

## FACULTY SENATE MEETING

AUGUST 28, 2001 - FERGUSON FORUM - 3:30 PM

*(Corrected Minutes)*

### Roll Call & Quorum Check - *(Keith Woodbury)*

**Absent:** Bill Chaplin, Terry Royed, Dexter Gordon, Ashley Evans, Wythe Holt

**Guests:** Joanna Hutt, Dialog

Rules were suspended to allow Dr. Andrew Sorensen to address the Faculty Senate. The survey results of the faculty priority survey conducted by the Senate revealed that the number one priority of 106 faculty members is salary. Dr. Sorensen stated that salaries are his number one priority. In his first year as president, a 3% salary increase was given to the faculty and staff. Dr. Sorensen will be presenting the **2001-02 budget** at the September the Board of Trustees' and will compare present faculty salaries to the SUG average. The current faculty salaries are below that average.

The Board of Trustees approves the budget but does not appropriate monies, only the Legislature has that authority. Dr. Sorensen is approaching his sixth Legislative session. The faculty impacted the last Legislative session dramatically by letting their voice be heard as a united group. Dr. Sorensen urged that this support be continued and that support will be especially critical in the legislative process this coming year.

The suit filed by the Council of Presidents against the Governor and the Attorney General regarding proration was heard by the Alabama Supreme Court and resulted in a 9-0 decision, affirming the position of the Council of Presidents. Dr. Sorensen commended Margaret Garner for her lobbying efforts and support in Montgomery. The University of Alabama received a cut of 6.2% (\$7.5 million) for this budget year that ends September 30, 2001, and the University has absorbed that cut.

Tuition was increased 9.2%. The Faculty Senate asked for a 15% increase over the next three years, however, it was decided that much of an increase could possibly impact enrollment. The 9.2% increase was the largest in the Alabama institution system. The University was able to appropriate \$1.7 million for faculty and staff compensation with \$1.5 million of that amount going into the faculty staff benefit pool since health costs are increasing dramatically, particularly drug costs and medical tests.

It is predicted that an additional 1% proration will come for the next budget year. Funding has been set aside for that. A \$39 million dollar bond issue will be requested at the September Board of Trustees meeting. The expansion of the Recreation Center will be paid for with fees of those using that facility. A new building for the College of Community Health Sciences will be constructed on the northwest corner of Fifth Avenue and University Boulevard. This funding will come from fees from Capstone Medical Center. The Blount Residence Hall will be paid for with rent paid by resident students.

Dr. Sorensen addressed the issue of **desegregation of the Greek system**. More time and discussion is being dedicated to this issue than ever before. The President of the Faculty Senate and Dr. Sorensen have discussed this at length. Dr. Sorensen presented to the Board of Trustees meeting in June the principle of voluntary association. This principle supports association with people of their choice without discrimination by gender, race, age, religion, etc. Racial discrimination is against state and federal law. He created a

Housing Diversity Review team to approach this issue. His comments to the Board of Trustees included the fact that the University is not doing enough and procrastination is not an option. There are efforts being made and he is guardedly optimistic that progress will be seen very soon.

President Sorensen indicated that the letter of inquiry from the NCAA should be received soon. Any violations of NCAA rules are reported immediately.

The Faculty Senate was urged to continue support and follow the recommendation of the fifteen presidents of the institutions in Alabama and Paul Hubbert and the AEA to withhold support of any candidate that does not promise to work for constitutional and tax reform. The support of an active voting unit of student, faculty, and staff is critical. The state appropriation of less than 30% for University funding requires that donations and funding from other sources must be found. The University faculty has increased contracts and grants from \$32.6 million a few years ago to \$71.7 million this year.

A Faculty Senate member asked how this year's freshman enrollment compares to last year's. Dr. Sorensen stated that it is possibly down slightly but the final numbers will not be in for a couple of weeks due to some dropouts and transfers. Freshmen retention rate has improved. Another question regarding how to most effectively impact the Legislature was asked. His response was that all contact has an impact but the most effective is a personal visit. Next in order of preference are phone calls, written letters, and FAXs. Dr. Sorensen was informed about the Legislative Agenda Committee, ACCR and the Higher Education partnership effort to have seminars to inform the university faculty and staff about the facts regarding constitutional reform. These seminars will be held on all fifteen campuses in Alabama. Everyone was encouraged to join the Higher Education Partnership.

The minutes for the April Faculty Senate meeting were approved.

**Greek Desegregation.** President Norm Baldwin opened the meeting with a statement of rules to follow during the debate on the floor of the Faculty Senate. There would be a limit of five minutes per person with no one being recognized a second time until everyone has an opportunity to voice opinions. However, the person(s) introducing resolution will be allowed to answer any questions.

The first page of the resolution states the history of the issue and the arguments for desegregating the Greek system. The goal is for desegregation to transcend tokenism by addressing the institutional racism that impedes desegregation. The resolution addresses two common arguments against desegregating the Greek system. One involves the withholding of monies to the University and students not enrolling in the University because of desegregation efforts. The resolution advocates zero tolerance for this argument. The long-term good of desegregation outweighs these short-run problems. A second argument is the threat that fraternities will boycott sororities if they integrate. The resolution proposes sanctions for such behavior. The resolution also attempts to demonstrate balance by advocating tough measures and recognizing the good things that are going on. It also points the finger at faculty who are not involved in bringing about desegregation and advocates rewards for those who do participate. The concluding charge is meant to inspire and to state that the faculty genuinely cares about the Greek system. The pursuit of this issue is recommended in part because the faculty priority survey this summer indicated that this was the second leading issue following faculty salaries. The effort to achieve desegregation should move forward regardless of the opposition.

Comments from the floor included grammatical corrections and that this is a well-written resolution with good balance of toughness and softness. A "whereas" friendly amendment

was proposed stating that this was not just interference from the faculty but that the segregated Greek system impairs the hiring and retention of the African American faculty at UA. One Senator questioned whether the clause was fact-based and if there had been research concerning reasons for faculty leaving the University. The segregated Greek system also creates the general perception that the atmosphere on this campus is not supportive of African Americans. The African American enrollment decreased 4% this year. In a published survey of sixteen institutions in Alabama, The University of Alabama was fourth from bottom in minority faculty employed. Institutional racism does not help in this situation. There are only two institutions in the southeast that have not integrated their Greek systems, The University of Georgia and The University of Alabama. The amendment was defeated with a vote of 14 for and 23 opposed. Discussion of the resolution continued with the opinion that the resolution should address "classism" as well as racial integration. It was noted that this issue is not addressed in any manner nationally or locally, but this is a great first step in the right direction. Several members of the Faculty Senate were members of fraternities and sororities while in college and fully understand the system. The position of the national offices of the fraternities and sororities was questioned with the answer being that some would have a battle over some of the means to achieve desegregation. There was objection to the phrase "relegates African Americans to a second class citizenship" and the phrase was amended. There are Asian and Hispanic members but no African American members of the white Greek system. This resolution was passed with no opposition and one abstention.

**Constitutional Reform Seminars.** A resolution calling for Faculty Senate partnership with the Legislative Agenda Committee, ACCR and Higher Education Partnership in presenting seminars on constitutional reform on all campuses statewide was passed.

**Mediation and Grievance Document.** Action on the document was deferred until the September Faculty Senate meeting.

Meeting Adjourned 5:05 PM

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## A RESOLUTION CALLING FOR DESEGREGATION OF THE GREEK SYSTEM AND THE MEANS TO ACCOMPLISH THIS END

**Whereas** integration of the student body at The University of Alabama has not ensured that the structures and organizations *within* the University are desegregated, and

**Whereas** the most egregious failure to achieve desegregation within the University occurs in a system of 36 all-white Greek social fraternities and sororities with approximately 3,000 members, and

**Whereas** desegregation of the white Greek system was addressed in Student Affairs in the 1970s and has been focus of Faculty Senate legislation in the mid-1980s, the early 1990s, and the year 2000. And whereas the goal of the Greek Accreditation Program was to end segregation in the Greek system by 1996, and

**Whereas** none of these efforts or other efforts by the Administration and students have resulted in a single African-American joining an all-white fraternity or sorority, and

**Whereas** a segregated Greek system is especially offensive to and discriminatory of African-American citizens and students who, as taxpayers, share in the ownership of the

state property on which these race-exclusive organizations reside, and

**Whereas** a segregated Greek system is especially pernicious and threatening to the rights of minorities because the system exists on *state* property, thus giving race-exclusive organizations the implicit approval by the state, and

**Whereas** failure to desegregate the white Greek systems denies African-American citizens the equality, freedom, and respect called for in the Constitutional and moral frameworks that shape our country, state, culture, and University, and

**Whereas** desegregating better prepares students for work environments and societal structures that are increasingly multiracial, multicultural, and international, and

**Whereas** the Faculty Senate believes that the majority of our students are not racists; that students desire an integrated Greek system; that a *minority* of racist students, alumni, citizens, and administrators obstruct desegregation of the Greek system; and that various structures, policies, traditions, and practices of the Greek system cause an "institutional" racism that inhibits the desegregation of the system. And, whereas this institutional racism includes segregated rush; blackball and recommendation systems, and reward structures that fail to encourage faculty and staff to work with Greek organizations to become more inclusive, and

**Whereas** desegregation of the Greek system affords The University of Alabama a rare, profound, and historic opportunity to turn the page on our racially divided past and to write a new chapter in the racial history of our University.

**Therefore be it resolved** that the Faculty Senate calls for a desegregated Greek system at The University of Alabama that transcends token integration to realize a racial inclusivity that will bear the test of time and serve as a model of excellence for other institutions of higher learning. We call for a Greek system that will be a beacon to all that The University of Alabama is a sanctuary where minorities are welcomed, included, protected, and celebrated in all aspects of university life. To this end, the Faculty Senate advocates the following approaches to achieving a desegregated Greek system:

### **MEANS TO ACHIEVING A DESEGREGATED GREEK SYSTEM**

#### **Unified Rush.**

Be it resolved that the Greeks and Administration work together to develop a system of unified, or integrated, rush that ensures that African-Americans are exposed to the White fraternities and sororities and that Whites are exposed to African-American fraternities and sororities. Such a system will enhance appreciation and understanding of the diversity of Greek organizations, identify who is interested and capable of pledging, broaden choices for rushees, and make a clear statement that the University has *one* Greek system, not two racially bifurcated systems.

Be it resolved that racial differences in rush systems, rush traditions, and threats to the financial viability of fraternities and sororities are unacceptable justifications for failing to develop and implement a unified system of rush. Let the Administration make clear that allowing minorities to realize their social equality, freedom, and self worth overrides short-run inconveniences and other morally shallow objections to a unified system of rush. Let the Greeks make clear that the success of unified system of rush is contingent upon their meaningful participation in the development of the system. Be it further resolved that

the Faculty Senate sees no reason for failing to implement a system of unified rush beginning in the 2002-2003 academic year.

### **Modifications to Blackball Systems and Recommendation Systems.**

Be it further resolved that fraternities and sororities implement modifications to selection practices, such as blackball systems, that would allow a small number of racially motivated Greeks to prevent a worthy minority from receiving an invitation to join a fraternity or sorority. Be it further resolved that sororities implement modifications to the practice of requiring recommendations from sorority alumni in order for a prospective minority to receive a bid to join a sorority. Given that African-Americans and other minorities have *never* been a part of the white Greek system at The University of Alabama, they cannot be expected to have the network of Greek alumni support that white rushees have.

### **C. Zero Tolerance for Alumni and Citizen Threats and Actions**

Be it further resolved that the University should not accept financial donations to the University that are contingent upon maintaining a racially segregated Greek system. Be it further resolved that University not waver in its commitment to desegregate the Greek system when alumni and citizens threaten to send or follow through with sending their children to other institutions because of desegregation efforts. We recommend that the University adopt a policy of zero tolerance for the bigotry of those who attempt to hold the University hostage by threatening to withdraw or following through with withdrawing their children or financial support if the University proceeds with Greek desegregation.

### **D. Sanctions for Racial Discrimination in Selection and for Social Boycotts**

While sanctions should be reserved for extreme and recurring problems, denying an individual admission to a fraternity or sorority because of their minority status is an invidious act that should be met with University sanctions. Threats to socially boycott (e.g., refuse to date members of or hold social functions with) fraternities or sororities that want to integrate and actions that coerce individuals to socially boycott fraternities or sororities that do integrate are also invidious acts that should be met with sanctions.

### **E. Greek Accreditation**

Be it further resolved that the University re-institute the Greek Accreditation Program in which fraternities and sororities are expected to make progress toward racial inclusiveness within a timeframe. Timeframes should be sensitive to the genuine efforts and progress of Greek organizations and to the historical passivity of some Greek organizations. Failure to make efforts or progress within reasonable timeframes should result in measures commensurate with the seriousness of the failure. Measures might include increased Student Affairs assistance in and oversight of desegregation efforts, more aggressive plans for desegregation, reductions in social functions (parties), limits on participation in intramural sports, and suspension from campus. Suspension from campus should be reserved for fraternities and sororities that are the most passive and resistant to desegregating the Greek system and for fraternity and sororities that arbitrarily discriminate against minorities. Although the Faculty Senate prefers that Greek desegregation occurs without force or sanctions, we recognize that, without such means as a final resort, desegregation has not occurred and minority rushees have been subjected to discrimination.

### **Faculty Involvement and Rewards for Involvement**

Be it further resolved that we the faculty extend ourselves beyond our admonitions to desegregate the Greek system to become a part of the team to help implement the changes necessary for desegregating the Greek system. We implore the faculty to attend Greek functions, to become advisors to Greek houses, to help identify students who might be interested in integrating fraternities or sororities, and to inspire inclusiveness by setting an example of inclusiveness. We further encourage the administration to demonstrate its commitment to the desegregation of the Greek system by rewarding faculty and staff who become involved in this important cause.

#### **G. Commendations for Outreach**

Recognizing that Greek organizations at The University of Alabama have increased their interracial outreach in recent years, the Faculty Senate commends the interracial Greek Week teams, the interracial philanthropic activities, and the interracial dinner swaps among Greeks. We commend Alpha Phi Alpha, Delta Kappa Epsilon, Omega Psi Phi, and Pi Kappa Phi for their interracial social events. We commend the white sororities that participated in the National Pan-Hellenic Council step show and the fraternity and sororities that have eliminated their blackball systems. We also commend the Dean of Student's Office for its advice and inspiration for many of these activities and for conducting diversity training of Greek Presidents and recruitment officers over the past two years. We *especially commend* the racial integration that has occurred in the African-American sororities and fraternities and the Dean of Students' Office efforts to identify and cultivate existing Greek organizations that are committed to integration, students who might be willing integrate the white Greek system, and new fraternities and sororities that would colonize at UA as a racially integrated organizations.

#### **H. Concluding Charge**

Believing that the majority of our student are not racist, the Faculty Senate implores our Greeks to let their conscience rise to the level of voice and action against the individuals, policies, and structures that prevent African-American and other minorities from realizing their rightful status on our campus. We implore the Greeks to stand tall against the forces of racism in the Greek system and to let no one stand alone in this struggle. And to this end, the Faculty Senate pledges its support and calls on Greek alumni, the national Greek organizations, University administrators and staff, and the citizens of our State to stand alongside the Greeks who step forward to bring about the changes necessary for desegregating the Greek system. Let us unite to open *all* the doors *within* The University of Alabama so that no student will fear or experience rejection because of the color of his or her skin or any other arbitrary physical characteristic. Let us unite to show all the people that the racially divisive forces that tarnished the image and reputation of The University of Alabama in the 20<sup>th</sup> century will not be permitted to restrain the open arms and warm embrace of The University of Alabama in the 21<sup>st</sup> century.