

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE STEERING COMMITTEE MEETING

AUGUST 19, 2003 – 3:00 pm – 307 FERGUSON

### UNCORRECTED MINUTES

**ATTENDING:** John Mason, Mathew Winston, Garry Warren, Catherine Davies, Margaret Garner, Steve Miller, George Franke, Harry Price, Roy Ann Sherrod, Bob Sigler, Nick Stinnett, John Vincent, Karla Carmichael, Wolfgang Bertsch Joanna Hutt, Dialog, Guest: Joe Hornsby, Faculty Athletic Representative

The July 22 minutes of the Steering Committee's meeting with Dr. Witt at 1:30 PM and the Steering Committee meeting at 3:00 PM were approved with one minor correction. The July 24 minutes of the Steering Committee's meeting with Provost Bonner at 3:00 PM were approved with corrections.

President John Mason opened the meeting with the introduction of Joe Hornsby, **Faculty Athletic Representative**. Dr. Hornsby began by stating that he would be happy to report to the Faculty Senate any time it was requested. His duties include Liaison between the Athletics Department and the President's office. He also is to monitor academics and compliance in athletics. Dr. Hornsby has devoted his time this summer to the proposed NCAA academic reform for student-athletes. The NCAA has labeled this reform Incentives/Disincentives and would reward those teams that do well academically and penalize those that do not. The *possible* incentives include additional revenue, addition of scholarships and recruiting benefits, additional graduate assistants, academic enhancements and a formal public recognition program. The goal is to encourage improved academic performance of all student-athletes. Beginning this year athletes will be held to a higher academic standard including measured progression toward their degrees. This will include close monitoring by admissions, athletic officials and others to make certain the athletes retain their eligibility for athletic participation. Points would be earned by the institution for each academically eligible athlete, points for each term of full-time enrollment, one point is earned if the student-athlete is academically eligible to compete in the next term, one point if the student-athlete is retained by the institution, returning to school the next term of enrollment. At the beginning of each academic year, every Division I team will have an AARR (Annual Academic and Retention Rate) calculated by adding up all points earned by student-athletes and dividing that number by the total possible points that could have been earned. This percentage represents the team's AARR for that year and will be totaled for four years before using the rate to administer penalties. The specific academic formula is on the NCAA web page. There are three levels of analysis for determining disincentives. These proposed filters are: (1) national comparison of all Division I teams using the annual academic retention rate (AARR); (2) a comparison of all Division I teams in a particular sport, and (3) a comparison with the institution's student body. A team must fail to meet all three filters before being penalized. Penalties to be determined at a later date will be forthcoming if the institutions do not maintain a certain graduation and retention percentage rate. Possible penalties being discussed include a public warning and monitoring period, reduction of scholarships and recruiting limitations, denial of participation in championship or bowl games or probation. Concern was expressed that regardless of gender, sport, etc., according to the proposed NCAA academic reform package, athletes must have completed 20% of their course work

at the end of their sophomore year, 40% at the end of their junior year and 60% at the end of their senior year indicating that the athlete has five years to graduate. To remain eligible the fifth year, the athlete must have completed 24 semester hours each year toward their degree. Only 61% of all University student finish in six years. Each athlete devotes extra time outside academics toward their sport. Also, there was concern expressed about the impact of the student-athlete changing their major. The NCAA proposes using a waiver for those student-athletes. Dr. Hornsby stated that compliance is receiving a tremendous amount of attention. Education includes newsletters to boosters, a web site for answering compliance questions, gambling education for students and student-athletes, individuals can go to Dr. Hornsby for information and there are other resources now in place that have not been there in the past. Any secondary violations are being reported and placed in the violator's file. The NCAA has reduced the low end of the sliding scale on entrance exam scores. Will the University of Alabama do the same to remain competitive? To obtain admission, a Dean's admission would be needed. The argument of the academic staff is that the University should not admit anyone below admission standards. The same opportunities should be in place for student-athletes and non-student-athletes. This issue is being debated at the present time and a decision will have to be made within the next six months. Class attendance was discussed and it is felt that the athletic staff is emphasizing the importance of class attendance. The new football coach, Mike Shula, will determine in part the policy of class attendance by football players.

The proposed change to the **Ombudsperson by-law** was postponed until the next Steering Committee meeting.

Norm Baldwin presented an update on the **Leadership Review Process and Survey Instruments**. The Faculty Senate Steering Committee approved the survey instrument this summer. It was then taken to Heather Lamb in Test Services to be formatted. For a faculty member with joint appointments to vote the second time, a hard copy will be sent to them and the returned survey would be coded into the data. For a faculty member to vote for a Dean or Chair other than their own is a possibility, however, they can vote only once and the benefit of the survey outweighs any problem this might present. The timing of the survey was discussed. It was suggested to send out the survey of the Chairs in the second week of January and to survey the Deans the following year. The years would alternate after that. New faculty members will have the option of not responding or using the option of "don't know". There are several departments with acting Chairs. The January date would give new faculty a semester's experience with their Deans and Chairs. The Deans will not receive the Chair evaluations the first year but will receive the survey results the next time it is conducted. The survey will be evaluated to determine the success of the instrument. Deadlines, timeline and exclusion of interim Chairs were discussed and will be taken back to the committee.

Margaret Garner of the Legislative Agenda committee gave an update on the **Tax Reform and Accountability** Vote on September 9 including information that a sample Letter to the Editor is on the **BetterAlabama.org** web page and can be filled out online to be forwarded to any newspaper designated. Identifying the writer as a faculty member was discussed. It is very important to flood the media with positive aspects of the tax reform package. Every Steering Committee member was urged to write letters and recruit friends and colleagues to write. The approval of this tax reform package is critical and the Governor's office is pushing for participation in the campaign. There are **forums** and rallies scheduled in the Tuscaloosa area regarding the September 9<sup>th</sup> vote:

August 19 Community forum (7-8:30) Hillcrest High School

August 21 9:30 AM & 4:30 PM Moody Music Concert Hall

August 21 Community forum (7-8:30) Tuscaloosa County High School

August 27 5:30 PM Quad Rally

The regularly scheduled meeting with the Provost will be rescheduled since it comes at the same time the August 21 tax reform meeting will be conducted. Bumper stickers, stickers and brochures were handed to Steering Committee members. Yard signs are available if wanted. The question was asked if there was a place on campus for voters to register. The forms can be filled out and a designated person takes them to the Court House. It was suggested that the Senate support some "chats" at a regularly scheduled time to talk about the tax reform initiative. This would provide information to someone that might not go to an organized forum. The negatives were that this would not reach the right people, everyone's time is stretched to the limit and that the number reached would be minimal. The lower-income based group must receive the correct information about this initiative. There are meetings for this group being organized at this time to be held in the next two to three weeks. The vote gives the citizens of Alabama a choice in how this reform will be done. If it does not pass, decisions will be made that citizens will have no influence in the formation of those decisions. The point was made that there is a "trust" issue between the people and the government. Particularly the minority groups have extended their trust and have been betrayed. The failure to "earmark" funding, the loss of some school money and the implementation of voter identification are three features that do not place this initiative in a favorable light. There will be a Citizens Oversight Committee that will receive the State budget for review before the House or the Senate. If the initiative passes, any effort by anyone to pass "pork" including institutions and others will be liable for a criminal charge. Hunters are being told that their hunting fees will increase dramatically if this reform passes. Hopefully there will be a public rebuttal to the untruth of that statement. It was pointed out that requests for funding had not been received by a lot of people and that the need should be emphasized. There was discussion concerning the legality and appropriateness of actions taken on behalf of the passage of this initiative that would concern the University.

There was a review of the issues that would be discussed at the next meeting with the Provost including a health care plan, teaching loads and a presentation concerning the libraries.

**Faculty Life Committee** – (*Nick Stinnett & Karla Carmichael*) This committee has continued to work on the **faculty life survey** and should have a report ready for the Faculty Senate meeting August 26. Nick offered his resignation because he has to teach at the same time the Faculty Senate meetings are held. He was asked to have his alternate attend until the spring semester when he would be free to return to the Senate.

Meeting adjourned 5:15 PM