

CORRECTED MINUTES

FACULTY SENATE MEETING

November 18, 1997

101 Bevill Building

3:30 PM

The [minutes for October 1997](#) were approved with minor corrections.

Wythe Holt made a motion to allow Gene Marsh, Faculty Athletic Representative, to address the Senate. The motion passed unanimously.

Report On Athletics Certification

Gene Marsh gave an overview of the Athletic Certification Program, which is described in detail in [Attachment A](#). Marsh stated that the Peer Review Committee identified in Attachment A will be composed of University Presidents from institutions similar to U of A. The committee will visit the campus for 4 to 5 days and will decide who and what they want to see. The committee will also visit with the Faculty Senate.

It was pointed out that some Faculty Senate representatives to the Athletics Certification Subcommittees were no longer members of the Senate. Marsh indicated that the subcommittee may have to be updated.

Faculty Senate President's Report

Margaret Garner, President of the Faculty Senate, stated that the Senate continues to be an energetic source of support and leadership within the University. She praised the faculty for the outstanding efforts and productivity that are occurring in spite of the lack of adequate support from the legislature. She stated that she has listened to President Sorensen cite the increased productivity of our faculty at numerous meetings.

On behalf of the Senate, Garner has spoken at each pregame activity, which were attended by visiting legislators and alumni. Her message has been consistent that their University cannot continue to do more with less. In addition, on November 5th Garner attended a number of meetings in Mobile, AL with local legislators, the editors of the Mobile Press Register, and the Alumni Association. Garner stated that these meetings represent excellent opportunities to speak both formally and informally with influential leaders about our institution.

Garner stated that she is maintaining a notebook that includes all the correspondence, which has been sent on behalf of the Senate. She will make it available at the Senate meetings. Senators could sign a page to obtain a copy of any correspondence. Garner indicated that her secretary will fax or send a copy to anyone that requests it. For letters relating to the work of a standing committee, copies are usually sent to each member already.

Garner informed the Senate that Dr. Barrett has appointed Dr. Mike Roberts as the first Director of Faculty Development. Mike is an Associate Professor of Accounting and has been at UA since 1987. In this position he will "plan and oversee UA's expanded efforts in supporting faculty members' teaching effectiveness, including instructional technology needs and course development and preparation."

Garner said that this month also marked the opening of the Faculty Resource Center located at the Seebeck Computer Center. The Center is charged with serving as a consulting, training, and technical support and information service for all faculty. As Director, Dr. Roberts will "plan and oversee this center as well as development of an instructional

technology resource center, the integration and redirection of existing instructional support services in UA's Center for Teaching and Learning.

Amy Ward, our Senate representative, will have a full report at the December meeting on the Articulation Agreement. Garner report that the Statewide Articulation Reporting System (STARS) will develop a process for tracking the submission of course proposals through the discipline committees for approval. There is a copy of all the approved courses to date, which can be obtained from Amy.

Scott Bridges was absent because of illness; therefore, Garner gave his report from the Legislative Agenda Committee. The committee had a productive and informative meeting with the Chancellor, the President, and Trustee George Shirley on November 3rd. Strategies and initiatives for improving the funding base for the University and the University System were discussed. The Chancellor was very complimentary of the growing involvement of the faculty and acknowledged that improving salaries is the top priority for the System.

Peggy Jessee and Steve Tomlison were elected by the Senate as replacement members for the Mediation and Grievance Committee. Philip Johnson requested information about the committee. Wythe Holt gave a detailed description of the committee's function.

Reports From Senate Committees

Academic Affairs Committee

Peggy Jessee and Jim Richardson, co-chairs of the Academic Affairs Committee, informed the Senate of the Committee's work on Dean Yarbrough's merger proposal ([Attachment B](#)) and a summary of comments by faculty affected by the merger ([Attachment C](#)). Jessee stated that the proposal was in the Office of Academic Affairs for eight days before the Academic Affairs Committee received it. The committee received a copy of it on the same day as their meeting. Therefore, the committee asked for an extension to December 10 for evaluating the proposal. Jessee and Richardson met with Dean Yarbrough to ask him questions about the proposal dealing with tenure procedures, governance, etc. They requested that he respond in writing. They indicated that the Dean was receptive and cordial. Wythe Holt asked if the committee would submit a report to the Senate. Bob Halli asked if comments can be emailed. Ray White asked if the response would be ready by the next Steering Committee Meeting. Jessee and Richardson indicated that it would.

Chuck Hobby stressed the point that mergers should occur only for academic reasons, not financial ones. Hobby expressed concern for merging faculty with different backgrounds, i.e. teaching vs. research. Ray White pointed out to Hobby that these concerns were not identified in the faculty comments (Attachment C). Jim Richardson indicated that Dean Yarbrough admitted that evaluations for tenure and promotion may be a difficult task. Ashley Evans asked if this was a "done deal." Ray White responded that everything is a "done deal" unless we respond adamantly. Peggy Jessee stated that we need to put the faculty concerns first. Bob Halli indicated that the university operates on the general premise that in order to save money, we need to merge departments and share resources. Ed Ellis suggested that the Senate take a long, hard look to a proposal that lowers morale. Chad Hilton said that he talked with some of the affected faculty and that they supported the merger. Chuck Hobby stated that the policy says that merger proposals are referred to the Senate to determine if the decision was being made on academic grounds. Peggy Jessee informed Hobby that academic grounds are the first concern, but others can be considered.

Financial Affairs Committee

Rona Donahoe, Co-Chair of the Financial Affairs Committee, reported to the Senate that the Financial Affairs Committee met on November 4, 1997 to discuss and prepare a response to the Provost's White Paper Document. She informed the Senate that it would be asked to approve forwarding this response to the Provost as an item of New Business.

Rona also stated that the Committee is undertaking a study of UA administrative salaries and of faculty salaries by department and rank, in comparison with comparable salaries in the SUG. In addition, the committee hopes to examine

the issue of salary compression, if the data permit. Donahoe said that Lee Pike will be spearheading the data collection effort.

Planning and Operations Committee

Bob Halli, Co-Chair of the Planning and Operations Committee, reported that the committee was gathering information related to the proposed change in tuition for the External Degree Program.

Research and Service Committee

Harry Blewitt, Co-Chair of the Research and Service Committee, informed the Senate that he and his Co-Chair, Nick Stennet, brought the issue of external degree tuition to the Senate Steering Committee.

Student Affairs Committee

Bob Sigler, Committee Co-Chair, reported that the committee decided to table action on social integration until the task force on Greek life reports.

The committee will continue to monitor the progress of the Student and Campus Life Committee as it reviews the Financial Affairs Committee operations and will monitor the acts of the SGA regarding the allocation of funds to student organizations.

The committee will request additional information from the Office of Student Life regarding:

1. The use of funds to hire police officers to supervise social events at which alcohol is served. One officer should be assigned to each event and be paid from the funds collected.
2. The activities of two groups of students who appear to be living together as fraternities which have been suspended on campus.

Sigler stated that the committee discussed the proposed policy regarding the consumption of alcohol on campus at Thursday night swaps and social events. While the committee had differing opinions regarding the effectiveness of the proposed policy, there was general agreement on a number of issues. The committee is and should be concerned about the consumption of alcohol by some students who consume alcohol in irresponsible ways. Sigler stated that the University needs to adopt policies and plans which will minimize and control the consumption of alcohol by students. Sigler further stated that the discussion of this issue by the full senate would be divisive and non-productive. The President and the Vice President for Student Affairs should decide this issue. Sigler said that we also disagreed on the issue of legal liability with some believing that adopting the policy would increase liability and some believing that adopting the policy and enforcing the stringent rules in place for on campus events would reduce liability. Sigler informed the Senate that Rhoda Johnson is reviewing the materials and will offer her comments when she has time.

The committee reviewed the Provost's white paper. The committee has no comment to make on the white paper at this time.

Reports From Senators On University Committees

Campus Master Plan Committee

Philip Johnson reported that the Campus Master Plan Committee met with the Provost on Monday the 17th of November to discuss the location of the Alabama Institute for Manufacturing Excellence (AIME) building. Dr. Barrett proposed the following:

1. Place the AIME building on the "grassy knoll" just South of the Riverside Pool and adjacent to the Bevill building.
2. After the new maintenance facilities are completed, move and expand the student parking that is presently North

of Ferguson. This parking would be moved West to the area vacated by maintenance that is just behind the new parking garage. There is room for 950 spaces in this new lot.

1. Replace the old parking lot with a "Northern Quad" or park.
2. Commission an update of the master plan that will incorporate these changes and, among other things, consider how to reduce the traffic problems on campus drive.

After discussion the proposal was modified to shift part of the moved parking to the East side of Hackberry opposite the Bevill Building. Construction of the AIME building should begin in about 6 months, and the park should be in place in about the year 2000.

Dr. Barrett's proposal helps put into effect some of the fundamental elements of the campus master plan, namely the pedestrian core, the Northern Quad, and perimeter parking. The Campus master Plan Committee endorsed Dr. Barrett's plan.

Bob Halli asked if the Riverside Pool will be removed. Johnson indicated that it would not. Wythe Holt asked if the new parking would be in the form of decks or paved ground. Johnson responded that it would be paved ground. Wythe Holt stated that traffic congestion will be increased. Margaret Garner asked Johnson if a visual representation of the plan existed. Johnson responded "yes" and that he would try to obtain a copy.

Parking and Traffic Committee Report

Rob Ingram reported that the committee met on October 29, and the following motions were passed:

1. To reduce the number of 15 minute, all-decal parking spaces in front of Lloyd Hall from three to two.
2. To support a proposal to provide a gravel parking lot across from the Hackberry Highlands Apartments because of a severe parking shortage for residents.
3. To merge the southeast and southwest parking zones into one residential zone.

The following items were referred to subcommittee:

1. To study the need for designated parking for the Child and Family Research Clinic adjacent to that facility for clients.
2. To study the use of state vehicle parking spaces in the Barnwell Parking lot to determine whether all spaces are needed.
3. To study the need for designated parking next to the museum for museum vehicles.

The committee will meet again on December 1.

Staff Development Committee

Wythe Holt complained that the committee has not yet met.

Libraries Committee

Loy Singleton reported that Dean Osborne is optimistic about financial support from the Provost. He said that the Provost has promised and delivered an inflationary increase for serials acquisitions.

Singleton also report that the Library is in the process of converting from Amelia to new software that will deal with the year 2000 problem.

Information Technology Committee

Ray White reported that savings have been realized with the new hardware plan. White also indicated that Pricilla Handcock has worked out a deal with a new internet service provider. White stated that the transition to the new software is more stable than first anticipated.

Resource and Priorities Committee

Rona Donahoe reported that a document has been circulated by email and that faculty salaries are the top priority to be addressed.

International Education Committee

Nancy Rubin reported that the committee met twice.

Margaret Garner informally polled the Senate to determine how many university committees have not yet met. The response indicated that there was a significant amount.

Wythe Holt stated that the Staff Development Committee needs to elect new members, and a meeting has not yet been held. Holt stated that a strong comment needs to be sent to OAA about the confusion.

Margaret Garner requested that Senators email her about problems with inactivity of Standing Committees.

Old Business

Wythe Holt stated that the Ballots about the Articulation Committee that were sent out from OAA need an explanation. A general discussion occurred which supported Wythe's concern. Individual discussions within the Senate seemed to clarify some of the confusion.

New Business

The Financial Affairs Committee requested approval for the following response to the Provost:

Financial Affairs

Committee Meeting

November 4, 1997

Members Present: R. Donahoe (co-chair), B. Gray, W. Holt, R. Morrison, M. Nancarrow, L. Pike (co-chair), K. Woodbury

The Faculty Senate Financial Affairs Committee met to discuss and prepare a response to the Provost Barrett's White Paper document. The Committee members' responses to the White Paper are organized below into positive and negative categories, followed by recommendations.

Positive Responses

1. The Committee members are appreciative of the Provost seeking faculty response and input at this early stage of the planning process.
2. The Committee members were pleased to see new faculty hires, faculty development, and faculty salaries acknowledged as priority items.
3. The proposed undergraduate initiatives were viewed positively as enhancing scholarship and encouraging development of a community of undergraduate scholars.
4. Enhancement of Ph.D. programs was generally viewed positively, with concerns listed below.
5. The focus on internationalization was viewed as potentially beneficial, with concerns and recommendations noted below.

Negative Responses

1. The strongest general sentiment expressed was that new programs should not be funded until faculty salaries are increased to reasonable levels (to at least the 50th percentile of the SUG, with continuing inflationary and merit increases).
2. Concern was expressed that the White Paper emphasizes competition for scarce resources, which can be deleterious to small or presently underfunded departments/divisions and to faculty morale.
3. Concern was expressed that the international focus would be used to add new programs, rather than to strengthen existing ones.
4. Concern was expressed that traditionally underfunded Departments/Programs would continue to be overlooked. Would like to see resources divided more fairly.
5. Concern was expressed that adequate funding should be provided to the library for operating and acquisition budgets to raise its standing among the Association of Research Libraries.
6. Concerns were expressed about the process to be used to accomplish enhancement of Ph.D. programs:

Guidelines must be established with faculty input from across the disciplines so that the process established will be fair.

The process should not just provide for enhancement of programs that are already nationally ranked, but also for those capable of national ranking.

7. Concern was expressed that staff salaries and morale are very low, and that this issue was not addressed in the White Paper.

Recommendations

The Financial Affairs Committee recommends that:

1. Any available revenues be used to raise faculty/staff salaries to reasonable levels and to address existing needs in existing programs. The University administration must continue to take a strong stance on salary issues, and work to find creative solutions to the problem.
2. The library be given first consideration when funds for infrastructure improvement are available.
3. Guidelines for selecting Ph.D. programs for enhancement should be developed with broad faculty participation and consensus.
4. Existing faculty with international expertise and interests be used to establish a curricular international focus, rather than hiring new international faculty. Substantial cost savings should result if funds are used to provide faculty training, course development, and international research opportunities for faculty and students.

The resolution passed unanimously

The senate adjourned at 5:00 pm.

Respectfully Submitted,

Thomas Novak, Secretary

Back to the [Minutes](#) page.

Back to the UA [Faculty Senate home](#) page.

