

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE MEETING

APRIL 20, 2004 – 3:30 PM – FERGUSON FORUM

### APPROVED MINUTES

**Absent Without Alternate:** Daniel Goldmark, Duk-Won Park, Lori Messinger, Jim Otteson, Jeff Richetto

**Absent With Alternate:** Karen Burgess (Alternate Jim Leeper), Margaret Garner (Alternate Nancy Ruben), Margaret Rice (Alternate Vivian Wright), Ken Wright (Alternate Peggy Jesse)

**Guests:** Joanna Hutt, Dialog; Gilbert Cruz, Tuscaloosa News; Marlin Caddell, Crimson White; ABC 33/40, NBC 13, Allison Monk, Photo Journalism Student, Norm Baldwin, Amilcar Shabazz, Marvin Johnson, Jim Holliman, Professional Staff Representative.

Roll call and quorum check by John Vincent.

The meeting began with a **Leadership Review** update by Norm Baldwin, Chair of the Leadership Review committee. Establishing the mechanism procedure of evaluating Deans and Chairs has been in progress for four years. The three evaluation proposals of feedback were rejected by Deans and Chairs and the Faculty Senate voted to proceed on its own. The feedback survey for the evaluation of Chairs was sent out this year with approximately one-third of the faculty responding. The sense is the responses came from those departments with problems. Deans will be evaluated next year. The committee feels that feedback is good management. Students evaluate professors but there has not been an avenue of feedback and evaluation for professors to evaluate Chairs and Deans. The Leadership Review committee established procedure and accountability of administrators to faculty. Appreciation and gratitude was expressed to Norm Baldwin for an outstanding job and many hours spent on this project.

According to Article II Section 6 of the Faculty Senate by-laws the Faculty Senate President will nominate a person for **Parliamentarian** subject to Senate confirmation. That person should be up-to-date in the newest Robert's Rules of Order, a member of the faculty and not a senator or a retired faculty member. The Parliamentarian must attend all meetings of the Senate and of the Steering Committee. The Parliamentarian has speaking privileges but cannot initiate motions or amendments and may not vote. President John Mason nominated Bob Sigler as Parliamentarian with a second by Nick Stinnett. Bob Sigler was elected unanimously.

The minutes of the Faculty Senate meeting on March 16, 2004, were approved.

John Mason, John Vincent and Mathew Winston, the officers of the Faculty Senate, met to make Faculty Senate committee assignments. Each committee was given fifteen minutes to meet and elect co-chairs. Those co-chairs and committees are:

**Academic Affairs (12 members)** – Marcia Barrett and John Vincent

**Financial Affairs (12 members)** – Wolfgang Bertsch and Karen Steckol

**Research and Service (6 members)** – Clark Midkiff and Tatiana Tsakiropoulou-Summers

**Student Affairs (6 members)** – Caryl Cooper (second co-chair to be elected this week)

**Faculty Life (6 members)** – Wythe Holt and Nick Stinnett

**Faculty and Senate Governance (6 members)** – Robert Moore and Jerry Weaver

The Planning and Operations committee has been eliminated due to the overlapping of issues with Financial Affairs. The name of Senate Operations has been changed to Faculty and Senate Governance. As the revised by-laws reflect, the committee co-chairs must be affirmed by the Senate. Wythe Holt moved for that affirmation with a second by Nick Stinnett. The committee co-chair slate was confirmed by the Senate unanimously. A review of duties was given with a strong suggestion that the position of a co-chair demands a person committed to attending meetings and performing the duties of a co-chair responsibly. The next meeting with the Provost for the new Steering Committee will be Thursday. It was pointed out the committees meet the last Tuesday or the first Tuesday before the Steering Committee and Faculty Senate meetings.

The first resolution to be considered was the **resolution** honoring the four University of Alabama students named to the **2004 USA Today All-USA College Academic Team**. A correction was made in the last "whereas" clause changing the name of Dr. Ginny Raymond, director" to "Dr. Kathleen Bolland, Chair of the Bachelor of Social Work program". The resolution passed unanimously.

The resolution in **Memoriam of Marc Andrew Armstrong, M.D.**, of the College of Community Health Sciences was the next item on the agenda. Margaret Garner and the Faculty Senate Steering Committee presented this resolution. The resolution passed unanimously.

The resolution **Acknowledging and Apologizing for the History of Slavery at The University of Alabama** was presented by the Faculty Life Committee. The Faculty Senate Steering Committee approved this resolution unanimously. Nick Stinnett's presentation included the comments that the resolution has emotions that surround it, some people will like it, some will not and some will think it should go further to include other groups such as women and native Americans. Some will think it places unfair blame on certain sections of the country. No resolution can adequately express all these points of views. Words are inadequate to express true thoughts and feelings. The spirit with which the resolution was composed is to recognize the wrong inflicted on others in the past and the spirit is to convey regrets and apologies for those wrongs. The resolution is not about a guilt trip but it is about recognizing and honoring those that worked as slaves at The University of Alabama. It is about healing and hoped sincerely that this resolution will help heal wounds. It is about moving on to better relationships in the future. Karla Carmichael and Sheri Shuler were commended for their work on this resolution. The goal of the Faculty Life committee was to be as positive as possible. Students led the effort to meet at the graves. Al Brophy sparked this issue and expressed hope that it would bring discussion about the contributions of slaves and others in the past. He suggested a friendly amendment to add "student" to those mentioned as buried in the cemetery with the slaves. The reasons stated for the apology included the benefits received from the work done by the slaves including one that worked as a science lab assistant. The faculty was charged by the Board of Trustees to discipline the slaves. It was recorded in a diary that punishments and chastisements were administered. Several faculty members were pro-slave advocates and felt it was the natural order of things. Brophy stated that he felt the apology is a symbolic break with the past and a rejection of those ideas.

Marvin Johnson read the following statement:

I support the proper marking of any unmarked graves discovered on university property;

I support the proper recognition of all contributions to the University, whether or not they were made by slaves, including the recognition of many who are making contributions as we speak, contributions in all probability which will never be recognized.

However, I object to most features of this proposal and cannot support it because:

The University as it existed before the Civil War is not representative of the University today. Artifacts and records from that period may have historical significance and hold great intrinsic interest but the study of those artifacts and records and the knowledge of those practices does not carry with them the responsibility for slavery itself, to those conducting that study or any contemporary faculty or students. The report of amazement by some of those investigating the institution of slavery on this campus is itself reason for amazement. If we stop to "apologize" each time we view a building constructed by slaves, or each time we unearth a brick made by slaves, or each time we read a document or a letter which mentions slavery or slaves, we will be apologizing in perpetuity. The practice of slavery in the antebellum south was ubiquitous to the extent that evidence of its existence and its many wrongs are ingrained in the history of this region. Such "discoveries" are not news.

To apologize is to accept responsibility. No member of this faculty, student body, or administration can legitimately claim responsibility for slavery. Therefore, an apology from this body for thoughts and actions of those long deceased, actions at least, which are criminal by modern standards, imputes the lives and reputations of the innocent as well as the guilty, and in that injustice compounds the negative effect of our greatest American tragedy.

Insistence on the part of those making this proposal that this institution "atone" for its history, is an invitation to self incrimination and promises a burden of guilt which will weaken its position in modern society and its potential to represent and serve all citizens of this state and region.

I urge you to vote against this proposal.

Jay Lindley made a motion, with a second, proposing that the last "Be it resolved" clause be replaced with "Be it resolved that the Faculty Senate endorse the actions taken by The University of Alabama President Robert Witt on April 15". Bob Moore asked if that would mean this would be the only action taken by the University. Wythe Holt proposed and it was seconded to amend the amendment to add "and further action that might be deemed appropriate". The purpose of Jay Lindley's amendment was clarification and it was stated that this addition was too vague. The vote on the amendment to the amendment was Yes 12, Opposed 18. The amendment to the amendment was defeated. The Lindley amendment to replace the last "Be it resolved" clause vote was Yes 24, Opposed 16. The amendment will read as stated above. Mathew Winston moved and it was seconded to reinstate the last "Be it resolved" clause: "Be it further resolved that the University take actions to atone for that history and to memorialize the contributions of slaves to the campus in some prominent fashion". The comments included the lack of specific actions and it is an open-ended clause. It was suggested to reverse the order of the clauses. This was not

accepted. It was moved and seconded to remove the words "atone for that history and". Mathew read the meaning of "atone" – "atone is a frank acknowledgement of the offense with expression of regret forged by way of reparation". The motion failed. Yes 9, Opposed 18, Abstentions 5. It was explained that the resolution was worded to express the desire of the Faculty Senate for the contributions of slaves to be recognized and memorialized by the University in a proper fashion with those decisions to be made by the administration, not dictated by the Faculty Senate. Mathew Winston's amendment to reinstate the "Be it resolved" clause passed. Yes 20, Opposed 13, Abstentions 5. Wythe Holt moved and it was seconded to replace the word "to" in the "Be it further resolved" clause with the words "for the contributions of". The clause would then read: "Therefore be it further resolved that the Faculty Senate of The University of Alabama respectfully expresses appreciation and gratitude for the contributions of those persons who worked as slaves at the University". It was pointed out that those persons worked involuntarily and that expressing appreciation for something that is deplored is not acceptable. Bob Moore made a substitute motion and seconded to substitute "Therefore be it resolved, that the Faculty Senate of The University of Alabama recognizes and regrets that the University has benefited from the work of slaves". The motion passed with 29 in favor. It was proposed to combine the first two "whereas" clauses, omit the words "a significant amount of the state's revenue came from a tax on slaves, some of which was used to support the University and whereas". It would now read: "Whereas, in the period from the opening of The University of Alabama in 1831 until the Civil War, slaves made a significant contribution to the University of Alabama; and". There was discussion that the word "apologize" implies that responsibility is accepted. The vote on this amendment was Yes 33, Opposed 4, and Abstentions 4. The amendment passed. The vote on the **Resolution Acknowledging and Apologizing for the History of Slavery at The University of Alabama** passed with the vote of Yes 36, Opposed 1 and Abstentions 2. John Mason stated that this resolution represents important symbolism in that it tells people of color that we recognize the evils perpetrated on them in years past and vow not to repeat those. They are welcome on campus and considered equal.

Everyone was encouraged to check the Senate roster for correct spelling of names and correct email addresses.

**Vice President's Report** – (*Mathew Winston*) No report.

**Secretary's Report** – (*John Vincent*) No report.

**Academic Affairs** – (*John Vincent*) Over the past year this committee addressed several issues including ACHE and the tenure issue in the Legislature.

**Faculty Life** – (*Nick Stinnett*) This committee presented several resolutions over the past year including the Apology for Slavery resolution, Bailey Thomson resolution and a benefits resolution. The committee worked with a faculty life survey and was successful in obtaining a reduction in recreation fees.

**Financial Affairs** – This committee developed an excellent working relationship with Vice President for Financial Affairs Kerry Kennedy and this year's committee is to continue that relationship.

**Planning & Operations** – (*Mathew Winston*) The issues addressed by this committee included the academic calendar and a Thanksgiving break and substituting two-four week sessions in summer school. The committee and the

Steering Committee opposed this and there is a possibility that administration will re-introduce this issue. They also considered the definition of a "bona fide" faculty organization and determined that an organization is "bona fide" if they have any connection with a school, department or other branch of the University.

**Research & Service** – (*Wolfgang Bertsch*) No report.

**Senate Operations** – (*Bob Moore*) The revision of the by-laws was the major task of this committee this past year. Both original co-chairs were lost but the committee worked very hard.

**Student Affairs** – (*Caryl Cooper & Steve Miller*) The charge is to develop a good working relationship with the Vice President of Student Affairs.

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

### **Reports from University Standing and Other Committees**

**Benefits Committee** – (*Wythe Holt*) This committee took the position that the University should invest more money in benefits for faculty and staff. The University has taken the position that it will not discuss any contributions until after the Legislature meets. The Senate members of this committee have taken the position that they will not vote on any changes in benefits until the University does come forth with some facts. There is a meeting this week and John Mason will forward the report from this meeting to all senators. It was stated there is a possibility of a called Faculty Senate meeting or a called entire faculty meeting this summer concerning the benefits issue.

Meeting adjourned 5:05 PM

### **Resolution Acknowledging and Apologizing for the History of Slavery at The University of Alabama**

**Whereas**, in the period from the opening of The University of Alabama in 1831 until the Civil War slaves made a significant contribution to The University of Alabama; and

**Whereas**, some faculty members of The University of Alabama owned slaves, supervised the labor and discipline of slaves, and in at least one case used a slave as a laboratory assistant; and

**Whereas**, the current Faculty Senate represents a link to the body of University faculty past, present, and future,

**Therefore be it resolved** that the Faculty Senate of The University of Alabama recognizes and regrets that the University has benefited from the work of slaves; and

**Be it further resolved** by the Faculty Senate of The University of Alabama that we apologize to the descendants of persons who were slaves at the University for such exploitation of human beings; and

**Be it further resolved** that the University recognize the cemetery where the

slaves, a student, and the Pratt family are buried with a historical marker; and

**Be it further resolved** that the Faculty Senate endorses the actions taken by The University of Alabama President Robert Witt on April 15; and

**Be it further resolved** that the University take actions to atone for that history and to memorialize the contributions of slaves to the campus in some prominent fashion.

Proposed by Faculty Life Committee

Adopted by the Faculty Senate

April 20, 2004

## **Resolution**

### **In Memoriam of**

**Marc Andrew Armstrong, M.D.**

**Associate Professor of Clinical Family Medicine**

**Associate Dean for Clinical Affairs**

**University of Alabama School of Medicine, Tuscaloosa**

**Whereas**, Marc Andrew Armstrong was the first resident of the UA Family Practice Residency Program, beginning in January 1974, and

**Whereas**, Dr. Armstrong distinguished himself in private practice in Alabama and Texas, and with a homeless medical outreach program in Dallas Texas, and

**Whereas**, Dr. Armstrong served in academic medicine at the University of Texas Southwestern Medical Center in Dallas as Assistant Professor and Coordinator, Medical Student Clinical Rotations, and

**Whereas**, Dr. Armstrong returned to The University Of Alabama Department of Family Medicine in 1995 and ably served in several positions including Residency Director and Associate Dean for Clinical Affairs, and

**Whereas**, Dr. Armstrong provided administrative leadership for CCHS to recover from a time of financial crisis, and

**Whereas**, Dr. Armstrong led the initiative to bring the new building for the College to reality, and

**Whereas**, Dr. Armstrong retired December 1, 2003, citing what he appreciates most from his training and his faculty experience at UA is "the opportunity to work with mentors and faculty colleagues of the caliber this Residency has always provided", and

**Whereas**, Dr. Armstrong was known to say that what he most wanted to be remembered for was being a good physician,

**Now, Therefore, Be It Resolved** that the Faculty Senate joins with The College of Community Health Sciences and the Family Practice Residency Program in expressing its deepest sympathy to the family of Dr. Armstrong.

Adopted by the Faculty Senate

April 20, 2004

**Resolution Honoring University of Alabama Student Members  
of the 2004 USA Today All-USA College Academic Team**

**WHEREAS**, four University of Alabama students have been named to the 2004 *USA Today* All-USA College Academic Team. UA came in second only to Harvard which had five team members and tied Northwestern at four in total number of students on the prestigious academic team. A total of 82 students nationwide were selected for this year's team; and

**WHEREAS**, students selected for this annual "best of the best" list are chosen for their grades, awards and activities, leadership roles and their ability to use their academic skills outside the classroom. Since 1991, The University of Alabama has placed 26 students on the list; and

**WHEREAS**, named to the Second Team were Cody Locke, a sophomore biology major from Boaz, and Abigail Smith, a junior speech communication major from Tuscaloosa. Robert Davis, a senior aerospace engineering major from Montgomery, was named to the Third Team; and Kristin Robinson, a senior social work major from Birmingham, received Honorable Mention; and

**WHEREAS**, only a college sophomore, Cody Locke, who plans to become a molecular and cellular biology professor, has already established himself as a successful and talented researcher in the field of cellular biology. Locke conducts research on the molecular basis of epilepsy in the lab of UA biology professors Guy and Kim Caldwell. A student in UA's innovative Computer Based Honors Program, Locke has successfully combined his biological research with his expertise in computer science. Locke is a co-author of research selected as one of only 15 works, chosen from more than 1,300 abstracts, to be highlighted in the 2003 American Society of Cell Biology Press Book. He is also co-author of two articles that have been submitted for publication in scientific journals; and

**WHEREAS**, Abigail Smith, who plans to practice civil rights law, is an accomplished debater, an advocate for social justice and a founding member of a multicultural sorority at UA. Smith overcame numerous obstacles, including dropping out of high school, to pursue her college education. A debater at Contra Costa Community College in California, she was recruited to UA to join the debate team by UA debate coach Edward Lee. As a member of the McNair Scholars Program, which provides undergraduate students the opportunity to participate in research experiences, Smith conducted research on a triple-lynching that occurred in Tuscaloosa in 1933 and explored the historical and cultural implications of that incident in a paper that has been submitted for publication; and

**WHEREAS**, Robert Davis, who plans to be a NASA engineer, has received many awards and honors, among them: National Collegiate Honors Council Portz Scholar, 2003, one of three scholars awarded annually and the first recipient in UA history; Blount Presidential Scholar, 1999, one of the University's most prestigious academic scholarships; first Place in the annual University of Alabama System Honors Research Day, 2002 and 2003; and the Department of Aerospace Engineering and Mechanics Outstanding Undergraduate Research Award, 2002. A member of the University Honors Program and the Computer Based Honors Program, Davis has been the principal author of four papers researching the performance of projectiles for the U.S. Air Force based on work done at UA with Dr. Stanley Jones, Cudworth Professor of Aerospace Engineering and Mechanics. His papers have been published in the *Journal of Mechanical Engineering Science* and have been presented at national and international conferences; and

**WHEREAS**, a member of the UA Honors Program, Kristin Robinson, who plans to be a social worker, holds a perfect 4.0 grade point average in social work. Involved in many programs at the University including the Avanti Orientation Team, the Anderson Society honorary, Elliott Society service honorary, and Phi Alpha social work honor society, she was the 2003 recipient of the John Fraser Ramsey Award, one of UA's four "Premier Awards," honoring a student "with broad humanistic interests who has exerted a positive influence on his or her contemporaries." In 2002, Robinson saw a need for a support system for foster children and families, so she created Tuscaloosa Foster Friends, which provides time off for parents and college-age friends for the children. Foster Friends meets in conjunction with the local Foster Parent Association one evening a month. While the parents work with Department of Human Resources administrators, Robinson and her volunteers mentor their children through activities such as reading and playing with toys;

**WHEREAS**, critical in the process of placing students on the *USA Today* All-USA College Academic Team are faculty members who teach and identify competitive students, invite them to apply, help craft the applications, and mentor them through the process. This year's faculty mentors included Drs. Guy and Kim Caldwell, professors of biology; Edward Lee, associate professor of communications and director of UA's debate team; Dr. James C. Hall, director of New College; Dr. Stanley Jones, Cudworth Professor of Aerospace Engineering and Mechanics; and Dr. Kathleen Bolland, Chair of the Bachelor of Social Work program; and

**NOW, THEREFORE, BE IT RESOLVED** by the Faculty Senate of The University of Alabama that it commends these four students for their excellence in academics, service and leadership and congratulates them on their being named to the *USA Today* All-USA College Academic Team.

**BE IT FURTHER RESOLVED** that the Senate also expresses its gratitude to the faculty who aided and mentored these outstanding students to achieving the honor.

**BE IT FURTHER RESOLVED** that this Resolution be included in the permanent minutes of the Senate.

**Adopted by the Faculty Senate**

**April 20, 2004**

