

## Corrected Minutes

### Faculty Senate Meeting

December 9, 1997

101 Bevill Building

3:30 PM

The minutes for November 1997 were approved with minor corrections.

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#### Faculty Senate President's Report

Margaret Garner, President of the Faculty Senate, reported that the Senate is concluding a very active semester with this meeting. She was very appreciative of the commitment of the steering committee and the many others who are making the Senate very productive.

Garner then reported on legislative activities. She stated that Mr. Bill Fuller, Chair of the House Ways and Means Committee, sent letters to all the four year institutions requesting the faculty senate presidents to come to the budget hearings on higher education and address the group. The meeting was held on Dec 3rd and was chaired by Rep. Tim Parker and Sen. Hank Sanders and therefore included some members of both the house and senate. A number of faculty representatives around the state described a consistent and passionate message about the drastic effects of the lack of state support over the past several years. Garner said she spoke to the issues facing our campus and shared the position statement passed by the steering committee the previous week. Garner reminded the Senate that it received a copy of this position by email. In addition, the Senate received a copy of a longer resolution that the UAH Faculty Senate passed last week. Garner said that legislators asked each university president to declare that they would place faculty and staff salaries as their top priority and each one did so. It is still an uphill battle. Garner stated that although she heard encouraging remarks about the support for increased funding, she also heard similar comments last year early in the process. The "windfall" monies from the RSA offer an opportunity for the state to correct the situation and restore a commitment to its institutions that responsibly fulfill their missions and serve the citizens of this state with distinction. Garner stated that the Chancellor and three campus presidents of the UA System along with many other presidents were there to provide testimony to the needs in higher education. The greatest losses are found in the loss of strong, existing faculty, the lost opportunities of acquiring promising faculty who can be better compensated at institutions and the impact these have on remaining competitive in our academic programs in the southeastern region and nationally. Garner rhetorically asked "Is the trend of cuts to higher education a regional phenomenon?" No, according to information from the Illinois State University, Alabama stands alone in cutting spending to higher education 6% for the period 1994-95 to 1996-97. Garner then asked the Senate to compare the following numbers: Arkansas and Louisiana increased funding by 10%, Mississippi by 8%, Tennessee by 4%, both North and South Carolina by 7%, Georgia increased by 16%; and Florida increased by 19%.

Garner informed the Senate that the Chancellor has selected Mr. Happy Fulford as the system lobbyist, replacing Bill O'Conner who left to become the lobbyist for the Business Council of Alabama. Mr. Fulford comes to us from the University of South Alabama where he was the lobbyist and has joined the system office this month.

Garner then reported on ACCUFP. The Alabama Council of College and University Faculty Presidents met November 7-8th at the University of South Alabama. Unfortunately, Garner got word of the meeting very late and on such short notice no one was able to attend. A major topic of discussion was the crisis in higher education funding. Guests at the meeting included Sen. Hank Sanders and Mr. Jimmy Baker. Sen. Sanders strongly pushed senate presidents to become more actively engaged in informing their legislators about the needs and concerns from their individual campuses. ACCUFP decided to send representatives to the December 3rd meeting as a result. Garner indicated that she has been in contact with Dr. Vickie Rivizzigno who is the new President of ACCUFP. Since we were unable to send someone, Garner discussed the matter with President Sorensen about UA hosting their next meeting in the spring. Dr. Sorensen

will provide the support for the meals and breaks. The date scheduled is March 6-7th. Garner stated that Dr. Vickie Rivizzignio is committed to a stronger role and voice for ACCUPP on behalf of higher education in the state.

Garner then reported on Core Curriculum and the State Articulation Agreement. Provost Barrett sent the results on the ballot for the core curriculum and state articulation agreement to the deans on December 1st. The final results are as follows: Item 1 approved (211 Vs 109). This requires students to complete either of two requirements: 6 hours that either substantially integrate the application of appropriate software or require writing computer programs, or two semesters in one foreign language in addition to the requirements specified in Area II of the State Articulation and General Studies Curriculum (SGSC). Item 2 rejected (136 Vs 184). This rejects the recommendation to require completion of 3 hours in math in addition to the pre-calculus algebra course mandated by the SGSC. Item 3 approved (210 Vs 110). This requires at least 6 hours in 300 and 400 level courses that are approved for the writing designation.

Garner stated that she suggested to President Sorensen that he email the faculty copies of his various speeches. The intent is to keep the faculty informed of Dr. Sorensen's positions and activities.

Amy Ward reported that the state Articulation and General Studies Committee (AGSC) met three times over the past semester (September 12, October 9, and November 14). The next meeting is scheduled in Montgomery on January 8, 1998.

Ward reported that one continuing topic in these meetings is the need to improve organizational structure related to smooth and timely processing of course proposals submitted to the discipline committees. Toward that effort, Keith Sessions, Assistant Director of the State Articulation Reporting System (STARS), has started work on a manual and should have a draft for review by the state committee by the January meeting. The manual will include procedures to enable STARS to track proposals as they come through the system. There will also be sections on common questions and answers regarding proposal submittal and evaluation, procedures for submitting course proposals, and policies governing the review procedures and deadlines of the discipline committees. Ward said that Keith Sessions emphasized that deadlines for course proposal submittals will be very flexible over the next few months and until they have procedures in place. Eventually, they will have published deadlines for course submittals as well as published dates for discipline committee meetings and AGSC meetings for final action.

Ward reported that STARS has a web site that they are using increasingly to disseminate information about these processes and various other areas related to general studies and articulation. For example, the approved minutes from the AGSC meetings from the September and October meetings are now posted there: <http://STARS.TROYST.EDU>.

Ward said that recommendations, in general, on course proposals from the discipline committees that have been brought to the state committee for final action have been approved by the AGSC with little discussion.

There are also continuing discussions on the interpretation of the original legislation (e.g. deadlines) and related issues such as definitions of native, transfer, and transient students. Representatives on the committee from 4-yr institutions are very actively involved in these discussions.

Ward said that Ed Roach, Provost of the University of West Alabama and Chair of the Committee of Chief Academic Officers (CCAO) from 4-yr institutions, has given two oral presentations to the AGSC, one in September and one in November. This committee is setting the procedure to deal with issues related to Area V. They have met several times to continue the process of defining Area V and designing an acceptable articulation methodology. One output from this process will be a consensus on a set of common courses in Area V for all senior institutions for most majors. The CCAO emphasizes, however, that institutional autonomy will not be breached, and since institutions have different missions and goals, some differences in requirements are anticipated and allowable. The CCAO has also established a technology group and directives for that group (chaired by Priscilla Hancock). In early November, the CCAO initiated a task force meeting with liaison Deans to the enhanced discipline committees. Ed Roach provided statements reviewing the responsibilities of the CCAO, the Enhanced Discipline Committees and Council of Deans in this process. Ward will forward all this information to Marcus Brown to post on the Faculty Senate Web Page.

Garner informed the Senate that Ray White will be the Senate's representative on the newly formed committee -- Communications Advisory Committee.

Garner asked that the rules be suspended to allow Dr. Meredith, Chancellor of the University of Alabama System, to address the Senate. She also passed out handouts related to Dr. Meredith's topic (See [Attachment A](#)-- 8 IN 98!). Charles Leathers asked Garner whether the suggested 8% increase was for all institutions of higher learning in Alabama or just for UA. Scott Bridges answered that the proposed increase is for the UA System. Garner indicated that her speeches only address UA.

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### **Address From Chancellor Meredith**

Dr. Meredith, Chancellor of the University of Alabama System, arrived after the Senate meeting started, and the rules were suspended to allow him to address the Senate.

Dr. Meredith thanked Margaret Garner for being an articulate spokesperson for the Senate. He also indicated that Dr. Sorensen was doing a good job carrying information to the State Legislature. He stated that education is undervalued in the State of Alabama. He also indicated that the cultural and economic future of the State depends on education. He pointed out that we have received no benefit from the increase in the educational trust fund. He also reiterated that faculty salaries are 12-18% below that of faculty in the Southern Universities Group. He further stated that the salary of the staff is 10-25% below the regional market. Dr. Meredith indicated that UA faculty leaving for more money elsewhere has become a serious problem.

Dr. Meredith stated that higher education no longer enjoyed strong support like it did when Senator Ryan DeGraffenreid was in office. Dr. Meredith then outlined a three-step plan:

1. Letters will be sent to legislators informing them what we need and that people will be calling them in support of higher education.
2. Letters will be sent to every employee in the System informing them of the facts.
3. Letters from the University Presidents will be sent to Alumni. Students will also be encouraged to become involved and go back home and register to vote. Editorials will be written in the newspapers, along with letters to the editor. The voting record of legislators will be made known.

Dr. Meredith stressed that we need to take the high road and remain classy, but we also need to get the message out.

Dr. Meredith stated that a PAC will start. He indicated that only two things work -- 1. You have money or 2. You have enough votes to make a difference. Dr. Meredith also stressed that this will not be a one-time effort; instead, the organization will continue in place.

Dr. Meredith then asked for questions. Charles Leathers asked Dr. Meredith whether he felt that there are too many institutions of higher education in the State. Dr. Meredith replied, "Yes," but further stated that this issue needs to be handled by means of quality and viability standards. Leathers asked why the UA System supports an 8% increase for other institutions within the State. Meredith answered that "Everything is a political alliance."

Wythe Holt asked the Chancellor what was the chance of the 8% increase succeeding. Dr. Meredith responded that he felt the chance were very good. Holt then asked if there was any talk about restoring the 2 for 1 split with the educational budget. Dr. Meredith replied that he feels that we will never go back to it. In fact, Dr. Meredith informed the Senate that he and Dr. Muse, President of Auburn, recently met with Paul Hubbard. Hubbard agreed that a split needs to be defined, but not 2 for 1.

Ruby Morrison asked the Chancellor if he supported a state lottery. Dr. Meredith discussed the pros and cons, but did not indicate strong support.

Dr. Meredith stated that higher education needs respect or fear, and right now we do not have either.

Charles Leathers asked the Chancellor if politicians will control higher education if higher education gets involved in the political process? Dr. Meredith responded that he does not think so, but we need to weigh the chances. Leathers

disagreed.

Margaret Garner then called for an end to the questions so that other Senate business could be conducted within a reasonable time. Dr. Meredith then left the meeting. Rona Donahoe expressed anger and frustration that the Chancellor may have misconstrued the majority view of the senate since some of the questions were one-sided and negative.

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## Reports From Senate Committees

### Academic Affairs Committee

Peggy Jessee and Jim Richardson, co-chairs of the Academic Affairs Committee, presented Committee's response ([Attachment B](#)) to Dean Yarbrough's response to questions on the merger of the language departments raised by the Academic Affairs Committee ([Attachment C](#)). Peggy and Jim said they talked with some faculty who are in favor of the merger and felt their opinions were not reflected in the written response of the language department faculty. Wythe Holt said that the real reasons for the merger were not stated in Yarbrough's proposal and response, and Holt insinuated that other factors are driving this merger. Jim Richardson said that the numbers (13 grad students and 21 faculty) do not meet viability criteria. Chad Hilton asked Holt, "What is driving this merger?" Holt responded that the intent is to do away with the graduate program. Rob Ingram asked, "Is it reasonable for Yarbrough to state that." Peggy Jessee said that she felt that Yarbrough wants to build up the graduate program. Holt responded that merging departments will not achieve these goals. Margaret Garner stated that she indorses the Committee's memo. Wythe Holt said that the memo only confirms that procedures have been followed. Ray White stated that the Committee has a specific request to flush out alternatives. Amy Ward commented that the Committee's work addressed a lot more than just procedures. Jesse made a motion to send the memo to Dean Yarbrough. Ed Passerini commented that the merger is a steam-roller action, and that the Senate has lost sight of the original argument. Chad Hilton stated that 4 out of 5 of the language faculty that he talked to thought it was a good idea, and he indorses the Committee's memo. Bill Andreen questioned if the present vote of the language faculty is different than before. Chad Hilton said the votes were a lot closer than the document indicated. Rob Ingram called for the question. The motion passed with the following vote: 26 yes, 4 no, and 3 abstain.

### Financial Affairs Committee

Lee Pike, Co-Chair of the Financial Affairs Committee, reported to the Senate that the Financial Affairs Committee met on November 25th. The committee received and discussed several data reports for use in its study of UA administrative salaries and of faculty salaries by department or division and rank, and in comparison to salaries in the SUG. Cost of living and local housing cost reports were also gathered. The committee will meet again on January 8th to discuss progress on the salary study. Subsequently, a resolution on faculty salaries will be generated and the Senate will be asked to approve the resolution at its January meeting.

### Planning and Operations Committee

Bob Halli, Co-Chair of the Planning and Operations Committee, withdrew the Committee's resolution ([Attachment D](#)) on out-of-state tuition for the External Degree Program. The resolution was withdrawn because Dr. Snider, Dean of the College of Continuing Studies, already acted favorably on the issue ([Attachment E](#)).

### Legislative Agenda Committee

Scott Bridges presented visual aids that President Sorensen took to Montgomery. Bridges indicated that our salaries are in the 38th percentile of the Southern Universities Group. Bridges informed the Senate that he met with Senator Freeman who is running for Lieutenant Governor. He also stated that he strongly endorses the work of the Chancellor and that budget hearings will begin in Montgomery on January 13.

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## Reports From Senators on University Committees

## Parking and Traffic Committee Report

Rob Ingram reported that the Committee met on December 1. It approved the following recommendations:

1. To consider one designated parking space for clients of the Child and Family Research Clinic if Van James determines that justification exists for the space. The space would be adjacent to the Clinic.
2. To charge a \$250 fine for use of stolen or counterfeit parking tags.
3. To table consideration of parking issues associated with the Museum pending changes underway at the Museum that might affect parking needs for Museum vehicles and visitors.

Future meetings will be scheduled as needed.

There was no **Old Business**.

## New Business

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### **Resolution from the Steering Committee requesting approval from the Senate on a Position Statement**

Position of the Faculty Senate Steering Committee

Adopted November 25, 1997

In recent years, the State of Alabama has lacked adequate resources to properly fund higher education and salaries of our faculty are at least 12-18% below the average salaries of faculty at peer institutions in other states.

At this time, the State finds itself in the position of having the financial resources to correct this situation. Therefore, the Faculty Senate Steering Committee of the University of Alabama urges the State to use this opportunity to provide from all available sources substantial increases in funding to institutions of higher education to bring funding levels up to the norms of peer institutions in other states.

Specifically, we request an 8% salary pool increase in 1998 and that the current retirement funds now in our budget be retained by the institution.

The resolution passed unanimously.

The rules were suspended for Bob Halli to present the following resolution:

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### **Resolution in support of the Chancellor**

The Faculty Senate at The University of Alabama expresses its deep appreciation to Chancellor Thomas C. Meredith for his proactive stance in working for a substantial increase in the legislature appropriations for higher education in the State of Alabama. Further, the Faculty Senate strongly endorses Chancellor Meredith's letter of December 5 to our colleagues in the University of Alabama System and encourages the following of its recommendations.

The resolution passed unanimously.

Wythe Holt commented that Tim Parker has gone out of his way to protect the University's Women's Studies Program. Margaret Garner agreed.

The senate adjourned at 5:30 pm.

Respectfully Submitted,

Thomas Novak, Secretary

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