** – (*Karen Steckol*) No report.

**Academic Affairs** – (*John Vincent & Marcia Barrett*) Refer to report given above.

**Faculty Life** – *Steve Shepard (Natalie Adams) & Nick Stinnet (Deidre Leaver Dunn)* No report.

**Financial Affairs** – (*Jeanette Vandermeer & Jim Hall*) No report.

**Research & Service** – (*Clark Midkiff & Dee Golston*) This committee met with Dr. Marianne Woods, Associate Vice President for Research. Concern was expressed about the possibility of the Federal Government placing further restrictions on access to laboratories by foreign students. For funded research, the University receives overhead rate monies. The rate was increased to 43% this year, and will be increased to 44 ½% next year. Our rate of return for overhead has been low as compared with peer institutions, which prompted a review of our procedures for its calculation. The result has been that our overhead will inch higher over the next couple of years.

**Faculty & Senate Governance** – (*John Mason & Kim Andrus*) There are four University committees where the Faculty Senate either elects or recommends to the President for committee members. The requirement of the Merger and Discontinuance Committee is the election of one new member. The Mediation Committee requires two new members. An election will be held by the Faculty Senate at the November meeting. Each nominee should be asked if they are willing to serve. The requirements are:

**Nomination and Election of  
One Member to Three-Year Term on University  
Merger or Discontinuance of Academic Units Committee  
Term to Commence in January 2006**

Senate to nominate and elect a faculty member to Merger or Discontinuance of Academic Units Committee at November Meeting

The faculty member's permission is required to nominate him or her.

Requirements for election:

- 1) Faculty member elected must be tenured.
- 2) Faculty member elected cannot be a member of the University Mediation Committee.
- 3) Faculty member elected cannot be a member of the Faculty Senate
- 4) No two faculty members from the Faculty Senate elected group (three

members) can be from same college. Continuing members on committee from the Faculty Senate group are from Education and Social Work. Thus, the Senate may elect a faculty member from any college other than Education or Social Work:

5) The outgoing member of committee from the Faculty Senate group (Scott Bridges) is not eligible for election to committee for two years.

The committee will elect its chairperson in January.

## **Merger or Discontinuance of Academic Units Committee**

### **Duties**

To represent the faculty as a whole in cases where merger or discontinuance could result in termination of a faculty appointment. Determine whether merger or discontinuance of an academic unit would benefit the educational mission of the University as a whole. This determination will be based essentially on educational considerations similar to those that affect the President's decision and the recommendations by Deans and the Provost/Academic Vice President. In accordance with "Principles and Procedures for Merger or Discontinuance of Academic Units," effective November, 1994.

### **Composition**

The members of this committee shall consist of nine tenured faculty members who are not members of the University Mediation and Grievance Committee, with three members elected by the Faculty Senate, three elected by the Graduate Council, and three elected by the Council of Deans. No person elected by a group shall be a member of that group at the time of election, and the Council of Deans shall not elect any person who is a current member of the Council of Assistant and Associate Deans. No two of the three serving members elected by a group shall be faculty members of the same college or school (other than the Graduate School). Members completing a term on the Committee are not eligible for re-election until two years have passed. The Committee elects its own chairperson from among its members at the start of each spring semester.

### **Reporting Channel**

Provost/Academic Vice President

### **Membership**

#### **Council of Deans**

David Arnold - 12/31/06

Peggy Jessee - 12/31/06

Milton Ward - 12/31/06

#### **Graduate Council**

Brian Gray - 12/31/05

Richard Lomax - 12/31/06

S. Allen Wilcoxon - 12/31/07

### **Faculty Senate**

Scott Bridges - 12/31/05 Outgoing member  
Carol Drolen - 12/31/06 Social Work  
Dennis Sunal - 12/31/07 Education

## **Nomination and Election of Two Members to Three-Year Terms on University Mediation Committee Terms to Commence in January 2006**

Senate to nominate and elect 2 faculty members to Mediation Committee at November Meeting

The faculty member's permission is required to nominate him or her.

Requirements for election:

6) Faculty members elected to the committee by the Faculty Senate may not be administrators.

7) No more than 2 members can be from same college. Continuing members on committee are from Arts & Sciences, Communications, Education, and Law. Thus, the Senate may elect:

- ✓ No more than 1 member from Arts & Sciences, Communications, Education, and Law.
- ✓ 1 or 2 members from the other colleges.

8) Outgoing faculty members of committee (Ken Wright and Scott Hestevold) are not eligible for election to committee for two years.

The committee will select its chairperson in January.

### **Mediation Committee ([committees.ua.edu](http://committees.ua.edu))**

#### **Duties**

All grievances by the Faculty are directed to the University Mediation Committee as the first step in the grievance process. The committee makes the determination of grievability and attempts to mediate and solve the grievance. In cases where mediation is not possible, the committee will assist in the selection of a Hearing Tribunal and call the first meeting of that tribunal and the Senior Faculty Member who is appointed as a liaison person by the Provost/Academic Vice President and the President of the Faculty Senate.

#### **Composition**

The University Mediation Committee is composed of six faculty members who are not administrators and two administrators. The faculty members are elected by the Faculty Senate at its regular November meeting to staggered three-year terms, with two terms expiring on December 31 of each year. No more than two faculty representatives may be from any one academic division. Faculty members completing a term on the committee are ineligible for re-election until two years have passed. Any faculty vacancy occurring on the committee may be filled on a temporary basis by a majority vote of the faculty representatives remaining on the committee; the Faculty Senate shall elect a faculty member to fill the remainder of the unexpired term. The President of the University or his

or her designee chooses the administrative members from among the administrators of the University who are tenured or tenure-earning faculty members in one of the academic programs and who hold an administrative appointment in an academic area. Each January, the committee selects its chairperson from among the faculty representatives. The chairperson is responsible for coordinating and expediting the work of the committee, ensuring that grievances normally are settled or are submitted to Hearing Tribunals within no more than six weeks from the time the grievances are received by the committee.

### **Reporting Channel**

The President

### **Membership**

Sara Barger, Dean, Capstone College of Nursing - 08/15/04 - 12/31/06

Robert Olin, Dean, College of Arts & Sciences - 1/1/05 - 12/31/07

Al Brophy - 1/1/04 to 12/31/06 Law

Karla Carmichael - 1/1/04 to 12/31/06 Education

Gary Copeland - 1/1/05 to 12/31/07 Communication

George McClure - 1/1/05 to 12/31/07 Arts & Sciences

Ken Wright - 1/1/03 to 12/31/05 Outgoing committee member

Scott Hestevold - 1/1/03 to 12/31/05 Outgoing committee member

Those elected will begin serving on January 1, 2006.

**Student Affairs** – (*Priscilla Davis & Karen Burgess*) No report.

**Legislative Agenda** – (*Margaret Garner*) Mathew Winston gave the Legislative Agenda report in Margaret Garner's absence. Margaret Garner was nominated by Mathew for the Capstone Hero award and was selected. This was in recognition of her devoted efforts and service to the University of Alabama and higher education in general. Gordon Stone of the Higher Education Partnership organization will address the Faculty Senate at the December meeting.

**New Business**

**Old Business**

**Meeting adjourned 4:30 PM**