

**FACULTY SENATE MEETING**  
**February 20, 2001 - Ferguson Forum - 3:30 PM**

**Unapproved Minutes**

**Secretary Steven MacCall called roll and declared a quorum.**

**ABSENT:** Harry Price, Cornelius Carter, Bill Chaplin, Chuck Schmidt, Jerry Rosiek, David Arnold, Michael Triche, Bill Andreen,

**ALTERNATES:** Giles D'Souza for Jim Taylor

**Minutes of the January 23 meeting were approved with minor corrections.**

**President's Report - (Pat Bauch)** Pat asked if there were any objections to the **appointment to the University Mediation and Grievance Committee** of Nick Stinnet (Human and Environment Sciences and Harold Bishop (Education), who had been previously nominated by the Senate and agreed to serve. There were no objections. The committee of Margaret Garner, Rob Ingram and Wythe Holt will serve as a Nominating Committee to assist with the **recruiting of new officers** for the Faculty Senate year 2001-2002. The President Pat Bauch and Secretary Steven MacCall will not be available to serve next year. The establishment of proration has caused a **reduction in the Faculty Senate budget** of \$283.00. This amount will be deducted from our operating budget since our budget does not contain itemized costs.

**Vice President's Report - (Norm Baldwin)** The ad hoc committee for the **Evaluation of Deans and Chairs** has met three times and formulated a tentative policy addressing the primary concerns of the prior proposal. The additional administrative cost of the evaluation and the timeframe for annual reviews were primary concerns. This committee will be lobbying deans to determine their objections/approval of the new proposal. The ad hoc **Distance Learning Committee** approved "quick entrance" (no review of transcripts, ACT or SAT scores) for students who do not want to pursue a degree but want to take distance-learning courses. The Committee is also considering eliminating the registration fee for those students not pursuing a degree but who are taking distance education classes. A concern was expressed that students could use this method to later enroll as a full-time student and bypass the prerequisites required by the University. This is not a policy change of the University, but this concern will be passed on to the committee.

**Secretary's Report - (Steven MacCall)** Letters to the Deans of each school and college have been sent concerning the **election of new senators**. It was requested that each senator that has completed their term check with their departments to make certain they have a replacement. There will be an orientation for new senators in April.

**Action Items:** Deborah Novak along with Gary Moynihan and Paul Ray introduced a **resolution honoring Dr. William Nichols** whose untimely death occurred in January. This resolution with minor corrections ([\*attached\*](#)) will be sent with a cover letter to the family of Dr. Nichols with a copy to Sid McDonald and The Board of Trustees. This was approved by unanimous vote of the Faculty Senate.

**By-laws revisions - (attached)** The Senate Operations Committee brought forward [two revisions](#) to the by-laws. Revisions have to be announced at one meeting and voted on at the next meeting. These revisions were previously introduced at the January meeting. The creation of the [Faculty Life Committee](#) came about due to issues and policies that did not fit neatly into the responsibilities of other committees. There was also the need to distribute the workload of the Senate more equitably. Six members will serve on this committee. This by-law change was approved with a two minor revisions: the phrase "domain of the Financial Affairs Committee" was changed to "domain of other University Standing Committees." The phrase "one of the Faculty Senate's most active and productive committees" was changed to "The Faculty Life Committee has proven to be an active and productive committee during its trial run." Discussion included concerns about the number of committee members.

The second resolution concerned the change in the [January meeting date](#) for the Faculty Senate. The need to change the meeting date revolves around the first day of classes following the holidays and the need for committees to have time to meet and determine business for the Faculty Senate meeting. The Senate approved this resolution.

**Faculty Life Committee** - (*Rob Ingram & Wythe Holt*) The Faculty Life Committee has been considering a [Faculty Mentoring Grant Program](#) for some time. This committee wanted to formulate a mentoring program with flexibility and standards not being put in place by other entities. This proposal includes: providing incentives for faculty to develop innovative and informal ways of enhancing the opportunities for success of non-tenured faculty, the development of mentoring activities, obtaining feedback on their work, developing contacts with other faculty and, lastly, increasing the rate of success among non-tenured faculty in achieving tenure. A previous request for \$50,000 for faculty development came from the Reward and Evaluation of Teaching committee. By combining the mentoring request for \$50,000 with the faculty development request, brings the total budget amount for faculty development to \$100,000. (Rep. Tim Parker will be presenting a \$10,000 check for faculty development.) Further discussion from the floor included these points: some individual departments provide mentoring; should this money be requested during proration; are colleagues outside the University allowed to apply; and how will the money be spent? These are details to be determined by the new faculty development office, should one come into existence. Hopefully, this program would encourage people to be innovative. The Senate was asked to be supportive of the intent of this effort. If it is supported, it will then go to the Provost. If it is not supported, it will not go forward. Funding for this program is uncertain in light of proration. The vote that this be presented to the Provost was: the majority in favor with one "nay" and three "abstentions."

The **UA System Strategic Planning Initiative** information presented by Margaret Garner was discussed. This initiative basically asks that all three UA campuses have an articulation relationship providing for the review of existing programs by the other two campuses regarding collaboration and the establishment of new programs. The Faculty Senate previously requested a time extension to the Systems Office. Sandral Hewlett, chair of Academic and Planning Committee of the Board of Trustees, met with Pat Bauch and Mike Wyss (UAB) concerning this matter. She promised to look further at this issue and meet again with Pat and Mike to discuss additional information and developments.

In the planning process for the Strategic Planning Initiative document, there were long intervals of time with the committee did not meet. This made it difficult to provide input into the development of the document. The last meeting of the Task Force was hurriedly called just prior to the document being presented to the Board of Trustees. An ad hoc [Committee to Review the UA System Strategic Planning Initiative](#) has been established, per the request of the Senate President and the Provost. Its Committee members are: **Margaret Garner (chair)**, Director of Nutrition Education and Services, Family Medicine; Provost **Nancy Barrett**; **Ron Rogers**, Asst. Vice President for Academic Affairs and the Dean of Graduate School; **John Dolly**, Dean and Professor of Education; **Jennings Bryant**, Professor and Director of ICR, Communication, Telecommunication and Film; **Roy Ann Sherrod**, Capstone College of Nursing; **Rob Ingram**, Ross-Culverhouse, Culverhouse School of Accountancy; **Pat Bauch**, Faculty Senate President and Professor, Educational Leadership, Policy, and Technology Studies; **Salli Davis**, Associate Professor and Chair, English Department; **Rona Donahoe**, Associate Professor, Geological Sciences; **William Dressler**, Professor Department of Anthropology and School of Social Work; **Robert Batson**, Professor Industrial Engineering; and **Debra Novak**, Associate Professor, College of Nursing.

This committee met and all related correspondence and documents were dissimulated. The Graduate Council, the Undergraduate Programs and Services committee and the Quality Council were asked to review the Strategic Planning Initiative information and documents. A number of faculty are willing to review this material, also. Possible responses to the initiative include an open forum, preparing draft responses and canvassing faculty input. It was requested that the senators also review this material to prepare to answer questions from their colleagues. Margaret and others have had two meetings with Chancellor Meredith and Dr. Nash expressing concerns about the procedure followed and the lack of time and opportunity for the faculty to review the initiative. The Chancellor agreed more time is reasonable and extended the date to March 1. In talking with the Chancellor, he suggested to Margaret that she propose a plan. Part of her proposal included the need for the entire semester to conduct a review, that the Strategic Planning Initiative document go back to the original Task Force, and that all three campuses respond to the Task

Force. During the work of the Task Force, UAH and UAB changed their representation on the Task Force twice. Both institutions had an interim Provost at the time.

Margaret encouraged the Senators to refer to the Faculty Handbook, pages 10 and 11 dealing with curriculum. It can be found on the Faculty Senate Web Page. A proposal passed last year by the Faculty Senate stated that any matter deemed important by the Faculty Senate can be brought to a vote through a faculty wide referendum. The ad hoc Committee to Review the UA System Strategic Planning Initiative will deal with the initiative diligently and firmly. It was recommended that comments from any department or faculty that deals with problems and delays with academic collaboration be forwarded to Margaret Garner. At some point, it is a possibility that something will be put in place to solicit this information. All information and correspondence regarding this initiative is on the web site.

**Academic Affairs** - (*Don DeSmet & Steve Miller*) Some proposed changes in academic regulations ([distributed](#)) originated in the Academic Affairs committee and the Undergraduate Programs and Services committee. The following issues are under consideration: freshmen signing a waiver of confidentiality allowing the University to keep parents informed of the student's progress, particularly during the freshman year; issuing midterm grades for all freshmen; changing the standards for withdrawing from class; academic forgiveness; eliminating the grades of WP and WF; policy concerning withdrawal from the University; academic bankruptcy and the review/revise course repeat policy. One of the primary concerns is to find ways to increase freshmen retention. A number of questions and concerns were raised:

The biggest problem (so far) seems to be with the extended drop period. Some faculty have questioned this idea because in some courses a lot of effort goes into each student enrolled (grading homework, papers, etc.). If a student drops after 10 weeks this effort is, in a sense, wasted. I perceived another problem: Mid-term grades are proposed only for freshmen but, because some of the recommendations interlock, there may be some confusion about which regulations apply to freshmen only and which apply to all undergraduates. There has not (yet) been much objection to the idea of mid-term grades, but if it turns out in practice that these don't do any good, or are ignored, or aren't followed up on then I predict that there will be a lot of complaints.

There is also a feeling on the part of some faculty that "administrators" may end up assigning grades (even if just WP); they don't like this.

After discussion of these changes, a sense of the body was requested. The vote was in favor of the Academic Affairs Committee continuing to work with the Undergraduate Program and Services Committee on this document in the direction they have taken. The Senate will see the final draft and have an opportunity to comment on it before policy changes are made.

**Faculty Life Committee** - (*Rob Ingram & Wythe Holt*) No report.

**Financial Affairs Committee** - (*Deborah Martin & Keith Woodbury*) This committee spoke with the Provost concerning proration. Their report is on the web page.

**Planning & Operations Committee** - (*Marcia Barrett & Bill Keel*) ACHE draft data is under "Miscellaneous Documents" on the web page. The senators were urged to review this vitally important data. Sandra Woodley with ACHE will be invited to speak to the next Steering Committee meeting on the progress that is being made to report faculty workload data to the legislature.

**Research & Service** - (*Bing Blewitt*) The report of this committee concerned a complaint by a University employee regarding merit raises. This committee directed the employee to the proper channels.

**Student Affairs Committee** - (*Rob Ingram & Dexter Gordon*) - This committee will be meeting with the Office of Student Affairs this week and will have a report at our next meeting.

**Legislative Agenda Committee** - (*Margaret Garner*) The Legislative Breakfast Meeting had 65 attending but if this is to continue, more faculty participation is needed. The next breakfast meeting will be March 2 with the entire

Tuscaloosa legislative representatives being invited. A notice will be sent out regarding this meeting. Everyone was encouraged to review the information on the web sites to be properly prepared to ask questions of these legislators. Letters, FAXs, e-mails to the legislators are desperately needed. Drastic cuts in the University's budget are possible. A court case being reviewed at this time would exempt K-12 from proration. This would place the full impact of proration (18-20%) on higher education. The budget for next year proposed by the Governor retained a 6.2% proration cut for the University. Please contact your legislator. March 6 is Higher Education Day in Montgomery. The last two years, 1,000 and 1,200 have attended. A bus departs at 7:30 AM and will return by 5:00 PM. This will include lunch and a rally.

There was further discussion concerning dismissal of classes during Higher Education Day and support for higher education.

A letter written by University employees to Governor Siegelman was read by Pat Bauch (See attached.)

Meeting was adjourned 5:20 PM.

### **RESOLUTION HONORING DR. WILLIAM NICHOLS**

**WHEREAS** the Faculty Senate of The University of Alabama wishes to honor the memory of Dr. William G. Nichols, a member of the faculty of The University of Alabama, and to express its appreciation for his 29 years of service to the University; and

**WHEREAS** Dr. Nichols joined the faculty of The University of Alabama in 1971, teaching here until his recent death in January, 2001; and

**WHEREAS** Dr. Nichols served as associate professor of industrial engineering, acting chairman of the Department of Computer Science from 1983 – 1986, and Interim Head of the Department of Industrial Engineering from 1999 – 2000; and

**WHEREAS** Dr. Nichols was active in the Tuscaloosa community, particularly the First Presbyterian Church where he served as elder, deacon and Sunday School teacher; and

**WHEREAS** Dr. Nichols was recognized as a compassionate and dedicated teacher who worked tirelessly and unselfishly with his students, peers and administrators

**NOW, THEREFORE, BE IT RESOLVED** by the Faculty Senate of The University of Alabama that it extend to the family of Dr. William G. Nichols, including his wife, Claire Van Winkle Nichols, his daughter, Amanda Claire Nichols, and his son, William Frank Nichols, its heartfelt sympathy, express gratitude for his many years of outstanding, dedicated service, and let this resolution be so noted in the Minutes of the Faculty Senate.

### **RESOLUTIONS FROM THE SENATE OPERATIONS COMMITTEE CONCERNING BY-LAW CHANGES**

#### **RESOLUTION I**

**WHEREAS** the ad hoc Faculty Life Committee of the Faculty Senate has addressed significant issues and concerns that have not fit neatly under the jurisdiction of the current standing committees of the Faculty Senate, and

**WHEREAS** the ad hoc Faculty Life Committee has proven to be an active and productive committee during its trial run, and

**WHEREAS** the ad hoc Faculty Life Committee has helped distribute the workload of the Faculty Senate standing committees more evenly,

**THEREFORE**, be it resolved that the bylaws of the Faculty Senate be amended to incorporate the Faculty Life Committee as a permanent standing committees of the Faculty Senate.

Moreover, be it resolved that the responsibilities of the Faculty Life Committee be described in the bylaws as follows:

The Faculty Life Committee addresses issues relevant to the general welfare and quality of life of the faculty. These issues fall outside the teaching, research, and service roles of the faculty and outside the domain of other standing committees. Such issues include, but are not limited to, nonpecuniary faculty benefits, faculty rights, faculty diversity, and faculty relations with the surrounding community.

Moreover, be it resolved that the approximate number of members of the Faculty Life Committee be six senators.

## RESOLUTION II

**WHEREAS** January marks the beginning of Spring semester, and early January is an unusually busy time for faculty, and

**WHEREAS** the bylaws of the Faculty Senate prescribe the third Tuesday of January to be the January meeting date of the Faculty Senate, and

**WHEREAS** this meeting date and the demands of the beginning of Spring semester **sometimes** makes it difficult for Faculty Senate standing committees to conduct business in preparation for the January meeting,

**THEREFORE** be it resolved that the bylaws of the Faculty Senate be amended to establish the *fourth* Tuesday of January to be the **alternate** January monthly meeting date of the Faculty Senate.

**Note:** Article III Section 1(3) of the Senate Bylaws specifies that the Steering Committee meeting is conducted the week prior to the Faculty Senate meeting. This resolution would consequently make the Steering Committee meeting the third week of January.

### IN-TEXT BY-LAW AMENDMENT REVISIONS BASED ON

#### RESOLUTION II ABOVE

The Senate will meet on the third Tuesday, August through November and January through April and the second Tuesday of December at 3:30 p.m. in locations to be determined by the Steering Committee. If the third Tuesday falls during a time when the University is not in session, the Senate will meet on the second or fourth Tuesday, as the Steering Committee determines, and the meetings of Senate committees may have to be adjusted appropriately. **If spring semester begins on a date that makes it difficult for Senators to prepare for a Senate meeting on the third Tuesday of January, the Senate may meet on the fourth Tuesday of January, as the Steering Committee determines.** The Senate may meet also on the fourth Tuesday, August through November and January through April and the third Tuesday in December in order to finish the business of the month, and Senators should keep this date free on their calendars. **If the Senate meets on the fourth Tuesday of January, it may meet also on the first Tuesday of February in order to finish the business of the month.** The Senate will also meet at other times, including the summer months, and at locations, as decided by the Senate or the Steering Committee. The regular meeting times and locations shall be decided for the upcoming year by the Steering Committee at its August meeting, Senators will be appropriately notified, and the information will be published in *Dialog* and/or other publications deemed useful.

**Proposal for Funding of a Faculty Mentoring Grant Program**  
(Faculty Life Committee)

We request that the Office of Academic Affairs make available approximately \$50,000 each year for competitive grants to support faculty mentoring and development initiatives.

The money will be used to fund competitive grant applications from individual faculty and faculty groups.

Goals of the program include:

- Providing incentives for faculty to develop innovative and informal ways of enhancing the opportunities for success of non-tenured faculty.
- Providing a mechanism for bottom-up development of mentoring activities that will appeal to those who are served by these activities.
- Increase the opportunity for non-tenured faculty to obtain feedback on their work and to develop contacts with other faculty who may increase the likelihood that these faculty will succeed.
- Increase the rate of success among non-tenured faculty in achieving tenure.

Details of the application and selection process will be worked out with OAA; however, we envision the following:

- Proposals will be solicited near the end of the spring term for the following year.
- A limit will be placed on the amount of money available for each grant.
- A selection committee will include tenured and non-tenured faculty who will evaluate applications on the likelihood they will enhance career development and success of non-tenured faculty.
- Applications will identify the purpose of the grant, the intended audience, the grant period, and how the success of the activity will be evaluated.
- Grants may be renewed on an annual basis.
- Grants will be evaluated annually to assess the progress and success of each initiative.