

# FACULTY SENATE

THE UNIVERSITY OF ALABAMA

## FACULTY SENATE STEERING COMMITTEE MEETING

September 10, 2002 – 3:00 PM – 307 Ferguson

### Minutes

**Attending:** Steve Miller, John Mason, Keith Woodbury, Margaret Garner, Wythe Holt, Norm Baldwin, Mathew Winston, Beth Macauley, Jim Eddy, Harry Price, Bob Sigler, Nick Stinnet, Frannie James, Catherine Davies, Garry Warren

**Guests:** Joanna Hutt, Dialog, Steve Reeves, Tuscaloosa News

The minutes of the August 20 Steering Committee meeting were approved.

**President's Report** – (*Steve Miller*) The President of the Faculty Senate has been asked to participate in the special memorial event to be held at the Quad on September 11. Steve has chosen to read a very moving poem by Poet Laureate Billy Collins titled "*The Names*".

The Names

By BILLY COLLINS

Yesterday, I lay awake in the palm of the night.

A fine rain stole in, unhelped by any breeze,

And when I saw the silver glaze on the windows,

I started with A, with Ackerman, as it happened,

Then Baxter and Calabro,

Davis and Eberling, names falling into place

As droplets fell through the dark.

Names printed on the ceiling of the night.

Names slipping around a watery bend.

Twenty-six willows on the banks of a stream.

In the morning, I walked out barefoot

Among thousands of flowers

Heavy with dew like the eyes of tears,

And each had a name —

Fiori inscribed on a yellow petal

Then Gonzalez and Han, Ishikawa and Jenkins.

Names written in the air

And stitched into the cloth of the day.

A name under a photograph taped to a mailbox.  
Monogram on a torn shirt,  
I see you spelled out on storefront windows  
And on the bright unfurled awnings of this city.  
I say the syllables as I turn a corner —  
Kelly and Lee,  
Medina, Nardella, and O'Connor.  
When I peer into the woods,  
I see a thick tangle where letters are hidden  
As in a puzzle concocted for children.  
Parker and Quigley in the twigs of an ash,  
Rizzo, Schubert, Torres, and Upton,  
Secrets in the boughs of an ancient maple.  
Names written in the pale sky.  
Names rising in the updraft amid buildings.  
Names silent in stone  
Or cried out behind a door.  
Names blown over the earth and out to sea.  
In the evening — weakening light, the last swallows.  
A boy on a lake lifts his oars.  
A woman by a window puts a match to a candle,  
And the names are outlined on the rose clouds —  
Vanacore and Wallace,  
(let X stand, if it can, for the ones unfound)  
Then Young and Ziminsky, the final jolt of Z.  
Names etched on the head of a pin.  
One name spanning a bridge, another undergoing a tunnel.  
A blue name needled into the skin.  
Names of citizens, workers, mothers and fathers,  
The bright-eyed daughter, the quick son.  
Alphabet of names in green rows in a field.  
Names in the small tracks of birds.  
Names lifted from a hat

Or balanced on the tip of the tongue.

Names wheeled into the dim warehouse of memory.

So many names, there is barely room on the walls of the heart.

Billy Collins is poet laureate of the United States. This poem will be read before Congress today at its joint session in New York City.

Steve and John Mason met with Kathleen Cramer and others to review the criteria and election process of **Honorary Society members**. The role of faculty advisors and the academic and social aspects of the candidates were included in the discussion. The progress of this issue will be reported back to the Steering Committee. Steve has met with the new departmental chairs to share the progress of the **review process for deans and chairs**. The SGA President, Jeremiah Arsenault, has been asked to address the next Senate meeting on September 17, 2002. Steve and his guest attended the Alabama football game in Birmingham as guests of the administration. Margaret Garner and Steve met with other faculty members concerning the **presidential search**.

John Mason is a member of the **Budget Reallocation Committee** and handouts to Steering Committee members included "*How Budget Reallocation Was Accomplished at Mississippi State*", "*Financial Planning Scenario*" and "*University Budget Reallocation Committee*" (19 members). According to calculations by John, the deficit in 2006-07 according to the five-year scenario would be \$10,820,000 and total deficit at the end of the five years would be \$27 million even including the projected revenues and funding. After each department/school composes their budget, they will meet with the Chancellor and his staff for a review. The proposed freeze on staff positions would impact 3,500 University staff/employees eliminating positions implemented by 10% turnover per year, attrition and transfers from one area to another. It was stressed that the Financial Planning Scenario is an incremental budget. There was no allotment of funds for deferred maintenance after 2002-03. Some of these funds were transferred to the Shelby Building. This building has a projected one million dollar maintenance and utility cost per year. There will be no additional buildings constructed on campus without maintenance/utility cost included in the construction budget. The projected date for \$3.4 million dollar reallocation implementation is September 30, 2003, with \$2.5 million the following year. There were suggestions of questions to be asked at the next budget reallocation meeting. The Financial Affairs committee questioned what their role should be with the Budget Reallocation Committee. John stated that he would keep them fully informed.

### **Reports from Committees –**

**Academic Affairs** – (*Beth Macauley & Garry Warren*) - This committee is reviewing the issue of **grade inflation** and is in the process of acquiring data. Also, the committee is addressing the issue of test services, passwords and accessibility of web information. The committee discussed having **student photos** for use in determining class attendance. This would perhaps take more time than just taking attendance in a regular manner. Mandatory or required class attendance is still being reviewed. A ranking system to show grade distribution to be displayed on transcripts was a suggestion discussed. The reasons for **low class attendance** should be addressed to show the specific areas to be targeted for concentrated efforts. This is related to retention and also related to the image of the University. The point was made that attendance policy should be the decision of the faculty member and not determined by the University. Academic freedom should be respected. A more positive way to encourage student's attendance would be a higher grade if they attend class and to tell them that what is covered only in class will be on exams. Taking attendance roll in large classes is a problem and several different methods were

suggested. The committee was encouraged to review methods creatively and finalize ways to address the class attendance issue.

**Faculty Life** – (*Wythe Holt & Nick Stinnet*) This committee decided that **diversity in faculty** should be a very high priority issue. A resolution will be forthcoming that proposes parental leave be separate from sick leave and will combine leave for mothers and leave for parents into one. The first resolution discussed by the Steering Committee pertained to a request that an **"equal opportunity/affirmative action employer"** statement be placed on the first page of the University main web page. The resolution states that such a statement is a great asset in faculty recruitment, would enhance the image of diversity at the University and that this statement be placed on the main web page with a direct link to the equal opportunity statement. Steve suggested that he write a letter or discuss this with the President/Provost to accomplish this without a resolution. He will report back to the Steering Committee. A **"Resolution on Reallocation"** was brought forward for discussion. Points included in the discussion: student-faculty ratio statistics, possible pro-ration, the unsuccessful pro-ration attempt in the past, rewording of some of the "whereas" clauses, where "fat" (definition of "fat") might be located or not located in the University, reduction of faculty staff through attrition and long-term tax reform. The "Rainy Day Fund" provided \$250 million and will help avoid pro-ration, however, that is a one-time amount and the fund will be depleted and there is no provision to replenish it. The Board of Trustees committed to an eight-percent tuition increase each year for the next five years contingent on reallocation being implemented. This resolution will go back to the committee for tweaking with the Steering Committee's suggestions and corrections. One of their committee members suggested a faculty bus tour around the state for people to talk to them and share information about their experiences at the University.

**Financial Affairs** – (*Catherine Davies & Keith Woodbury*) The **health care item** to be collaborated with UAB was totally rejected by this committee. UAB's health care program has problems with the healthier members in HMO and the unhealthy members in Blue Cross-Blue Shield. The University's health care system is in sound shape at this point with the University having the only premium tier system in SUG that works. The payment of **nine-month twelve-month faculty salaries** issue is an information-gathering project. The State of Alabama sends K-12 and two-year institutions receive their funding at the beginning of the month. The four-year institutions receive their funding at the end of the month. **Graduate health benefits** were considered last year and the Graduate Students were to draft a resolution but nothing was received. This was removed from the agenda of the Financial Affairs committee. They have asked again for these benefits to be considered. The extra cost (\$1.2 million dollars) to the University would preclude this benefits being offered. Other issues before this committee are reallocation, generation of income from outside sources, duplicating the work of other committees and keeping informed of the progress of the Budget Reallocation Committee. It was suggested that it was in everyone's interest to brainstorm and come up with other ideas for reallocation.

**Planning & Operations** – (*John Mason & Mathew Winston*) An update of the **Budget Reallocation Committee** was given to this committee. The other issue brought forward by Marvin Johnson is the **salary inequity distribution** across colleges at this institution. The document *"Average Salaries for Full-time Instructional Faculty by College/School and Rank, 2001-2002 (Nine Month Basis)"* was handed out. These figures compared salaries by college of professors, associate professors, assistant professors, instructors and all ranks at The University of Alabama, University of Georgia, University of Florida, University of Mississippi, University of Tennessee, Auburn and UAB. **Efficient space utilization** on campus, Alabama has 8 million square feet of space with 19,500 students and FSU has 8 million square feet of space with 36,000 students, should be a priority item of the administration. This committee is also considering the SGA **recycling** recommendation.

The SGA recommends and will fund thirty three-receptacle bins at \$1500 each for recycling, however, the University is not in agreement with this proposal. It was also suggested that a time-limited parking space be requested at Ferguson for Post Office customers.

**Research & Service** – (*Jim Eddy & Subhabrata Chakraborti*) The issue of **overdue library books** checked out by faculty members was considered and it was suggested to have a "grandfather clause" and to charge an undetermined processing fee. Also addressed was a **potential salary ceiling** for faculty. This would make it possible for faculty to earn extra income. The Faculty Handbook states that faculty may serve as a consultant one day a week but to consult with someone internally a grant would have to be written. Better collaboration and perhaps increased external funding would possibly result.

At next week's Senate meeting, each committee will be called on to give a report of their activities with time allotted for response from the full Senate.

**Senate Operations** – (*Harry Price & Frannie James*) Healthy Campus 2010 was discussed but the committee determined that this did not apply or require action from this committee. They are considering a suggestion to **apportion faculty to senators**, they would be assigned and asked to communicate activities of the Senate with designated people. Ongoing **Senate attendance monitoring** and divisional seat apportionment will be done early. Also they are working with Arts & Sciences to expedite their elections.

Frannie James has made real contributions to the Steering Committee and the Enrollment Committee regarding the retention issue. Frannie is one that, with the inclusion voted on last year by the Senate, is now a member of the Faculty Senate.

"Consequences of 9-11" will be held at the Law School on September 11 in the Moot Courtroom from 12 to 2.

The issue of **Social Security numbers** being used has been given to Planning & Operations.

All requests for data from **Institutional Research** should be coordinated through co-chairs and then to the President of the Faculty Senate.

The **Legislative Breakfast** will be held at the Four Points Hotel on Monday, September 16 at 7:00 AM. Bob Riley will be the speaker. Reservations must be made by contacting Carolyn Benton or by calling Amy at 8-4767. The topics will be tax reform and education budgets.

Meeting adjourned 5:05 PM