

FACULTY SENATE MEETING

DECEMBER 12, 2000- 3:30 PM - FERGUSON FORUM

APPROVED MINUTES

Roll Call and Quorum check by Steven MacCall - Quorum present

Absent: Martin Bakker, Cornelius Carter, Bill Chaplin, Marvin Johnson, Jim Taylor, Jerry Rosiek, Carol Donovan, David Arnold

The minutes of the November 21 Faculty Senate meeting were approved.

President's Report - (Pat Bauch)

Gene Marsh was scheduled to speak to today's Faculty Senate meeting but has cancelled due to a conflict in his schedule. He will speak at next month's meeting to be held January 23 concerning the **NCAA inquiry** of the football program.

Comments regarding the **anti-racism workshop** included "a great learning experience" and "empowering." Those attending got to know each other better and everyone learned something new.

There will be a more detailed **HEP membership** report at the next meeting. The membership drive has been extended into January.

There are two appointments to the **Grievance and Mediation Committee** that need to be determined. Pat asked for suggestions and nominations for those two positions. Some of the names mentioned were Harold Bishop, Nick Stinnett and Daniel Webb. Those rotating off this committee are Peggy Jessie and Steve Tomlinson.

The proposal to **change the dates** of the **January Faculty Senate meeting and the Steering Committee** meeting was brought forward. Changing the Senate meeting to January 23 and the Steering Committee meeting to January 16 would give committees a sufficient opportunity to meet at the beginning of the semester following the holiday break. There were no objections. It was suggested that the Senate Operations Committee should look into changing the by-laws to accommodate a permanent date change and bring back to the Senate their recommendations.

Pat also charged the **committees** to look at the top ten priority issues listed by the Faculty Senate and to address those issues to their agenda that fall under their committee's jurisdiction.

Vice President's Report - (Norm Baldwin)

An ad hoc committee has been formed with Norm Baldwin as chairperson to explore more acceptable alternatives for more frequent faculty feedback for **Deans and Department Chairs**. This committee has consulted experts in the area of performance evaluation and personnel administration, which will enable this committee to speak with academic authority on performance evaluation. This committee will be meeting early next semester.

The Provost's **Distance Learning Committee** is looking at the distance learning status of the University.

Secretary's Report - (Steven MacCall)

Steve reported the collapse of the **Dean's** search for the **College of Continuing Studies**. A new search committee will be formed. There is no information concerning an interim dean at this time. Discussion included the point that a Faculty Senate representative should be on every search committee and the status of this policy will be reviewed. Pat will do some research and report back to the Senate. There is also a search for a Library Dean.

Academic Affairs - (Don DeSmet & Steve Miller)

The report of this committee concerned the **"forgiveness"** and **"academic bankruptcy"** policies of the University. The forgiveness policy allows a student to drop from their GPA up to three courses. Bankruptcy can be retroactive and allows a student to withdraw from a semester of work due to personal, emotional or financial circumstances. In the period of August, 1999 to July 31, 2000 - there were 3,169 applications for "forgiveness" and the total number of courses affected was 4,936. From January to November of this year, 80 bankruptcies have been processed. This committee feels that this is extravagant and out of control. They are communicating with Hank Lazer, Assistant Vice President for Undergraduate Programs and Services, regarding this situation and the consensus is that this is indicative of a larger problem. There seems to be a definite lack of conformity among the colleges in applying these

policies. These policies were implemented six years ago through a former Provost and Council of Deans and did not come before the Faculty Senate. The purpose of these policies is not clear. These policies need to be further reviewed and more information obtained to bring back to the Senate.

The ad hoc committee for the **Evaluation and Reward of Teaching** made a recommendation to the Provost concerning the lack of development and service for faculty. It was determined that many services needed by the faculty were scattered throughout the campus. The Provost is requesting additional funding this spring for a **Faculty Resource Center** with offices located in Seebeck Computer Center. There has been a budget established and a search is underway for personnel to staff this center. It was suggested that the faculty need to be informed of the establishment of these services. The point was also made that centralizing these services at this time is correct, but in the future the decentralization of these services would be desirable.

Faculty Life - (Rob Ingram & Wythe Holt)

The revised **Mediation Document** will be ready for discussion at the next meeting. Everyone was encouraged to review this document. The **mentoring program for faculty** will be discussed in a meeting with the Provost in January. The **ADA case** concerning the Disability Act suit involving the University was argued before the Supreme Court six weeks ago. A decision has not been handed down at this point.

Financial Affairs - (Keith Woodbury & Deborah Martin)

Discussion of **travel reimbursement** criteria for the University revealed that a change had been made in delayed reimbursement. All documentation for delayed reimbursement must be submitted within 60 days of travel. If funds become available later in the year, those documented expenses could be retroactively reimbursed. Keith will send Pat a draft of this new policy to be e-mailed to all faculty.

Planning & Operations - (Marcia Barrett & Bill Keel)

The reaction to a mandate for **ACHE** to collect information on faculty workload data has been to "wait and see." The request for individual faculty data is not viable. One concern is that it would be easy to identify individual faculty because social security numbers and tenure information is requested. There is certainly potential for misuse since pertinent personal information would be involved. It was suggested to place this information on the Faculty Senate web site. Permission has been requested to do so. Marcia has inquired about this and is waiting for an answer. The Provost suggested inviting Tim Parker to speak to the Steering Committee since he introduced this to the Legislature. This will be an opportunity for concerns to be voiced and questions to be asked. There seems to be a definite lack of understanding of the demands and workloads of faculty by those involved with ACHE. Data collected by ACHE will be reported to the Legislature. What will be done with this information is unknown. There are 40,000 students in the UA system and data has been collected about them. The expense of collecting data and other expenses has not been established. Collecting data is a great financial burden for the institutions. It is also not a viable plan if the institutions do not know how these data will be used. Tim Parker will be invited to attend the next Steering Committee meeting.

Research & Service - (Bing Blewitt & OPEN)

This committee has met and will have a report for the next meeting.

Senate Operations - (Norm Baldwin & Jim Taylor)

The **establishment of the Faculty Life Committee** as a permanent Standing Committee was discussed. This committee has addressed issues that did not fit the charges of other committees. It was suggested that a resolution be made to establish this committee permanently. A change in the by-laws would be required and this should be brought forward at the next meeting with a vote being registered at the following meeting. This committee continues to monitor the attendance of Senators.

Student Affairs - (Dexter Gordon & Rob Ingram)

This committee will meet with President Sorensen in January concerning some **diversity issues**. A copy of the SGA resolution concerning delayed rush will be sent to Dexter Gordon and he will forward it to the Student Affairs Committee.

Reports from Standing Committees

Resources & Priorities - (Pat Bauch)

This committee is obtaining information about the University budget and has asked for the operating budgets for each individual college. Data concerning number of GA positions, number of faculty positions, filled and unfilled positions and other information has been obtained. It is the goal of this committee to eventually get a full report on the University budget. Their minutes are on the Senate web page.

It was discussed that according to the Master Plan, there will be renovation and redesigning of the President's Pavilion. Also, that there is a lack green space on the eastside of campus.

Legislative Agenda Committee - (Margaret Garner)

The Chancellor had a meeting of representatives of all three campuses to discuss budget strategy. It was reiterated for Senators to become members of HEP and PAC. HEP is the advocate for public higher educational institutions and PAC is the advocate for the UA system. The recommendation was made that we must become proactive in the battle for funding. PEEHIP costs have increased and Paul Hubbard will be working to cover that cost without decreasing the amount of raises for K-12 teachers. A proactive legislative workshop for training faculty, staff, and students from all three institutions will be held on the Tuscaloosa campus January 13, Saturday, 12:00-4:00 PM.

Meeting adjourned 5:15 PM