

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE MEETING

December 14, 2004 – 3:30 pm – Ferguson Forum

### APPROVED MINUTES

**ABSENT WITHOUT ALTERNATE:** Torin Alter, Bing Blewitt, Priscilla Davis, Daniel Goldmark, Jim Hall, Jeff Richetto, Joshua Rothman, Brian Evans, Amilcar Shabazz, Art Allaway, Karen Burgess, Jay Lindly, Duk-Won Park, Clark Midkiff, Nick Stinnett, Al Brophy, Mitch Shelton, Carol Drolen

**ABSENT WITH ALTERNATE:** Shuhua Zhou/Annabel Stephens; Kagendo Mutua/John Petrovic; Jeanette Vandermeer/Melonie Carter; Mike Parker/Joanne Terrell

**GUESTS:** Adam Jones, Tuscaloosa News

The November 16, 2004 Faculty Senate meeting minutes were approved as corrected.

Two action items on the agenda were nomination and election of two members for the Mediation Committee and one member for the Merger or Discontinuance of Academic Units Committee. Robert Moore and Jerry Weaver of the Faculty and Senate Governance Committee conducted the election. The candidate for the Merger and Discontinuance Committee was Dennis Sunal, Professor, Secondary Curriculum, Teaching, and Learning; Science Education. Following a motion to elect Dennis Sunal made by Mathew Winston and a second, Dennis Sunal was voted with two abstentions to serve on this committee. The candidates for the Mediation Committee were Gary Copeland, Professor of Communications and Information Sciences, Telecommunication & Film; Evan Duggan, Associate Professor of Information Systems; George McClure, Associate Professor of History; and David Roskos-Ewoldsen, Professor of Communication Studies and Psychology. The criteria for the committee positions are attached. There were no further nominations from the floor. Following a discussion of the number of representatives from each college, and the distribution and counting of paper ballots, George McClure and Gary Copeland were elected to the Mediation Committee.

**President's Report** – (*John Mason*) The "Books for Baghdad" project was very successful with 7,500 to 10,000 books collected. The University of Alabama donated one-third of the books collected. The books will be inventoried before shipping. There was a donation of medical journals but the name of the person was not obtained. John Mason requested press coverage and photographers for the loading but there were no media representatives present. There has been no response from Dr. Witt regarding the health care resolutions. Margaret King responded on behalf of Dr. Witt regarding the behavior of entertainers/performers on campus resolution.

**Vice President** – (*Mathew Winston*) No report.

**Secretary** – (*John Vincent*) No report.

**Academic Affairs** – (*Marcia Barrett & John Vincent*) No report.

**Faculty Life** – (*Wythe Holt & Nick Stinnett*) Information from North Alabama and

Montevallo University concerning a change to Peehip for health insurance coverage revealed that the cost of such a move was prohibitive and would reduce control of the program. These institutions declined to change their insurance provider. The opinion was that any savings would be minimal for the University. It was believed that Jacksonville State University changed to Peehip following three catastrophic illnesses in one year. The cost of catastrophic insurance is extremely high and was dropped by the University. The only ones doing well with Peehip is the K-14 teachers and retirees. Peehip has a different set of costs for faculty at four-year institutions than the K-14 teachers. Retirees and spouses 65 or older pay \$94 a month for Peehip. If your spouse was also an employee of the state, the spouse 65 or older pays \$1.14 a month.

**Financial Affairs** – (*Wolfgang Bertsch & Karen Steckol*) The University of Alabama Operating Budget for FY2004-05 was presented in power point and discussed in a meeting with Reba Essary on December 6<sup>th</sup>. Wolfgang Bertsch reviewed the report for the Senate. Wythe Holt questioned the health contribution figure of \$600,000 on the report. The \$800,000 figure has been approved by the Board of Trustees and will be clarified by the Financial Affairs Committee. The total proposed additional revenue and reallocation amount was \$20,764,000. The reallocation figure of \$697,000 is the amount individual colleges have reallocated within their own colleges with those funds to remain in their college. The budget for compensation related allocations for faculty and staff was reviewed with the final amount of \$14,973,000 being budgeted for 2004-05. The budgeted figures for unavoidable increases in operating expenses included utilities, operations and maintenance, insurance, library inflation and technology upgrades. The final amount budgeted was \$1,837,000. The technology upgrade commitment was made five years ago with this being the final year of that commitment. The budget allocations for student recruitment and retention included student aid, admissions recruiting, Honors College, scholarship enhancements and CCS Distance Education. The final budgeted amount was \$2,797,000. Employees have been hired to recruit students in other states including Florida and Texas. There was discussion of benefits for students and amounts available for scholarships. The budget continued with allocations for deferred maintenance, O&M budget enhancements, minority hiring and reserved funds. The total of these proposed allocations was \$20,764,000. There were questions asked during the meeting that were detailed. The answers should be available after the first of the year.

**Research & Service** – (*Clark Midkiff & Tatiana Tsakiropoulou-Summers*) No report. The request was made for this committee to look into the Office of Research. Committees are being restructured, expanded and subcommittees are being formed along with other issues that should be monitored.

**Faculty and Senate Governance** – (*Robert Moore & Jerry Weaver*) Vice President Mathew Winston expressed appreciation to this committee for conducting the election of representatives for the Mediation Committee and the Merger or Discontinuance of Academic Units Committee.

**Student Affairs** – (*Caryl Cooper & Priscilla Davis*) This committee has met with Margaret King and the information passed along to the Senate.

**Legislative Agenda Committee** – (*Margaret Garner*) Margaret reminded everyone to put the date of Thursday, March 3, 2005, on their calendars for Higher Education Day to be held in Montgomery. Transportation will be provided. She also stressed that students play a major part in the impact made by higher education. Encouragement was expressed to refrain from giving exams on that date allowing students to participate in Higher Education Day. Legislative Breakfasts will be resumed most likely in January.

**Old Business** – Everyone was reminded that there is a Faculty Staff Clinic at the University Medical Center. There is a separate waiting room with computers, coffee and priority with very little wait to be seen. There is a nurse practitioner on duty to evaluate the patient. The co-pay is \$20.00 and services are covered by insurance. It is open 8:30-4:30 everyday. There has been no decision made regarding the establishment of a pharmacy for faculty and staff.

A senator expressed frustration with TIAA-CREF's lack of response regarding retirement information requested. The Benefits Committee will look into this issue.

4:25 PM Meeting adjourned

## Mediation Committee

### **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  
Culpepper Clark, Dean, College of Communication and Information Sciences  
Al Brophy - 1/1/04 to 12/31/06  
Karla Carmichael - 1/1/04 to 12/31/06  
Marsha Adams - 1/1/02 to 12/31/04

Carol Prickett - 1/1/02 to 12/31/04

Ken Wright - 1/1/03 to 12/31/05

Scott Hestevold - 1/1/03 to 12/31/05 (Sabbatical, Fall 2004)

Ed Stephenson - 8/15/04 - 12/31/04

## **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

Carol Drolen

Stephen Tomlinson - 12/31/04

