

## FACULTY SENATE MEETING

SEPTEMBER 19, 2000 - FERGUSON FORUM - 3:30 PM

### CORRECTED MINUTES

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**President Pat Bauch** passed a list around for visitors to sign.

Rules of order were suspended to allow Dr. Jeff McNeil, Vice President and Director of Advancement, to address the Senate.

Dr. McNeil gave some information about his personal background. He is from North Carolina and attended Clemson for his graduate degree. Dr. McNeil's points included that everything the Advancement Office does helps the University - assists recruiting students and faculty, helps make campus a better place and markets the University through their activities and publications. There are five units under advancement and the one most recognizable is the fund-raising aspect. The largest businesses in the world - the top five in the world - add their profits together and multiply that by five and it will not equal the money that people give away every year. 174 billion dollars are given away every year. A better job must be done finding those individuals with the means and willingness to donate to The University of Alabama. It is a much more productive area than corporate giving. In ten years, the people requesting money has risen from 422,000 to 692,000. Churches receive 43% or 76 billion of those dollars with education receiving 14% or 24 billion dollars. Alabama receives \$30,700,000 with \$17,000,000 of those dollars coming from individuals while Vanderbilt receives \$193,183,000 from donations. One out of four graduates of Vanderbilt give back to their alma mater or 26.6%. Alabama is second with 26.3% of its alumni giving funds to their institution. Unrestricted gifts are monies given with no stipulations about how it will be spent. These are the hardest monies to raise. Restricted gifts have restrictions - establish a chair, research, etc. Money is used to raise money and this has to come from unrestricted money. The largest corporate gifts do not come close to gifts given by individuals. The vision is to build an organization that will bring national recognition and outstanding faculty and students to The University of Alabama. One question concerned gifts to the Athletic Department. The Athletic Department receives no funds except through Tide Pride and the average gifts to academics are much larger than those given to the Athletic Department. The monies raised by institutions are in correlation to the number of alumni from that school. Alabama has 136,000 alumni on our list. The return on the endowment is 5% payoff at this time. Why cannot this payout be increased? 5% of the principal is spent with 10% in reserve. The national average is 5% and most universities do not deviate from this because it keeps a cushion in place in the event of a slowed economy. The University endowment is \$300 million dollars. The goal of advancement is to triple that in ten years. This is an average amount for an endowment. A question was asked about an endowment being developed for faculty and staff salary support. The Advancement Department does not set goals such as this. The President, Vice President and Board of Trustees sets policy and instructs the Advancement Department. Indications are that this will take place. The strategy is to develop an organization and gift recognition program to reach those individuals with some connection either as a student, etc. with the University and with the inclination and resources to give to the University.

**ROLL CALL** - (Steven MacCall) - Steven called the roll and a quorum was declared. The following Senators were absent: Carol Donovan, James Otteson (excused) and Carol Drolen. The following alternates were present: Gordon Ultsch for Terry Royed and Peggy Jessee for Virginia Wimberly.

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A copy of the priority survey was given to those that had not filled one out. These are to be returned to Norm Baldwin.

**GUESTS:** Robert DeWitt, *The Tuscaloosa News*; Joanna Hutt, *Dialogue*; Laura Rowland, *The Crimson White*; new faculty members Rose Mary Newton, Ion Stancu, Heather White, and Lisa Yuro.

**CORRECTIONS TO AUGUST MINUTES:** Dr. Sorenson asked that he be allowed to get back with Pat Bauch on some further information and details of his remarks at the August 29 Faculty Senate meeting. The **old wording** was "The Athletic Department has ceased contributing \$600,000 to the University. Under new configuration, those funds will come from a different source. The Athletic Department will contribute one million dollars in scholarships for a total of two million dollars. The Athletic Department funding is self-supporting". The **new wording** from Dr. Sorenson reads, "The Athletic Department funding structure is self-supporting. Although it has ceased its annual contributions of \$600,000 to the University, it returns about \$400,000 per year in student athletic fees to the University. Also, like all other auxiliary entities within the University, such as the Supe Store, Residential Life, etc., the Athletic Department pays fees for payroll, bookkeeping, and related administrative services. Thus the total amount the Athletic Department contributes annually to the University-including student athletic fees-is nearly one million dollars". The Senate voted to accept these changes and the minutes were approved with those changes.

Suspension of the rules of order continued to allow Scott Bridges to address the Senate regarding the **evaluation of deans and chairs**. The following was presented to the Faculty Senate for a vote:

September 19, 2000

Be it resolved that the Faculty Senate endorses the recommendations of the Committee for the Evaluation of Deans and Chairpersons and forwards them to the Provost for further consideration.

Recommendations

1. A second narrative page be added to this model for the purpose of adding information specific to the area/division.
2. This form is recommended for faculty only and that we suggest a separate form be developed for staff use.
3. The review should be annual and take place in the Fall semester.
4. The review should be passed on to and kept by the next person in the normal chain of administration, i.e., chairs to deans, dean to the provost, etc.
5. It was suggested that the commitment to diversity be added to the model form.

The form could be administered within the tenure and promotion structure in the month of October, passed on to the faculty by the chair of tenure and promotions and collected, tabulated and sent to the Dean. In the case of the Deans, distributed to the chairs, and (faculty), tabulated and sent to the Provost by the chairs and directors.

**Form:**

COLLEGE OF LIBERAL ARTS & SCIENCES

THE UNIVERSITY OF ALABAMA

FACULTY EVALUATION OF ACADEMIC ADMINISTRATOR

Name of Evaluated Administrator: Dean of \_\_\_\_\_

Title: Chair, Department of \_\_\_\_\_

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-Evaluation: Please rate the above named administrator on each characteristic listed below using the following scale:

5 = excellent 2 = below average

4 = good 1 = poor

3 = average x = not applicable or insufficient information

\_\_\_\_\_ Communication

\_\_\_\_\_ Leadership

\_\_\_\_\_ Fairness

\_\_\_\_\_ Interaction with faculty

\_\_\_\_\_ Interaction with students

\_\_\_\_\_ Interaction with staff

\_\_\_\_\_ Promotion of excellence in scholarship and research

\_\_\_\_\_ Promotion of excellence in teaching

\_\_\_\_\_ Clear sense of mission

\_\_\_\_\_ Encourages input

\_\_\_\_\_ Identification of departmental/center/program priorities

\_\_\_\_\_ Efforts to meet these priorities

OVERALL EVALUATION: How would you rate the effectiveness of this administrator?

(circle one)

5 4 3 2 1

effective ineffective

REMARKS: (May be continued on back of page)

A tabulation of the overall evaluation and a typed version (to preserve anonymity) of your remarks will be forwarded to the administrator you evaluate.

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Scott quoted the *Faculty Handbook* concerning implementation of these guidelines, "As with any University policy, the provisions for faculty participation stated herein are subject to modification and change by the President whenever circumstances and experience may warrant. However, any such changes will be discussed fully with the Faculty Senate (acting on behalf of the faculty), deans, and chairpersons prior to their approval by the President." Also, Section H, "The faculty of each department is encouraged to adopt an evaluation plan and procedure, to be revised as necessary, which future Committees can consider when deciding how to conduct their evaluations; any such plan should include suggested evaluation criteria". In the largest sense, this represents the annual review that would take place in all departments and divisions and would be administered by the Tenure and Promotion Committee to be forwarded to department chairs and deans. The committee that worked on this proposal consists of the following: Deans Clark, Rogers, and Barger, Chairs Lymon, Kispert, and Bauch, members Bauch, Bridges, Moreley and Niuns (left mid-year). This initiative has been under for five years. This is the first time this type agreement has been reached. The basis of this proposal is that the financial aspect of the University is reviewed annually and CQI has a model that evaluation

should take place from top to bottom and from bottom to top. The committee realizes that the present form is not perfect and would need fine-tuning. The point was made that in the Steering Committee the criteria for acceptance of the Steering Committee would be that the evaluation form could be added to but nothing could be eliminated. Scott answered the question by a quote from the Faculty Handbook, "each department is encouraged to adopt an evaluation plan and procedure, to be revised as necessary provided these are consistent with University policy". Marvin Johnson asked if any information/report would be given before an evaluation vote was taken since in some instances faculty would not be totally aware of all aspects of performances of those administrators. Also, he was concerned with the "annual" evaluation. The Handbook states, "evaluations at five year intervals except as herein provided," which means if a review is called for, it could be more frequent. Wythe made the point that there are some things wrong with this proposal but it is such an advancement that it be accepted and then make any changes needed. Rob Ingram made the point that he has a number of problems with this proposal. It is not a foregone conclusion that the deans will accept this proposal. Without fine-tuning the document, there would be less of a chance of it being accepted. He also objects to forcing this on divisions without their prior knowledge or approval and asked for what period of time will this apply. The five-year review and present policy has worked in the past. Objections included a different evaluation form for staff, many items unclear on the form, an additional page added to the form and exactly what is the Senate being asked to do. The Senate is being asked to endorse the form. A second page can be added for any needed elaboration by the faculty. Scott read the form for the Senate. Other objections were that the wording in the form could be improved. The time involved in responding to this on an annual basis was questioned. Scott told the Senate that this action came about because in the evaluation of the dean of Arts and Sciences there was no information available from the prior review. This will have to be approved by the deans and there is no guarantee that approval will be forthcoming. An evaluation of the dean of CCHS has just been completed with a very favorable outcome, however, there was no avenue to have the results placed in the dean's file. Wythe spoke in favor of the form but stated that there is the option of choosing not to participate. Other comments were made in favor with requests that the language in the form be more concise, but arguing that the door has been opened for feedback from faculty on dean's performances. The vote for the resolution that the Faculty Senate endorse these recommendations being forwarded by the Evaluation and Review of Deans and Chairpersons committee to the Provost was 29 in favor, 9 opposed and 2 abstentions.

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**PRESIDENT'S REPORT:** Pat welcomed the new faculty attending the Senate meeting and reminded everyone to remain for the reception for new faculty following today's meeting.

Pat reported some information from the Board of Trustees meeting held on campus last week. A resolution was passed establishing the Coach Paul Bryant professorship in the College of Education. A new degree, Bachelor of Science Bio-medical Engineering, was approved to submit to ACHE.

The **Athletic Department** contributions to the academic side of the University has decreased to approximately one million dollars. The Athletic Department donated money to the University during hard times. Dr. Sorensen and the Board of Trustees are now endorsing the Athletic Department's fund-raising efforts since this department is now in some degree of financial straits. Wythe made the recommendation that more information be forthcoming concerning debt service and funding structure of the Athletic Department. Pat will report more about this in the near future.

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**VICE PRESIDENT'S REPORT:** (*Norm Baldwin*) The faculty **football ticket allocations** are up this year. Those staff that are non-professional and those with less than 15 years service did not get tickets. The ticket allocations for alumni are also down. It was suggested that faculty be cut from four to two tickets to make up for this deficit. The perception is that this was not a popular solution. The Athletic Department for next year will submit a ticket allocation proposal to the Intercollegiate Athletic Committee for their approval and it will also be submitted to Dr. Sorensen.

The **Distance Learning Committee** will be searching for methods for faculty to have more input into this committee. It has been suggested that the faculty distance learning issues such as faculty receiving credit towards tenure and promotion and to get good evaluations for their efforts be moved to the Academic Affairs committee. Appropriate incentives should also be considered for faculty.

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**SECRETARY'S REPORT** (*Steven MacCall*) On-line reports are available from links to the agenda item on the Faculty Senate web page. All committee chairs are encouraged to send those to Steven for posting.

Dates and times of meetings of each committee should be forwarded to Pat or Steven to be posted on the web. Committee reports of their meetings should also be posted on the web.

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## **SENATE COMMITTEE REPORTS:**

**Finance** (*Keith Woodbury & Debra Novak*) This committee checked on a possible increase in cost of insurance coverage and found that rates will remain as they are. There are 16 cost-cutting procedures that the University will adopt to keep health costs down. The sweatshop issue has resulted in the University joining the Fair Labor Association to assure that all licensed items made for the University be manufactured under the guidelines of fair labor practices. Vested time for retirees was another issue this committee addressed. This committee will probably bring two resolutions forward at the next Senate meeting.

**Faculty Life** (*Wythe Holt & Rob Ingram*) Wythe reminded everyone about the Diversity Workshop on October 1 in Ferguson from 1:30 - 4:30 PM and encouraged all to attend. Written reports of Faculty Life and Student Affairs were provided.

**Academic Affairs** (*Don DeSmet & Steve Miller*) Due to a very heavy workload, it has been recommended that the following split be made:

The Academic Affairs committee of the Faculty Senate has reviewed the duties and functions of the Undergraduate Programs and Services committee. After considerable deliberation and consultation with former members of this committee, they reached the conclusion that the duties of this committee are much too broad for it to work efficiently and that it should be divided into several distinct pieces.

Don Desmet recommend that it be replaced by four new committees dealing with the following issues:

1. Admissions and Retention
2. Academic Advising
3. Academic Regulations
4. Curriculum (a needed subcommittee would be Gail Hasson's current group which is charged with reviewing the "W" and "C" core designations).

The Senate Academic Affairs Committee wants to take an active part in any revision of Academic Regulations.

Another issue concerning this committee is the sale of class notes. They cannot be taken verbatim and sold. They have found that automatic copyright law applies but the problem comes with paraphrasing. The consensus is that each faculty member can resort to legal advice but legal convictions are extremely rare. There will be information placed on the web site concerning the copyright "rights" of faculty. This committee's responsibilities only include passing along the information they find in dealing with this issue. They do not offer legal advice or opinions. Marvin Johnson suggested that the University take formal action on this matter. This committee is considering modification of suspension and academic probation policies.

**Legislative Committee** - (*Margaret Garner*) A final draft for Legislative 2000 prepared by Chancellor Meredith is ready. Strategy for the next budget activity is being formulated and the Senate will be informed of recommended action by this body. The four priorities will be to push for two to one funding, growing relationship with business community, continue growing relationship with alumni and legislature and increase membership in HEP and U of A system pact.

Rob Ingram expressed how disturbed he was about an article in *The Tuscaloosa News* that included many erroneous facts and stated that he hoped the newspaper would be more diligent about researching facts before publishing. A reporter present from *The Tuscaloosa News*, Robert DeWitt, apologized for the article that was written by someone

who had previously published with *The News*. They trusted the writer to be sure of his facts, which proved not to be the case. Mr. DeWitt stated that they would be more diligent in the future and that something of this nature would not happen again.

Meeting adjourned 5:10 PM

**Posted 9/28/00**