

**FACULTY SENATE STEERING COMMITTEE MEETING
JUNE 16, 2009 – 206F SHELBY HALL – 3:00 PM**

APPROVED MINUTES

ATTENDING: Karen Steckol, Clark Midkiff, Marcia Barrett, John Vincent, Deidre Leaver-Dunn, Lowell Baker, Ed Stephenson, Marci Daugherty, Melondie Carter, Margaret Garner, Ray White, Jim Hall, Michael Martone, Rona Donahoe

ABSENT: Jeanette VanderMeer, Steve Hobbs, Katrina Ramonell, Chapman Greer

GUESTS: Cresandra Smothers, Dialog

The Faculty Senate Steering Committee Minutes of April 14, 2009 were approved.

President's Report – (*Karen Steckol*) President Steckol began the meeting with a report concerning **plagiarism** accusations against the president of Jacksonville State University. The University of Alabama Faculty Senate has no control over plagiarism or is a spokesperson for the University. Members of the media have contacted several members of the Faculty Senate Steering Committee requesting litigation comments. President Steckol recommended the Steering Committee response should be “no comment” during the litigation process. If needed, plagiarism will be addressed following the completion of the litigation process which has been ongoing for eight years.

The Intercollegiate Athletics Committee will meet on Wednesday, June 17 to review **NCAA sanctions** and decisions involved in the textbook infractions case. Joe Hornsby is chair of this committee with the President and Vice President of the Faculty Senate and others as members. Steering Committee discussion included functionality and communications of UA committees; systems and methods to fund, track and obtain recommended materials; the number of students and athletes involved; discipline and penalty decisions; and student and other privacy issues.

Vice President's Report – (*Clark Midkiff*) No report.

Secretary's Report – (*Jeanette VanderMeer*) (No report-absent)

Academic Affairs – (*Marcia Barrett & John Vincent*) No report.

Faculty Life – (*Deidre Leaver-Dunn & Lowell Baker*) “Statement Regarding Unpaid and Paid Leave For Eligible UA Faculty For Birth of Child and/or Placement of Child For Adoption or Foster Care” and “Proposed Resolution on a Family Friendly Campus at The University of Alabama” documents were given to the Steering Committee members. About four years ago the Faculty Life Committee was charged with developing a family friendly policy proposal. This was a follow-up of an ad hoc committee chaired by Natalie Adams. The proposal was broadened to include family friendly issues other than maternity policy. A proposal was developed on **maternity/maternity leave** and tenure

clock extension. A version of the tenure clock extension was approved in the past. A proposed maternity/maternity leave policy document with a section generated by the Deans was given to President Karen Steckol and Deidre Leaver-Dunn late last fall. Section I. "Purpose of Statement", and Section II. "Right to Unpaid FMLA for Pregnancy or Birth or Adoption/Foster Care" as stated in the document is law. There are some inequitable situations for faculty members across campus due to inconsistent policies and inconsistent implementation of existing policies. Twelve month faculty and nine month teaching faculty members are treated differently. Replacing absent faculty members with part-time instructors was discussed along with the available resources to implement the hiring. In some instances the absence of faculty would result in the class not being taught that semester. Sometimes faculty would step up and cover the responsibilities of the absent faculty member. The Faculty Handbook uses the phrase maternity/sick leave. The Faculty Handbook reads "in the event of pregnancy or illness the faculty member will receive maternity leave or sick leave for periods which may be as long as six months". Six months was intended for catastrophic illnesses. The proposal is to standardize the time frame to eight weeks maternity leave per calendar year. If husband and wife both work for UA, and both are eligible for FMLA leave, the leave is limited to a combined 12 workweeks of FMLA leave. There was discussion of the use of sick leave and time taken for medical appointments, etc. Rona Donahoe suggested adding four weeks paid leave to normally accrued leave with the four weeks to be utilized first with eight weeks maximum for twelve month faculty members. President Steckol discussed her personal situation with use/accrual of sick leave during her illness. Discussion included adoption and the addition of males to the policy. Deidre Leaver-Dunn expressed concern about faculty reassigned time and load under letter "B" in the statement regarding unpaid and paid leave. Increasing research time was an example given. "No faculty member will have research or service expectations increased as a result of the choice of having taken teaching leave" is to remain as stated in the document. It was proposed to eliminate the two sentences beginning with "In lieu of relief from teaching responsibilities" and ending with "research and service expectations during the leave period" in the maternity/paternity leave section of the "Proposed Resolution on a Family Friendly Campus at The University of Alabama" document. Among the recommendations of the Steering Committee are to eliminate any reference to funding, to change the wording from all female to female/male, change wording to "ensure minimum benefit" and eliminate the two sentences noted above in the maternity/maternity leave proposal. The document will be modified and forwarded to the Steering Committee.

The **Campus Climate Survey** has been electronically sent to faculty members.

Carolyn Cassady has agreed to serve on the **UA Intelligence Technology Committee**. Steve Thoma will serve on the **University Assessment Council**.

The **budget model meeting** with the Faculty Senate Steering Committee has not been held to this point. President Steckol will follow up on scheduling this meeting.

The **Board of Trustees** will meet beginning at 1:30 PM on Thursday, June 18 and Friday, June 19 in Tuscaloosa. Information concerning new construction was requested.

Student and physical property growth and expansion were discussed.

The next Faculty Senate Steering Committee meeting will be held Tuesday, July 14 at 3:00 PM in 206F Shelby Hall.

The arrangements/accommodations for **tennis, volleyball, women's basketball** during the renovation of Coleman Coliseum were requested. Also, information concerning the renovation of Foster Auditorium was requested.

Melondie Carter asked if the increase in student enrollment was causing the type of **loss** nursing has experienced losing all **part-time clinical faculty** causing an increase in the teaching load for the remaining faculty.

Meeting adjourned 5:05 P.M.