

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE STEERING COMMITTEE MEETING

JANUARY 11, 2005 – 3:00 PM – 307 FERGUSON

### APPROVED MINUTES

**ATTENDING:** John Mason, Mathew Winston, Wolfgang Bertsch, Clark Midkiff, Robert Moore, Karen Steckol, Nick Stinnett, Tatiana Takiropoulou-Summers, Margaret Garner, Bob Sigler

**GUESTS:** Joanna Hutt, Dialog; Marlin Caddell, Crimson White

The minutes of the December 7, 2004 Faculty Senate Steering Committee meeting were approved.

Faculty Senate Vice President, Mathew Winston, presented a report on the **Coalition on Intercollegiate Athletics** meeting held in Nashville, Tennessee, at Vanderbilt University January 6-7, 2005. A general summary statement will be composed and presented at the full Senate meeting on January 18, 2005. Mathew stated that the most important part of the document titled "**Academic Integrity in Intercollegiate Athletics: Principles, Rules, and Best Practices**" is as follows:

"Although this document includes many proposals, only a small number are suggested as rules, or NCAA bylaws, that should apply to all schools. The great majority are intended as best practice guidelines – policies that have worked well in practice at some schools or, in some cases, new ideas that are shared because they promise to address difficult problems that have resisted solution. The object is not to prescribe what schools must do, but to suggest issues that schools need to consider and approaches that may with adaptation fit local needs and strengthen the way athletics supports the educational mission. Where other local practices already accomplish the goal of academic integrity, those may in fact constitute best practices for that institution".

This document was designed for long-term goals. Hopefully, some of the goals would be implemented quickly while schools would move toward other goals in the next decade. The Coalition was prompted toward those goals by new NCAA rules. The Coalition is forwarding these three sections to the NCAA:

**"2.1** Athletics scholarships shall be awarded on a year-by-year basis with the presumption that they will renewed for five years, or until graduation, whichever comes first; renewal shall be subject to students' maintenance of good academic standing, conformity with campus codes for student behavior, and adherence to team rules. If a student graduates in fewer than five years an institution may renew the scholarship if the student has athletic eligibility remaining. Institutions shall establish criteria and a mechanism for revoking a scholarship. The final authority for revoking a scholarship shall rest with the chief academic officer. A student awarded an athletics scholarship who is no longer participating in athletics will be counted against the NCAA maximum number of awards for that sport, unless the scholarship is revoked.

Until this policy is adopted as an NCAA bylaw, the Coalition recommends it as a best practices, to be considered and adopted by local campus faculty governance bodies.

The Coalition believes that the number of athletics scholarships should be reduced, and will address this issue in future discussions concerning cost containment in college sports.

#### Need-based scholarships

Ultimately, the rationale for athletics scholarships is fundamentally weak. A scholarship award based solely on athletic ability and commitment to participate in varsity sports resembles in important respects payment for services, and such scholarships further encourage high-school athletes who are college aspirants to prioritize sports over academics. Moreover, on some campuses scholarships for athletes who have no financial need are partially supported, through tuition and fee payments, by other students who may have various levels of financial need, an outcome that is extremely difficult to justify. While the Coalition regards ending scholarships based on athletics skills as an ideal that fully reformed intercollegiate athletics would entail, it recognizes that it would be difficult to design a need-only basis that would not lead to negative consequences, including, among others, the following: opportunities for fraud in the awarding of aid, which the current system does not entail; severely unequal impact on high- and low-tuition schools, which may undermine competitiveness on the field.

In light of these and other difficulties in designing a need-only system that has integrity, is fair, and continues to provide access where it is needed, the Coalition cannot now propose the end of athletics scholarships. However, as noted earlier, the premises and impact of athletics scholarships conflict in significant ways with the principle of our academic mission, and the Coalition urges continued efforts to design a system that does not permit them on bases other than need.

We note also that to the degree that athletes are awarded generous scholarships on the basis of non-academic criteria other than need, the principle that athletes should be treated similarly to other students is deeply compromised.

#### Pay for play

The Coalition does not support proposals to compensate athletes through means other than scholarship support. Intercollegiate athletics on college campuses plays a constructive role when it is an amateur pursuit designed to enhance the academic experience. The athlete who represents an institution does so as a representative of the student body, engaging in an extracurricular activity designed to enhance his or her academic experience. If these activities were not of direct benefit to the student participant, there would be no rationale for supporting them.

We do not support "pay for play" because it does not conform with the principles underlying the Coalition's support of college sports. To the degree that institutions abandon those principles, they strengthen support for professionalizing the revenue sports, and undermine the Coalition's position. The Coalition anticipates further addressing this issue in the context of athletics finances and commercialization.

**3.1** Campuses shall collect data on athlete enrollments and grades by course section, including indication of course GPAs, for each individual sport, and shall convey that information to the campus Faculty Governance Body, ensuring that the anonymity of individual students is protected to the degree provided by law. Where no campus Faculty Governance Body exists, the information shall be conveyed to the Campus Athletics Board.

Until this policy may be adopted as an NCAA bylaw, the COIA recommends it as a best

practice, to be considered and adapted by local campus faculty governance.

**4.3.2** NCAA bylaws should be amended so that divided competition seasons are not permitted."

There is no formal connection between the NCAA and the COIA. There was a NCAA representative at the first meetings of the COIA. The COIA was initiated by faculty members from Big Ten schools and the far West schools to, in part, provide faculty a voice in academics for all universities. Myles Brand of the NCAA, in efforts to reform college athletics, sought the support of the COIA. The University of Alabama Faculty Senate was the first faculty governance organization member of the COIA. Prior to establishing that membership, the only members of the Coalition were individual faculty members. The Faculty Senate President, John Mason, was responsible for establishing memberships in the Coalition for faculty governance organizations. There are over forty members in the Coalition with twenty-eight represented at the meeting including a representative from the University of Hawaii. All institution members are Division 1-A schools. In a meeting of the NCAA last weekend, the reduction in scholarships was ratified for athletes not maintaining the grade point average established by the NCAA. If the rule was in effect today, one-third of Division 1-A institutions would lose football scholarships and twenty-five percent of basketball scholarships would be lost. A school could not lose more than ten percent of their scholarships. Some options employed by institutions to be in compliance with Title IX are the elimination of men's sport and adding a sport with a large number of athletes. The University of Alabama will be adding a women's crew team with approximately fifty athletes in the near future. There was a decrease in the number of walk-ons allowed on the football team in further efforts to be in Title IX compliance. The point was raised that financial aid is being confused with scholarships. Scholarships are usually awarded on academic or athletic performance not on financial need. Discussion included the awarding of a Merit scholarship and athletic scholarships. The Coalition is proposing a policy that states scholarships cannot be awarded on merit and is not an issue that should be endorsed.

An email received by Mathew Winston from the spearhead of COIA, Robert Eno of Indiana University, states that if the academic integrity document is taken to faculty organizations for a vote, it is likely that every proposal would not be endorsed by every institution. Hopefully, the document will be viewed as the framework for reform, not as a legislative document, but as a step in the process of achieving athletics reform. The endorsement of the document should not be taken as approval of every proposal in the document. If adopted, the document will remain on the web for amendments as long as the COIA exists. If the Senate approves this document in principle, Mathew Winston would need to be empowered to forward those amendments to the Coalition with his discretion. He would also need to have the power to vote for the Senate since there could possibly not be a Senate meeting to acquire their approval. The Steering Committee agreed that Mathew would have that power. Any amendments should be submitted in writing to Mathew Winston who will forward those to Bob Eno. The Steering Committee of the COIA will sift through the suggested amendments. Twenty-six of the twenty-eight schools attending the meeting voted to approve this document. An alternative suggested was for the Steering Committee to vote on the three proposed changes and vote for participation with Mathew Winston as the representative. Karen Steckol moved and it was seconded that the Faculty Senate Steering Committee vote to approve this document in principle and bring it before the Senate at next week's meeting. The vote was unanimous approval.

A letter from John Mason was sent to Dr. Margaret Ingram King, Vice President for Student Affairs, in response to her letter dated October 19, 2004 regarding the Senate's **Resolution for the Adoption of a University Policy Opposing Unacceptable Behavior**

**Demeaning Individuals or Groups on Campus and Prohibiting the Use of University Funds or Facilities by Those Making Such Statements.** There has been no response. No response has been received concerning the three resolutions concerning health care sent to Dr. Robert Witt, President of The University of Alabama. Everyone was encouraged to participate in the relief efforts for the victims of the tsunami tragedy. A President, Vice President and Secretary of the Faculty Senate will be elected in March. The Faculty Senate bylaws state:

"In all elections of Senate Officers—President, Vice-President, and Secretary—elections will be by the vote of the majority of the senators voting, in the regular March meeting, as long as a quorum of the Senate is present. Nominations and election of the Senate President will be completed before the floor is opened for nominations for Vice President, and the election of the Vice President will be made before nominations are received for the Office of Secretary. Any senator interested in serving in one or more of these offices may submit a written statement of intention, with any supporting argument, not to exceed one page in length, to the Secretary of the Senate by February 10<sup>th</sup> of the year in which he or she hopes to commence office. The Secretary will distribute each such statement and supporting argument with the agenda for the February meeting of the Senate. Persons may also be nominated for these offices from the floor at the February meeting. A motion to close nominations, or the equivalent, is out of order. Each candidate will have an opportunity to speak to the Senate about his or her candidacy at the March meeting, and the Senate will have an opportunity to ask questions of each candidate".

Bob Moore of the Faculty and Senate Governance Committee was asked to review the omission of the month of March in the statement "Persons may also be nominated for these offices from the floor at the February meeting". The intention seemed to be for the nominees to be given time to consider serving in a Senate officer position. Each nominee has the right to submit a written statement for consideration if they so choose. The intent was also for the elections to be more open. An election email reminder will be sent to the Faculty Senate from John Mason. It was suggested to consider having a President Elect title rather than a Vice President title. The nominees for each office at this point are Mathew Winston for President, John Vincent for Vice President and Karen Steckol for Secretary.

**Vice President's Report** – (*Mathew Winston*) At the Coalition meeting Mathew learned that a great number of schools have a Senate athletics committee. It was suggested the Steering Committee give some thought to this change. The Faculty Senate President, Vice President and a member of the Senate are members of the Intercollegiate Athletic Committee of the University Standing Committees. Discussion covered the points of the charge for such a committee and the need for this committee. The CUC committees have Faculty Senate representatives on each committee. It was suggested that reports be obtained from each one with information concerning the accomplishments of that committee, the relevancy of the committee charge, the goals for those committees for the coming year and if the committee is regularly meeting. The chairs of those committees make their reports directly to the Vice President of the University. It was suggested when the University Standing Committee Chairs are known, the President of the Faculty Senate send a letter to each chair informing them of the name of the Faculty Senate voting representative with email address and phone number. The Chair is expected to provide the Faculty Senate representative with information concerning meeting dates, times and places. The FS representative should also be more responsive in reporting activities of the committee. It was suggested an announcement be made at the Senate meeting next week

that the FS representative report if their University committee is not meeting or they have not been notified concerning dates, times and places of meetings. Mathew Winston will request from Rona Donahue copies of the CUC reports for the Faculty Senate Steering Committee's review. The Faculty and Senate Governance Committee review the composition of the CUC committees. It was suggested to extend that to include the charge and activities of the committees.

**Faculty Life** – (*Wythe Holt & Nick Stinnett*) The Faculty Life committee continues to monitor and explore the health care benefits issue. Nick Stinnett was appointed to a committee to select a consulting firm for a master plan for the University. The committee reviewed portfolios of firms making proposals with three being selected and referred to the President of the University for a final decision. The importance of preservation of the environment was stressed. Concern was expressed that this issue could be overlooked.

**Financial Affairs** – (*Wolfgang Bertsch & Karen Steckol*) There is a Federal lawsuit involving Credit Unions regarding charging of fees. Credit Unions are non-profit organizations owned by Credit Union members. Banks are for-profit and are owned by stockholders. Payment of dividends by the Credit Union was questioned. An issue for the committee to review would be debt of institutions. The packet provided by the COIA had information that the University of Wisconsin had a debt of \$90 million dollars with a debt payment in 2004-05 of over \$4 million dollars and The University of Alabama-Tuscaloosa with debt of \$58 million is paying over \$8 million dollars. The terms of the debts are not known with these questions to be posed to University administration. The University is paying our debt and it is possible that Wisconsin could be paying interest only. The Financial Affairs committee has not yet received answers to questions posed to Linda Gilbert. The holiday break possibly delayed a response. The Educational Trust Fund, enrollment numbers and faculty staff raises were discussed. President Witt has faculty staff raises at the top of his priorities.

**Research & Service** – (*Clark Midkiff & Tatiana Tsakiropoulou-Summers*) A meeting with Marianne Woods, Associate Vice President for Research, will be held on January 25 to review committee restructuring, creation of new positions and policies proposed by the Office of Sponsored Programs. Any suggestions would be welcome by the committee.

**Faculty and Senate Governance** – (*Robert Moore & Jerry Weaver*) There will be elections of Senate officers and Ombudsperson. Bob Moore will contact the Office of Institutional Research for data to base the number of senators elected from each college/school. Next year a recommendation will be made to the President of the University for two vacancies on the CUC. The issue of a Senate officer whose term ends before they take office was discussed.

**Legislative Agenda** – (*Margaret Garner*) Higher Education Day in Montgomery will be March 3 with transportation available. The participation of students is vitally important and encouragement was expressed for allowances for those students wishing to take part. The Alabama Council of University Faculty Presidents will be meeting in conjunction with Higher Education Day. In November this group will be meeting in Tuscaloosa at Ferguson. The state budget was discussed with a forecasted surplus at the end of the fiscal year. Higher Education must make strong efforts to secure their share of this surplus. The AEA fund is the largest in the nation. For any questions concerning HEP membership call Diane or Whitney at 334-832-9911. The Vice President of the SGA External Affairs obtained nineteen student organizations members for HEP this past year. Margaret will compose a reminder for John Mason to send to the faculty two weeks before March 3.

Some staff complaints and situations were discussed with the follow-up of issuing an

invitation to Jim Holliman, Professional Staff President, to meet with the Steering Committee in February to answer the questions that were raised.

Meeting adjourned 4:50 PM