

FACULTY SENATE

THE UNIVERSITY OF ALABAMA

FACULTY SENATE MEETING

November 19, 2002 – Ferguson Forum – 3:30 PM

Minutes

Absent: Karen Burgess, Karen Carmichael, Wythe Holt, Debra Nelson-Gardell, Richard Richards, Roy Ann Sherrod, Keith Woodbury . **Guests:** Steve Reeves, *Tuscaloosa News*, Joanna Hutt, *Dialog*

The minutes of the Faculty Senate meeting on October 15th were approved.

University Library Dean Lou Pitschmann gave a presentation of the positive aspects and the problems of the libraries on campus. He began his comments with an expression of appreciation for the opportunity to speak to the Faculty Senate. The University is committed to advancing academic programs in a number of areas including maintaining excellence in teaching and research, and remains committed to these goals. Libraries play a major role in the accomplishment of these goals. Dean Pitschmann stated that the libraries on campus have excellent staff members. The UA library system is struggling to keep up with peer institutions in the Southeast. Publishing is moving rapidly into electronic formats. At the same time, print formats must be maintained as well. The faculty will very much determine the material purchased for the libraries. A movement away from the print format will be followed in some areas. Undergraduate students do not understand how to evaluate a free website on the Internet and the scholarly material the libraries have available and have paid hundreds of thousands of dollars to provide. The faculty “wish list” equals \$350,000 the first year to provide those products, and \$100,000 the following years. The priority of the libraries at this point is to pursue funding and resources and to move forward to improve the national ranking. The libraries dropped from a 97th ranking to 102nd out of 112. There are 125-150 legitimate research libraries affiliated with higher education. Some libraries (40% of the membership of the Association of Research Libraries) now charge students a technology fee. UCLA charges \$3.50 per semester credit hour, Penn State charges a tech fee of \$130 per student which generates \$1.5 million dollars. Some institutions have a small percentage of overhead research money that is channeled to libraries and some use grant money to purchase needed items. New academic programs would possibly not be successful without proper library support. Libraries have more activity after 6:00 pm and a recently adopted study period at UA Science library from midnight to 2:00 am has been very successful. Dean Pitschmann requested input from the faculty members. The cost to *maintain* the national ranking of the libraries in 2001 would have been one million dollars of permanent monies. The Bruno and Law libraries are the premier libraries on campus, however, more space and materials are needed. A suggestion was made for the libraries to inform faculty of new resources as they become available to the faculty. It was suggested to look at endowments for funding. Donors are most interested in placing their donations in the college they acquired their degrees or others areas of personal interest. There is minimum interest in donating to libraries.

President’s Report – (*Steve Miller*) Any comments or suggestions regarding Dr. Mason’s “Alabama for 2010” statement should be communicated as soon as possible to Dr. Mason or Steve. A letter was sent to Dr. Mason from Steve with some changes suggested by the

Steering Committee. Steve met with Dr. Mason last Friday for an hour about faculty concerns about the reallocation process. Dr. Mason will respond this week to that letter. Subhabrata Chakraborti presented at an energetic seminar on organizing and teaching large classes, and it was a great success. The University is preparing for re-accreditation in 2004 and two knowledgeable senior faculty members are needed to serve on a committee addressing this issue. The Steering Committee suggested considering the winners of the Blackmon-Moody and Burnum awards for these positions and the Senate agreed with this procedure.

Senator Marvin Johnson has brought forward a proposal for establishing and maintaining equitable relationships in the levels of faculty salaries between Colleges and Academic Units for consideration by the Senate. Copies of the proposal were given to each senator. Much work and effort has been put into this proposal by Senator Johnson. The proposal came out of the Planning and Operations committee and was referred to the Steering Committee for review. A special meeting of the Steering Committee was called on October 22 and met for over two hours reviewing this proposal. The proposal arranges divisions and departments of the University into best-paid and least-paid categories. According to a formula within the proposal, more monies are given to the faculty on the lower end and less monies given to faculty on the higher end to create a more equitable pay scheme at the UA. It was felt by members of the Steering Committee that this proposal would hurt faculty at the higher end and would be divisive. There was only one Steering Committee vote supporting this proposal. This was presented to the Senate today only as an information item since the committee only had one member to vote to move the issue forward. According to Senate by-laws, the Steering Committee votes to determine the issues that are moved forward to the Senate. The Steering Committee can also determine whether the issue should go back to the originating committee. If the Planning and Operations Committee chooses to take this issue again there is nothing to prevent them from doing so and bringing it back to the Steering Committee. The Planning and Operations Committee voted to refer this proposal to the Steering Committee. The Steering Committee felt energies of the Senate should be directed toward reallocation at this time and that this proposal should be considered at a later date. Marvin Johnson's comments included the points that any sacrifices by the higher paid faculty would be temporary and would diminish year by year until a more equitable relationship between the lower and higher would be achieved. One senator expressed his opinion that the time of the Senate was not being used properly and that debate of this issue was the proper course. The answer to the question concerning the effect on hiring new faculty was that the proposal would not interfere with the entry level of salaries but that the proposal would adjust the inequities resulting from unusually high or unusually low starting salaries over a period of time. One senator expressed the opinion that faculty chooses their field of expertise and employment and are aware of the market value of those choices. They are free to pursue higher salaries according to their market value or they are free to work as a team member in the academic community. One senator questioned whether it would be possible to find another institution that has followed the main points of this proposal. Marvin Johnson proposed that an ad hoc committee be created to continue review and study of his proposal. The rules were suspended for the presentation of this motion. Following discussion, the motion to establish an ad hoc committee vote was 24 in favor and 10 opposed. This committee should be representative of all divisions and departments. Among the senators volunteering to serve on this committee were Charles Nuckolls, Robert Moore, Nanda Hopenwasser, David Beito and Kathleen Bolland. Steve and Marvin will meet to determine the membership of this committee.

It was announced that Aurtherine Lucy Foster is speaking at 7:30 p.m. in #10 Alston on November 20th.

Committee Reports:

Senate Operations – (*Frannie James & Harry Price*)

Two representatives should be elected to serve on the Mediation Committee for a three-year term from any division and this can be done at this meeting or the December meeting. An information sheet with the duties, composition, reporting channel and members was distributed. Scott Hestervold and Ken Wright were nominated and were approved by the Senate. They will be contacted concerning their willingness and availability to serve with the Senate Operations following up with a report back to the Senate in December. One two-year term member and one three-year term member should be elected for the Merger or Discontinuance of Academic Units Committee. Marvin Johnson was nominated, however, nominees cannot be members of the Senate. Eligible faculty members will be considered and the Senate Operations committee will be on the December agenda for the Senate meeting concerning this issue.

Academic Affairs – (*Beth Macauley & Garry Warren*) This committee is discussing grade inflation and will likely have a statement on attendance policy and issues at the January meeting.

Faculty Life – (*Wythe Holt & Nick Stinnett*) Information is being gathered concerning practices and policies pertaining to adjunct faculty and faculty that are on non-tenure leave with respect to the benefits and other opportunities that are made available to them. This committee will be making a recommendation concerning this issue. This committee also is conducting a survey of a series of one question a month to determine what would make faculty life at UA better. John Mason, Harry Price and Bob Sigler were commended for their service on the Reallocation Committee.

John Mason gave the report concerning the Reallocation Committee. The committee is continuing to make progress and is in the process of gathering information. There are several meetings scheduled in January going beyond the deadline of December. The committee will make recommendations to the Interim President who in turn will discuss those recommendations with the Board of Trustees and then will make decisions. The Interim President will discuss these decisions with the faculty before being implemented. All information has been supplied to this committee that has been requested. Bob Sigler suggested that the Faculty Senate develop a statement and recommendations for outside funding and that this be done as quickly as possible. This would be an appropriate assignment for the Financial Affairs Committee. This committee would appreciate all suggestions and input.

A reception for the deans hosted by the Faculty Senate Steering Committee will be on November 26 from 5:00 – 6:30 at Indian Hills Country Club.

Planning and Operations – (*John Mason & Mathew Winston*) No report.

Research & Service – (*Subhabrata Chakraborti & Jim Eddy*) Recommendations were made by this committee concerning the loss of library books declared by faculty members. A fine of \$45.00 plus a processing fee was proposed. This has been accepted and will be returned to this committee.

Senate Operations – (*Frannie James & Harry Price*) A meeting with Carol Prickett will be held to determine the committees and duties that may possibly be switched from University Committees to Faculty Senate Committees. This information will be presented in a report to the Faculty Senate.

Student Affairs – (*Clark Midkiff & Jeff Richetto*) This committee has discussed the challenges of making international GTA's better undergraduate teachers. They will be meeting with John Schmidt to discuss the findings of the visit to the Ole Miss campus.

The *Tuscaloosa News* published an editorial criticizing the efforts to close bars midnight Monday-Thursday and 1:00 AM on Friday and Saturday. Alabama is the only SEC school that does not have bar closing hours. It was pointed out that student activity hours should be extended to correlate with these hours.

Faculty Leadership Review – (*Norm Baldwin*) Four hundred feedback surveys have been mailed out to faculty members. If the response rate is not appropriate, the Faculty Senate could possibly be called on to fill out these additional surveys. The survey requests evaluation of the survey items to help determine the ones that are relevant for a survey that applies to UA. Two hundred ask for feedback on chairs and two hundred ask for feedback on deans. After the response, data will be analyzed and a report given to the Faculty Senate. The results will also be given to the deans and chairs for feedback before deployment.

Legislative Agenda – (*Margaret Garner*) Higher Education Partnership applications were given to each senator. Increased membership in HEP is a high priority.

Meeting adjourned 5:00 PM