

FACULTY SENATE STEERING COMMITTEE MEETING

OCTOBER 9, 2001 - 307 FERGUSON - 3:30 PM

(*unCorrected Minutes*)

Attending: Norm Baldwin, Steve Miller, Keith Woodbury, Bob Sigler, Margaret Garner, Harry Price, John Mason, Alvin Winters, Bill Keel, Terry Royed, Beth McCauley, Bing Blewitt, Don Desmet

Joanna Hutt, Dialog

Minutes -----no action taken on minutes from last meeting - discussion about availability of the minutes. These minutes are posted on the web

ACTION ITEMS---

The resolution proposing a system of **Faculty Performance Feedback of Deans & Chairs** was discussed. Scott Bridges came before the Faculty Senate and the Steering Committee last year and presented a resolution calling for annual performance evaluations of deans and chairs. This resolution passed and went to the Provost. It was rejected and the ad hoc committee for the Evaluation of Deans and Chairs has proposed performance feedback rather than evaluation. The new proposal's purpose would be to enhance professional development, not determine raises and retention. The performance *feedback* would be *private feedback* only for the dean, not for the Provost; *private feedback* only for the chair, not the dean, with the recipient determining if the information would be shared. The University of Alabama experts in performance evaluation, quality and psychometrics would prepare the instrument. Some adjustments would be made in the instrument for different size colleges. The administrative burden would be the most for Arts and Sciences since they have 321 faculty. Conducting this evaluation survey on the web would reduce the administrative burden. Discussion included the frequency of conducting the survey, the method of gathering this information and exactly which faculty members would participate and if that would include professional/clerical staff. The method of keeping this information private was questioned. The sense of the Steering Committee supported the general idea of performance feedback and felt the information would give the deans and chairs a clear picture of any issue in their department that should be addressed. A vote was taken to explore support for a range of frequencies for the survey. The vote for annual feedback for deans and chairs was zero, for (a) department chairs every year and deans every two years with department chairs, assistant chairs, assistant deans, and professional staff providing feedback to deans every year, four votes. The vote for (b) faculty providing deans feedback every two years and chairs feedback every year (no annual feedback by chairs, assistant deans, and professional staff) was two. Five voted for (c) faculty providing deans and chairs feedback every two years. The definition of professional staff should be determined. It was suggested that the annual feedback issue be brought before the Faculty Senate with the option of negotiation being left with the President of the Faculty Senate during meetings with the Provost.

The **Academic Affairs Committee** brought forward a proposal to include **student pictures** with class rolls. It would assist the professor in identifying students in a shorter amount of time and determining if that particular student was attending class. Cost, method, availability of photos, and privacy issues were discussed. The Steering Committee recommended that the Academic Affairs Committee study the feasibility of this issue and return with a report/proposal containing specifics.

Due to the importance of the **Strategic Planning Initiative**, it was proposed to have a called Faculty Senate meeting on October 30th with only this issue on the agenda. This initiative developed into three task forces, administrative issues, academic issues and outreach/K-12 interface. Initially, an unattainable deadline of January 2001 was set and after meeting with Dr. Meredith and Dr. Nash, the deadline was extended to February, 2002. Recommendations on Task Force I is complete, Task Force II is under review and the College of Education will provide a report concerning Task Force III. The special called meeting would only deal with Task Forces I and III. This special meeting will be a public forum along with required attendance by the Senators. The motion to have a called meeting passed. The original document with changes and a preface will be made available prior to the meeting with a request for input. There will be another forum held in November. The document has been approved by the Board of Trustees and will affect all facets of the University, therefore, it is felt that the document must be reviewed diligently. This proposal was approved by the Steering Committee.

A **resolution** was proposed **commending Dr. Sorensen and his executive committee** for their leadership, hard work, and inspiration resulting in unprecedented achievements of The University of Alabama during their

tenures in office. Following discussion and corrections voted on by the Steering Committee, the resolution was approved by the Steering Committee and will be on the agenda for the Faculty Senate meeting next week.

President's Report - (Norm Baldwin) The survey form concerning the release of **Student Evaluations** was presented for the review of the Steering Committee. The responses will be collected and presented to the Faculty Senate. This survey with some revisions will be sent to all teaching faculty to get a sense of the faculty concerning the posting on the web of student evaluations.

Hank Lazer has requested access to the **faculty listserv** without going through the President of the Faculty Senate to send messages to the entire faculty. After much discussion, the Steering Committee decided if Lazer could use the list without the Faculty Senate's name on it, he has permission to use it. The discussion included the point that his department could establish such a list. The Faculty Senate worked and established its own list. Norm Baldwin will handle this in the most expeditious manner. Lazer also requested that the Faculty Senate work more behind the scenes to accomplish the integration of the Greek system. It is felt by some that the publicity has had an influence on decreased African American enrollment. The Faculty Senate has already determined to take a lower profile path to accomplishing the integration of the Greek system.

Volunteers to judge Homecoming decorations on November 2 were John Mason and Steve Miller.

The Steering Committee voted to approve Wythe Holt moving from Senate Operations Committee to Faculty Life Committee.

There were concerns about civility during Faculty Senate meetings following last month's meeting. There were some people that felt uncomfortable during the meeting. It was agreed that all Senators should address remarks to the President.

The Student Affairs Committee presented information concerning the **privatization of Greek houses**. About 20% of the 15,311 enrolled students at the University are involved in the Greek system. Following a meeting with Tom Strong, Rick Funk, Todd Borst and Stacy Jones, the following points were emphasized:

Removal of Greek Housing from University oversight would generate a substantial change in the residential life opportunities at the University. The current housing pattern is 910 in Greek Housing, 3,800 in residence halls, and 600 in apartments. (b) The removal of Greek Housing from University oversight would create potential student health problems. University Office of Environmental Health and Safety oversees: fire alarm connections to the fire department, fire inspections and food service inspections. A request for SUG school data on University relationship with the Greek system is forthcoming. A request concerning the appraised current market value of the Greek owned houses revealed that the only house to be appraised by the University was the Pi Phi sorority house that was razed for the stadium expansion several years ago. The appraisal was \$975,000. The appraisal cost of \$1,500 per house prohibits appraisals of additional houses at this time. The opinion was that all sorority houses were in the same shape and have equivalent value. The value of fraternity houses was somewhat less due to lack of upkeep. According to calculations, it would cost the University approximately \$23,400,000 to purchase the Greek houses. It would also be cost prohibitive to refurbish those structures into useful office space or other uses for the University. There are some sororities and fraternities that may be located off campus and not be affiliated with the institution. It was requested that the committee give a verbal report at the next Faculty Senate meeting. A reminder was given that it had been decided at the last Steering Committee meeting to invite Sybil Todd to the next meeting to answer questions in a more private setting.

Meeting with the Provost will be Thursday, October 10.

The Financial Affairs Committee brought forward the issue of **intellectual property rights** that will be in the Faculty Handbook. The committee is trying to comprise a response to a memo from the Provost. A draft of objections and suggested revisions accompanied the original revision of intellectual property rights. There are many very important points that need to be defined including if a professor develops a course, does the institution have any ownership claims to that course and what is the definition of "courseware." Another point was did the institution contract with the professor to develop a course or other material. It was suggested to put this on the agenda for the meeting with the Provost on Thursday with a report to be given at the next Steering Committee meeting.

Meeting was adjourned at 6:15 pm.