

FACULTY SENATE

STEERING COMMITTEE MEETING 13 JUNE 2000 FERGUSON CENTER Room 309 - 3:30 PM

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IN ATTENDANCE: Pat Bauch, Rob Ingram, Steven MacCall, Bing Blewitt, Margaret Garner, Bob Sigler, Norm Baldwin, Bill Keel, Keith Woodbury, Carmen Taylor

The minutes were approved with minor grammatical corrections. The availability of attachments was discussed and the majority of those documents will be posted on the web at the discretion of the Faculty Senate. If documents are too lengthy, there are copies available in the Faculty Senate office. All official documents will be posted on the web.

A list of incoming correspondence/documents and outgoing correspondence/documents was given out.

President's Report - (*Pat Bauch*) The response from Dr. Sorensen regarding the [tuition increase resolution](#) has been very slow. The tuition increase resolution requested the administration and Board of Trustees of The University of Alabama System consider increasing in-state tuition for the 2000-2001 academic year by a minimum of 6% (approximately \$150 per year per student) and to increase out-of-state tuition by a minimum of 7.5% for students at The University of Alabama. Also stated in the resolution was that no less than 1.5% of the increased tuition rate (approximately \$43 per year per student) be dedicated to increases in salaries in addition to that provided by the increase in State appropriations. The resolution also requested that tuition be increased until the amounts are on par with those of the other system campuses.

Part of Dr. Sorensen's response stated that tuition was increased with a portion earmarked for maintenance and operations. 100% of state appropriations was given to faculty and staff for salary increases. He further stated that in order to raise faculty and staff salaries by 1%, tuition would have to be increased by an additional 3%. There will be a 4.9% increase in in-state tuition and fees and 5.7% increase in out-of-state tuition and fees. If tuition were increased by an additional 3%, it would increase in-state tuition to 7.9% and 8.7% for out-of-state students. The American Council of Education publicly urged institution presidents to keep tuition increases close to the consumer price index. Dr. Sorensen stated it would not be judicious to pursue this increase. It would appear that Dr. Sorensen missed the point of the request for 1.5% of the increased tuition rate be dedicated to faculty and staff salary increases. The decision was made by the administration concerning the tuition and fee increase before the Faculty Senate tuition increase resolution was addressed. Bob Sigler made the point that "tuition and fees" have been increased. The question was brought up if that would impact faculty and staff raises in the future. Would this increase be specifically earmarked for the Recreation Department and preclude the use of these funds for raises? The view has been "how would this impact the students" and the point was made "how will this impact the faculty and staff?" Dr. Sorensen will address the Faculty Senate meeting in September.

Some responses from the faculty to **Chancellor Meredith's letter** concerning the defeat of the education allocation bill in the Legislature were received. All were supportive except for one negative response urging the Faculty Senate to focus on academics rather than politics. One suggestion was to have alumni become more active in legislative activity. Jim Raymond has gone on the road for the University and the Legislative Committee and spoken to groups urging them to become more vocal and active in legislative matters concerning the University. Others have spoken to groups including Margaret Garner and Amy Ward. The alumnae are developing people to speak to groups informing them of all agendas facing the University including academics, etc. It was suggested that the Chancellor's letter appear in the media, however, it was decided that the Chancellor would be the one to make that decision.

The fall **social date** has been set for August 29th at the University Club from 6:00-8:30 pm.

It was agreed to suspend the order of the agenda to allow Susan Lucas, Faculty Resource Center, to speak concerning

domestic partner benefits proposal. Susan is a member of the Faculty Staff Benefits Committee and her perception is that this committee would be very resistant to this proposal. She is requesting the support of the Faculty Senate and the Faculty Senate Steering Committee for this proposal before she places this on the Benefit Committee agenda. Pat Bauch drew up a resolution (attached) of support. The estimated increased cost to the University would be .17% of total benefits. There is no way of knowing the increase in the number of people who qualify. There are 3,500 employees of the University with 2,200 married and 1,245 single from among whom, perhaps, approximately 600 might be eligible for domestic partner status. Opposition was expressed to bringing this to the Faculty Senate before the University standing committee reviews the issue. The concern was that a precedent would be set for issues to be brought to the Faculty Senate before following the proper procedure. The point was made that this group could only speak for the Steering Committee at this time. The discussion of strategy and course of action included: the Senate being two months away before convening, taking any action while students and faculty are gone during the summer, handling this issue quietly and the impact of this issue, the funding for this coverage, and the social and equity issue of this proposal. Is a resolution needed? It was stated that a resolution would give more weight and credence indicating the support of the Steering Committee. Some suggestions were given to clarify the statement of the resolution with these changes - "BE IT RESOLVED that the Faculty Senate Steering Committee supports providing these benefits and requests the Faculty and Staff Benefits Standing Committee to study and approve these benefits." Susan raised the question of how many times an issue could be brought up and there seems to be no statement in the Handbook or Faculty Senate constitution limiting this. The Faculty and Staff Benefits Standing Committee will have a new chairperson beginning in September. The recommendation was reiterated to bring this before the Benefits Committee first. The resolution should be sent to the new chair of the Benefits Committee. A vote was called for with four (4) for and four (4) against. This issue will be placed on the agenda for the next Steering Committee meeting to decide whether an entire Faculty Senate vote is needed.

Vice President's Report - (*Norman Baldwin*) - No report.

Secretary's Report - (*Steven MacCall*) - The **listserv policy** composed by Steven was given out to the Steering Committee. If there are any suggestions, please e-mail to Steven. He will consult with Jan Duvall and Pat Bauch concerning placement of the Faculty Senate link on the main University web page.

Academic Affairs - (*Steve Miller & Don DeSmet*) - No one was present to represent this committee but they requested that any needed information be sent to them.

Faculty Life - (*Wythe Holt & Rob Ingram*) Rob Ingram informed the Steering Committee that the dates of October 1 and 2 (Sunday and Monday) have been set for consultants to come to campus for diversity training for faculty. Research has been done internally but no one has been found to conduct this training. It was suggested to contact the Chamber of Commerce, Johnny Aycock, to find out the person or organization that provided diversity training for them. Teresa Herndon was consulted and they are not prepared for long-term training. Rob will attend a workshop in New Orleans to evaluate their training procedure and perhaps get some ideas to implement here on campus. The Provost has been informed and funding for this project has been requested. The charge for the campus training will be \$2,000 plus expenses and as many as 500 people can attend. It was suggested as many people as possible attend the leadership training meeting on Monday, October 2.

ERT Committee - (*Carmen Taylor*) - The ERT Committee made the following recommendations:

1. Require department chairs to provide faculty with annual written evaluations of teaching performance based on agreed-upon criteria and evaluation methods.
2. Have the faculty handbook address documentation and importance of teaching. The committee recommends that all faculty receive a written evaluation of their teaching that addresses, at a minimum, specific indicators of teaching effectiveness, to be based on the department's chair's director observation and evaluation of teaching-related documents prepared by the professor. The Faculty Resource Center should develop specific guidelines for evaluating teaching effectiveness to be approved by the faculty and included in the handbook.
3. Create Faculty Development mentor positions, to be held by faculty who have demonstrated outstanding teaching ability, to offer formative evaluation services for faculty on an individual, voluntary basis. The initial mentors would be appointed by the Faculty Senate and would receive release time from the

colleges/departments, and thereafter future appointments would be approved by the current mentor group. The mentors would develop and use a standardized process of formative evaluation with assistance from the Faculty Resource Center. Five to six mentors would be appointed concurrently, with administrative support provided by the Faculty Resource Center.

4. Revive Faculty Development services as a division of the Faculty Resource Center. Services should include:
 - Assisting faculty in meeting and documenting teaching performance expectations.
 - Reinstate classroom teaching evaluation services as part of the mentoring program.
 - As part of the mentoring program, establish a line of communication where faculty can confidentially discuss concerns about their teaching evaluations.
 - Establish an educational program for department chairs and deans on how to evaluate teaching and incorporate the information into performance evaluations.
 - Work with Deans and Department Chairs to help faculty document teachings and help in meeting teaching goals.
 - Develop alternative methods for evaluation of teaching.
 - Coordinate faculty development with other services such as annual teaching workshops, GTA orientation, new faculty orientation, Technical Support Services, and Distance Education.
 - Coordinate series of workshops during the on-going academic year related to non-technical and technical aspects of teaching as well as traditional pedagogical issues.
 - Maintain and expand the Faculty Development web site with links to additional resources, description of services, etc.
 - Submit an annual report to the Faculty Senate.
5. Allow UA faculty to attend, at a discounted cost, the annual Faculty Development Institute, sponsored by the College of Continuing Studies.

These recommendations were presented to the Steering Committee and approved and will be forwarded to the Provost along with a cover letter in response to her letter received by Rob last year. The committee discussed rewards for excellent teaching but it was felt that these recommendations should be approved and documentation in place first and then pursue the rewards issue. The Chairman would be in the classroom with the instructors once per year. One of the points made was there was a concern about professional advisors on campus and if teachers were rewarded for advising, wouldn't the other advisors have to be rewarded also. However, there are only six on staff. Any additional information would be referred to the Steering Committee.

Financial Affairs Committee - (*Keith Woodbury & Deborah Martin*) A chart along with two proposed resolutions were presented for discussion. Dr. Sorensen has proposed using \$100,000 of the one million dollars given to academics by the Athletic Department as a subsidy for the proposed recreation fees for faculty and staff. The rate proposed first had the faculty paying a higher rate than the students. The rate for an individual at the end of five years will be \$240 with the family rate being \$420 annual fee including pool access. The lower line of the chart is the individual faculty member. There will continue to be pool fees established. The Natatorium and weight room usage has been free in the past but there will be a fee in place when these rates go into effect. These rate increases will assist funding for upgrading of recreation facilities on campus. The use of these facilities has been considered as a benefit for faculty and staff but with rates being charged, it will no longer be considered a benefit. The first resolution expresses appreciation to Dr. Sorensen for the attention given to this matter in attempting to keep the cost as minimal as possible for the faculty and staff. The second resolution is asking for the University to underwrite and to offer recreation as an official benefit for University employees with all employees included. Neither resolution was voted upon. Instead, Pat will compose a letter to Dr. Sorensen stating appreciation for his efforts to keep the costs down but remain opposed to the recreation fee increases with carbon copy to Sid McDonald. This issue will be presented to the Board of Trustees at their meeting next week. She will also e-mail the entire faculty informing them of this issue.

Planning & Operations Committee - (Energy Policy) - (*Bill Keel & Marcia Barrett*) - A draft policy concerning energy was circulated at the April Steering Committee meeting. Suggestions for energy conservation seemed to be geared toward faculty and staff behavior such as turning off computers, lights, etc. This committee feels that more practical suggestions would be weather stripping for doors and windows and better scheduling of intramural sports to conserve outdoor lighting costs. Timers and motion sensors were discussed but the maintenance on these would be prohibitive. The goal and approach of this policy is approved by the Steering Committee but they do feel that other

measures could be more productively applied. Pat will write a letter expressing these thoughts and ideas.

Legislative Agenda Committee - (*Margaret Garner*) - There have been meetings looking at the up-side of the budget appropriations of 31.9%. It is their conclusion that a different strategy must be determined. Alumnae involvement will be developed along with promotion of business community involvement. Commitments behind the scene must be secured and increase the size of the PAC.

Meeting adjourned 6:15 PM

web posted: 8/22/00