

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE STEERING COMMITTEE MEETING

FEBRUARY 11, 2003 – 3:00 pm – 307 FERGUSON

### MINUTES

**ATTENDING:** Steve Miller, John Mason, Keith Woodbury, Margaret Garner, Norm Baldwin, Harry Price, Frannie James, Mathew Winston, Nick Stinnett, Bob Sigler, Jim Eddy, Garry Warren, Beth Macauley, Wythe Holt, Clark Midkiff, Guests: Joanna Hutt, Dialog, David Beito, Charles Nuckolls

The Faculty Senate Steering Committee minutes of January 14, 2003, were approved.

**President's Report** – (*Steve Miller*) During the Search Committee interview of Dr. Robert Witt for the position of President of The University of Alabama, some of the high points of his administration at the University of Texas-Arlington were: extreme interest in diversity with strong African-American and Hispanic Advisory Committees, everyone at the institution was involved in recruiting, measures progress one student at a time and wants something visible to happen sooner than later. In conversations with the Faculty Senate President at UT-Arlington, the structure of the Faculty Senate and the administration was discussed. Their Faculty Advisory Council is composed of the Chair and Co-Chair, Vice President and President of the Faculty Senates of all fifteen of their campuses. They meet quarterly for two days with each school in the system receiving equal treatment. It is a working meeting with Vice Chancellor of Academic Affairs and it is an opportunity to deal with issues. The President and Provost attend their faculty meetings with the President speaking at the beginning of the meeting. Post-tenure review mandated by their Board of Regents was implemented with each campus deciding their own review policies. Post-tenure review has been removed from the UA Reallocation Report. Dr. Witt will speak to our Faculty Senate meeting in March. It was suggested to invite Bill O'Connor, formerly of the Business Council of Alabama, to speak to the Steering Committee for a perspective business position on constitutional reform.

March 13<sup>th</sup> is **Higher Education Day** to be held in Montgomery with transportation and lunch provided. The buses will depart the Moody Music Building parking lot at 7:00 AM. The Systems Office will hold a pre-rally update. This is an opportunity for conversation with legislators concerning major higher education issues. A large number of participants are needed to show sincere concern about funding and tax reform.

**Vice President's Report** – (*John Mason*) Seven tables with figures from assorted SUG Faculty Salary Averages were handed out. **Table 1** – "SUG Faculty Salary Averages as Reported to UA by SUG Institution and by Rank, 2001-2002" – **Table 2** – "Average Faculty Salaries by Rank for SUG Institutions, 2001-02". These two tables refer to faculty salaries. The University of Alabama is consistently in the bottom third but not ranked 31 in any category as stated in correspondence to the Interim President. **Table 3** – "Selected Employee and Headcount Enrollment Data at Southern University Group Institutions – Fall 2001" This table lists seven categories of employees according to EEO and UA ranks 25<sup>th</sup> in the managerial, administration and executive personnel category. In terms of personnel per one thousand students, UA ranks 23<sup>rd</sup>. – **Table 4** – "The University of Alabama EEO Count Summary by Personnel Category 1992-2001" -- **Table 5** – "The

University of Alabama EEO Count Summary by Personnel Category and by Division – Division Counts as a Percent of Each Category Total: 2001& 1996" The colleges had a pretty high increase in the category of professional. -- **Table 6** – "Operation and Maintenance of Plant Expenditures at SUG Institutions 2000-01" -- **Table 7** "The University of Alabama Faculty and Staff Salaries 2001-02" and "2001-02 Oklahoma State Faculty Salary Survey" (Clemson data). It was recommended that the Financial Affairs develop a model to place on the University web site for anyone to review this information.

**Academic Affairs** – (*Beth Macauley & Garry Warren*) This committee presented "**Resolution on Including Student Photos as Part of the Electronic Roster**". In researching the implementation of student photos on the electronic roster, this committee was told that it would not be a difficult process and costs would be manageable. The Steering Committee voted to place this on the agenda for the next Senate meeting. The Academic Affairs Committee also presented "**Resolution on Grading**". This is an effort to address grade inflation. The resolution recommends a change on all undergraduate students' transcripts whereby in addition to listing the grade the student received, the transcript also lists grade point average of all grades given out in that class or section. This average class grade would be calculated cumulatively over the course of students' careers, as students' grade point averages currently are, and that this cumulative average class or section grade also be recorded on all undergraduate students' transcripts. Concerns that were expressed were: how this information would be used or misused, persons having access to this information, effects on prospective employment of students, if approved, the UA would be the first in the SUG to implement this policy, academic freedom infringement and misleading statistics. The Steering Committee voted to move this forward to the full Senate. Steve will email this resolution to the Senators to review before the meeting and have their comments and feedback prepared.

**Faculty Life** – (*Wythe Holt and Nick Stinnett*) This committee presented a resolution recommending Dr. Nancy Barrett continue in the position as Provost at UA. Discussion included the procedure to follow in presenting this to the President of UA. Amendments in the statement were: the addition of "Steering Committee", the addition of "has improved communications between the administration and the faculty; and has provided enhanced resources for faculty development and instructional activities and technology." The last paragraph would be changed to "Therefore the Faculty Senate Steering Committee recommends that Dr. Witt strongly consider Dr. Nancy Barrett to continue as Provost and Vice-President for Academic Affairs of The University of Alabama." The Steering Committee approved sending this statement along with a cover letter to Dr. Witt, Dr. Portera and copied to Dr. Barrett.

The second resolution presented by the Faculty Life committee recommended all academic administrators of the University, including the Provost, Associate and Assistant Vice Presidents for Academic Affairs, Deans, and Associate and Assistant Deans who deal with academic affairs be selected hereafter, they be normally chosen from the ranks of tenured faculty at The University of Alabama for single five-year nonrenewable terms of office, normally returning to the ranks of the professoriate upon completion of those terms and their performance be reviewed at least once during their term in office. Comments were: someone without administrative experience serving in those positions, leadership training should be provided, continuity is needed, some faculty would not be willing to give the time to serve in those positions, the concept is a good one and the option of looking outside the University is still available, the five-year limit would be advantageous to those not wishing to have a career in administration. The phrase "or tenure-earning" was deleted from the resolution. The Steering Committee voted to move this forward to the full Senate.

**Research & Service** – (*Subhabrata Chakraborti & Jim Eddy*) The Research & Service

committee proposed a policy for faculty to earn income beyond their posted salary through participation in research and service activities funded by grants and contracts from external sources. The purpose would be to allow colleges to set potential nine-month salary ceilings for faculty and faculty would be allowed to serve as consultants on grants and contracts with UA with the option of crediting the consulting fee to achieve their salary ceiling potential. The benefits would be to increase the following: grant and contract activity, overhead fund pool, department and college operating funds, funding for GA and support staff, research activity and subsequent publications, number and scope of research and service project for student involvement and would improve ability to create competitive interdisciplinary research teams. The limitations would be that disciplines and faculty members do not have equal opportunities to secure grants and contracts from external sources and increased funding add increased administrative burden across all units of the University and increased workload for the Office of Sponsored Programs. Release time was a concern and perhaps some would concentrate on this portion of their jobs and neglect pursuing tenure. The response of the Steering Committee to the request of the committee for a sense of pursuing this issue was a mixed reaction. It was referred back to the committee for them to determine the value of continuing to pursue this policy and issue.

**Senate Operations** – (*Frannie James & Harry Price*) Letters requesting the election of senators for 2003-04 has been sent to the Deans with a reply requested by March 31. The number of senators continuing and the number of senators and alternates to be elected were stated in the letter. Senators for Arts & Sciences were increased by one placing their number at 21. It was recommended to consider electing some senators for one year to avoid having a large group of new senators from a college. The Resource and Priority committee reorganization into the Faculty Senate committee structure has been presented to the Deans. The Deans objected to the faculty slots being filled by Faculty Senators solely. This will be discussed with the Provost in their meeting on Friday. The nomination process should be defined and it was recommended to put this in writing. Senate Operations is in the process of determining and contacting those willing to serve as officers and committee members.

Meeting adjourned 5:15 PM