

**FACULTY SENATE MEETING
FEBRUARY 20, 2007 – 3:30 PM – 150 SHELBY HALL**

APPROVED MINUTES

Roll call and quorum check – *(Clark Midkiff)*

ABSENT WITHOUT ALTERNATE – Kari Frederickson, Pieter Visscher, Micki Kacmar, Gary Hoover, Karen Burgess, David Arnold, Viola Acoff, Linda Enders, Norm Stein

ABSENT WITH ALTERNATE – Kagendo Mutua/Wayne Urban; Ken Wright/Mike Perko; Steven Hobbs/Ken Rosen; Becky Edwards/Melondie Carter; Ellen Csikai/Gordon MacNeil

GUESTS: Lynn Tabola, Professional Staff Assembly; Adam Jones, Tuscaloosa News; Cresandra Smothers, Dialog

The minutes from the January 16, 2007 Faculty Senate meeting were approved.

President's Report – *(John Vincent)* George Brown of the Student Health Committee reports that the **Faculty Senate Smoking Ban Resolution** was supported by a vote of this committee. The SGA failed to pass an equivalent resolution. All other campus organizations considering this issue supported the Faculty Senate resolution. The Provost announced three faculty members have agreed to serve on the **Intellectual Property Committee**. Faculty Senate representation should be in place in the very near future. A proposed **conflict of interest policy** from the Office of Research was received and given to the Faculty Senate Research and Service Committee. The document is in need of major revision. The **Faculty Survey Opinion** from John Dew, Director of CQI and Planning, has been made available. The Faculty Senate Steering Committee added some questions to the survey. Everyone was encouraged to participate in the survey. The **“Books for Baghdad”** project will be initiated again this year. Particularly math and science text books are needed for the universities in Baghdad. The donated books will be sent to Jacksonville State University for shipment to Iraq. The Faculty Senate Steering Committee will meet with Transportation Services on Tuesday, March 6 at 3:30 PM in 206F Shelby Hall concerning the design of the **transit and parking system**. This meeting is open to anyone wishing to attend. Student parking registration will be done during class registration. Commuter students will have parking permits that are lot specific. Faculty members should pay particular attention to any parking area changes in the event it affects the faculty's parking situation. Sounding devices were brought in prior to construction on Capstone Drive to determine if any antebellum structures or artifacts are underneath the construction area. This was suggested by the Faculty Senate Steering Committee. Concern was expressed regarding the **character of the University campus** as impacted by the increased number of students in place and projected for the next few years. Some projections for next fall have the number of students increased by two thousand. Feedback is needed from several offices on campus for the Faculty Senate to determine how to assist with the impact of this growth.

Vice President – *(Karen Steckol)* No report.

Secretary's Report – *(Clark Midkiff)* The number of **senators to be elected** as determined by the Office of Institutional Research and the Faculty Senate bylaws (one representative for every twenty faculty members) for 2007-08 is as follows: Arts & Sciences, 19; C&BA, 5; CHES, 2; CIS, 3; Education, 3; Engineering, 6; HES, 3; Libraries, 2; Law School, 2; Nursing, 2; ELI, 1 and Social Work, 2. The Honors College is growing at a tremendous rate and representation for them

will possibly be considered next year. If Arts and Sciences were divided into Humanities, Natural Sciences and Social Sciences, representation would be broken down into eight senators for Humanities, seven for Natural Sciences and four for Social Sciences. Staggering the numbers would assist Arts & Sciences in meeting the number of representatives for their college. This division is being considered. Arts & Sciences are three members short this year and were three members short last year.

Senate Committee Reports –

Academic Affairs – (*Marcia Barrett & Martin Evans*) A motion was made by Marcia Barrett for the Faculty Senate to consider the “**Resolution on Leadership Evaluation and Concurrent Review of Divisional Programs**”. SUG institutions were researched with The University of Alabama being the only institution conducting leadership reviews by faculty vote. Points were made in discussion that flexibility would be reduced by the resolution, a problem with telling all colleges/departments when to have a review, some faculty feeling intimidated by voting for a review, and the connotation of voting for a review carries the implication that the Dean is not doing a good job. A leadership review should give an opportunity to express the message that the Dean is doing or is not doing a good job. The resolution states a review would be conducted every five years whether or not the faculty wanted it. The resolution basically eliminates the faculty vote for a review. The Faculty Senate approved the resolution by a vote of For 34, Against 2 and 2 Abstentions. The resolution will be sent to the Provost. The Provost will forward the resolution to the Faculty Participation in the Selection of Deans and Department Chairpersons and in the Evaluation of Academic Programs Committee and the Council of Deans. The Academic Affairs Committee was complimented on an outstanding job in the research and presentation of this resolution.

Faculty Life – (*Steve Shepard & Lowell Baker*) The Faculty Life Committee presented the “**Proposed Resolution on Maternity/Paternity/Adoption Tenure Clock Extension at The University of Alabama**”. This committee was charged with reviewing a maternity policy for the University. Two recommendations to be considered were a maternity leave policy and a tenure clock extension policy. It was determined that there were too many issues to consider in a campus-wide maternity policy. The committee focused on the tenure clock extension issue. Steve Shepard made a motion for the Faculty Senate to consider adopting the resolution presented. The length of an extension, inclusion/exclusion of paternity, examples of family situations requiring tenure clock extension, flexibility and equitable application of the policy, individual arrangements with department/dean/chair, pressures involved in requesting extensions, legalities of including male and female, process and application time frame, and the balance of job and family were issues discussed. The Faculty Senate voted to adopt this resolution with the following vote: For 34, Against 1, 1 Abstention.

Financial Affairs – (*David Arnold & Jeanette Vandermeer*) The Faculty Life Committee continues to look at the PEEHIP insurance issue. The committee seeks to have those faculty members affected by the legislation increasing payments for PEEHIP coverage for retirees with less than 25 years of service grandfathered in, and for new hires to be informed of the additional amount they will be required to pay over faculty with the potential to serve the entire 25 years. Human Resources stated that this information would be posted on their web page. The information is obscure. Correct numbers of the faculty members affected have been difficult to obtain. The Financial Affairs Committee will join forces with the Faculty and Staff Benefits Committee and the Faculty Life Committee seeking more impact on the PEEHIP issue.

Research & Service – (*Shane Street & Clark Midkiff*) The conflict of interest document received from the Office of Research will be reviewed by this committee.

Faculty and Senate Governance – (*John Mason & Douglas Lightfoot*) There are three nominations for Faculty Senate officers – John Vincent for President, Karen Steckol for Vice President and Clark Midkiff for Secretary. Nominations will be accepted from the Senate floor. There will be an opportunity to question the nominees at the next Senate meeting. Three faculty members are needed for vacancies on the CUC. A list of those faculty members expressing their interest in serving on the CUC on the Committee Preference form will be presented at the next Senate meeting. Nominations are open for those vacancies. The permission of each nominee must be secured before nominating that person. Jeanette Vandermeer was nominated at this Senate meeting. An Ombudsperson is to be elected in a campus wide election. Gordon Coleman, School Library Coordinator of the School of Library and Information Studies, has been nominated for Ombudsperson. Other nominees are needed from colleges other than Arts and Sciences, C&BA and Engineering. The electronic election will begin March 19.

Student Affairs – (*Carolyn Cassady & Karen Burgess*) A joint meeting of the Faculty Senate and the Student Government Association Senate will be held Tuesday, February 27 at 5:00 PM in the Moot Courtroom of the Law School. The Provost will speak. An agenda will be determined by John Vincent, Faculty Senate President and Student Affairs Committee co-chairs. A reception will follow the meeting. A motion was made by Carolyn Cassady for the **“Proposed Resolution on Student/Faculty Week”** to be considered by the Senate. The resolution passed unanimously. A coupon will be printed in the Crimson White for the students to use hosting a faculty member for lunch.

Legislative Agenda – (*Margaret Garner*) No report.

University Committee Reports –

Awards Committee – The Awards Committee had a banquet last Saturday night at the Yacht Club. The comments by student and faculty recipients were noted as outstanding.

The CUC met and has the names of those expressing an interest in serving on any of the CUC committees. Appointments will be made March 22. Anyone with a sincere interest in serving should let it be known to a member of the CUC or the appropriate person.

Meeting adjourned 4:40 PM

PROPOSED RESOLUTION ON MATERNITY/PATERNITY/ADOPTION TENURE CLOCK EXTENSION AT THE UNIVERSITY OF ALABAMA

Whereas, the Executive Vice President and Provost has appointed a task force, the Maternity Leave Committee, to investigate the maternity leave policy at The University of Alabama; and

Whereas, this task force evolved to investigate policies and procedures associated with family-friendly work settings and Leadership Campuses across the nation; and

Whereas, the task force invested significant time and effort in developing well-reasoned and thoughtful recommendations; and

Whereas, the task force has completed its work and generated a final report for the Executive Vice President and Provost;

Therefore, be it resolved by the Faculty Senate of The University of Alabama that the University is encouraged to adopt the following policy regarding a Tenure Clock Extension for tenure-earning faculty:

Tenure-Clock Extension Policy:

Upon the birth or adoption of a child, a faculty member holding a tenure-accruing appointment will be granted a one-year extension of the date on which the probationary period would end. Only one such extension is allowed per faculty member. A written notice must be provided to the Department Head within six months of birth or adoption and no later than the December 15th prior to the October 1st on which the original mandatory tenure application was to be made. During this extension the retention process continues, with the probationary candidate receiving normal feedback from the department about job performance.

Adopted by Faculty Senate
February 20, 2007

PROPOSED RESOLUTION ON STUDENT/FACULTY WEEK

WHEREAS, the students and faculty at The University of Alabama recognize the value of higher education as a center for lifelong learning and launching careers; and

WHEREAS, our goal is to create an environment for active learning, responsible citizenship, mutual respect, and preparation for lifelong learning for both students and faculty; and

WHEREAS, creation of new knowledge through research and scholarship will bring students and faculty together in the betterment of mankind; and

WHEREAS, promotion of integrity is of primary importance in our student and faculty organizations and in campus and community citizenship; and

WHEREAS, students and faculty are committed to working together to make The University of Alabama a center of excellence, the pride of the state and the nation;

THEREFORE BE IT RESOLVED that the Student Government Association and the Faculty Senate of The University of Alabama proclaim February 26 through March 2 to be Student/Faculty Week at The University of Alabama.

Adopted by Faculty Senate
February 20, 2007

**RESOLUTION ON LEADERSHIP EVALUATION
&
CONCURRENT REVIEW OF DIVISIONAL PROGRAMS**

Whereas, 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

Whereas, it is the policy of The University of Alabama that faculty members in each academic department shall have periodic opportunities to evaluate the leadership of their department; and

Whereas, it is the policy of The University of Alabama that faculty members in each academic division shall have periodic opportunities to evaluate the direction and quality of programs in their division; and

Whereas, a leadership evaluation and program review provide the opportunity for constructive input from faculty and other constituencies; and

Whereas, the current policies and guidelines for leadership evaluations and program reviews do not mandate evaluations by faculty; and

Whereas, it is desirable that leadership evaluations and program reviews occur regularly;

Therefore, be it resolved by the Faculty Senate of The University of Alabama that Part C of Appendix A of the *Faculty Handbook* be amended to read as follows:

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 the direction and quality of programs in 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 and program reviews of each academic division. A leadership evaluation and program review 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 and program review. The size and composition of this Evaluation 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.

And therefore, be it further resolved by the Faculty Senate of The University of Alabama that Part G of Appendix A of the *Faculty Handbook* be amended to read as follows:

It is the policy of The University of Alabama that faculty members in each academic department shall have periodic opportunities to participate in evaluation of the leadership of their department and that the views of the faculty concerned shall be an important component of any personnel decision by the Dean resulting from the leadership evaluation. The Dean, in consultation with the Office for Academic Affairs, will establish a schedule for the leadership evaluations of each department within the division. A leadership evaluation

shall be scheduled in each academic department at least once every five years except that the Dean, in consultation with the Office for Academic Affairs, may vary the schedule by as much as one year if a change in the leadership of a department 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. The size and composition of this Evaluation Committee will be decided by the Dean except that faculty members elected by the faculty shall constitute a majority of the Committee; secret ballot election by the departmental faculty shall govern the elected faculty membership on the Committee. The Dean may appoint up to three other members of the Committee; these may include persons other than departmental faculty. One of the elected faculty members shall be designated by the Dean to serve as chairperson.

And therefore, be it further resolved by the Faculty Senate of The University of Alabama that the Faculty Participation in the Selection of Deans and Department Chairpersons and in the Evaluation of Academic Programs Committee be charged with recommending suggested criteria for the evaluation of deans, programs, and chairs across the institution.

Adopted by Faculty Senate

February 20, 2007