

**Uncorrected Minutes**  
**FACULTY SENATE MEETING**  
**FEBRUARY 16, 2000 - FERGUSON FORUM - 3:30 PM**

#### Roll Call and Attendance

The Secretary called the roll. The following Senators were absent: Stephen McCall, Ann McFadden and Philip Johnson.

#### Approval of Minutes

The Senate, upon motion and second, unanimously voted to accept the minutes of the January meeting.

#### President's Report

Rob read the list of those senators who have resigned, retired and terms ending in the year 2000 and asked if there were any corrections to please notify him. At the March meeting, officers (President, Vice President and Secretary) for the Faculty Senate will be elected. A nomination committee will be contacting people to see if they would be willing to serve.

*Referendum policy:* Rob reported that he brought the faculty referenda policy to the Provost, who approved it with two changes. One change added "or University Administration" to Paragraph 1; this change would permit the administration to identify issues on which a faculty referenda was desirable. The second change added the phrase "and other University officials or committees, as appropriate" to paragraph 1. This modification would permit, for example, the Graduate Council to comment on referenda language in appropriate instances.

The referendum policy, as revised by the provost, was then discussed. One Senator raised a concern that the Senate should be able to restrict the number of schools that participate in a particular referendum, in part because if a school has no interest in the subject of a referendum, the school could have low turnout and defeat the referendum, which might result in an insufficient number of schools voted in favor of the resolution, despite the existence of a large majority of all faculty supporting the resolution. In addition, if the school does not have an interest in the subject matter of the referendum, it has no reason to participate. Another senator, however, pointed out that the language of paragraph three may already extend to the Senate the right to restrict a referendum to only certain schools. Another Senator indicated a need to get this matter completed, without having to go back to the provost.

A motion to amend paragraph 3 to enable the Senate specifically to limit a referendum to specified schools failed for lack of a second.

The Senate then approved the Referendum Policy, with one negative vote being heard. A copy of the Referendum Policy is attached.

*Julie Laible Memorial Lecture Series:* Rob then turned to a steering committee resolution to support the establishment of a Julie Laible Memorial Fund. Rob turned the floor over to Senator Rosiek, with Vice President Bauch presenting and reading the resolution. The resolution indicates the Senate's support for the establishment of an endowed fund. Senator Rosiek indicated that faculty could make contributions to the fund through payroll deduction. A number of Senators spoke of Professor Laible's idealism and commitments to social justice, teaching, and the search for knowledge and understanding. The establishment of a memorial lecture series would be, according to those who knew and admired Professor Laible, a fitting tribute to her life and work.

The Faculty Senate approved the resolution unanimously. A [copy](#) of the resolution is attached.

*Consideration of Resolution recognizing Dr. Priscilla Hancock:* Rob presented a resolution from the steering committee to recognize Dr. Hancock for her work on addressing computer support issues on campus. Although many Senators spoke admiringly of Dr. Hancock and the progress she had made, several Senators questioned the need for the resolution, particularly given that others, including former Senator, Vice President and Secretary Ray White had

also contributed much on this issue. A suggestion was made that the Senate, in lieu of the resolution, authorize Rob to write a letter to the Provost praising Ray White and Priscilla Hancock and the impact they have had on computer issues, with copies going to White and Hancock. Don Desmet made a motion to table the resolution and give everyone more time to think about it. This was seconded and passed without dissent.

*Senate Actions on Diversity Issues:* The President and Vice President have established an ad hoc committee to investigate the diversity issue. This committee will develop ideas about ways that faculty, and the Faculty Senate in particular, can help create a more comfortable environment for new and minority faculty and to provide means for faculty to continue to discuss and address diversity issues. The committee should develop a specific plan that can be implemented by the beginning of the fall 2000 term.

The Student Affairs Committee will prepare a resolution on segregated student organizations and the Planning and Operations Committee will prepare a resolution urging increased faculty awareness and involvement in diversity issues. Both resolutions should be available for discussion at the March meeting.

*Faculty Senate Distinguished Service Award:* Rob then turned to the Faculty Senate Distinguished Service Award. Rob will, consistent with the Senate's policy, ask the Senate to elect five faculty members to serve as a selection committee. These faculty members cannot be current Faculty Senate members. This committee will make nominations for this award with additional nominations available to be made from the floor or in other ways.

*Miscellaneous:* Rob indicated that higher education day will be held in Montgomery on February 29 with buses chartered to transport anyone that would like to attend. It is very important to have a large number of people participate since the budget battle is not over. This will have an influence on the amount of funding the University receives.

A minority recruitment forum will be held on March 2 at 12:00 noon in the Ferguson Forum.

Sybil Todd is organizing a diversity think tank, which will hold its first meeting today. This is a direct result of the Steering Committee meeting with the Provost and President. The Senate will be kept advised of the progress being made by this committee.

The Dean of Continuing Studies has resigned effective the end of December of this year. The Provost has asked that the Faculty Senate provide two representatives to serve on the search committee. The representatives do not have to be a member of the Senate to serve. If you are interested in being a part of this process, please notify Rob by next week.

Rob reported that he met with Bill Finley of the Office of Institutional Research several times this week to look at a way to influence what ACHE is doing and to have in place a simple plan that is not costly. This could possibly be a form on the web to fill out. No one knows what will be done with this information and any method that is costly needs to be avoided.

The Alabama Council of University Faculty Presidents will meet on February 25-26. A representative is needed to attend since neither Rob nor Pat can attend. If anyone can attend, please notify Rob.

#### Vice President's Report

Pat reported that the Grievance and Mediation Document has been reviewed and submitted to the Provost. The Provost has approved and forwarded this document on to the Council of Deans.

Pat also reported that the Evaluation and Reward of Teaching Excellence committee would like to see the University develop a center for faculty excellence. They are in the process of determining what this might include. The faculty will be polled to determine what services are needed. Some possibilities might address faculty retention and orientation, new faculty and graduate student orientation, teaching excellence, and other activities on campus could possibly be included. Updates will be forthcoming as this progresses.

#### Secretary's Report

The University reimbursement task force sent a memo to Reba Essary with a list of 15 items/problems in the university reimbursement policy that should to be addressed and, if possible, modified concerning the process of faculty and staff reimbursement.

#### Senate Committee Reports

*Academic Affairs - (Carmen Taylor & Donald Desmet)* This committee met and discussed University attendance policy, mid-term grades and computer support systems. No conclusions were reached regarding these issues.

*Financial Affairs - (Norman Baldwin & Robert McLeod)* No report.

*Planning & Operations - (Marcia Evans & Jerry Webster)* This committee is working on a diversity resolution.

*Research & Service - (Bing Blewitt & Stephen MacCall)* This committee is working on assisting ACHE develop ways and a form to gather information about faculty workloads. This committee has recommended that one or two people work with the small ACHE group concerning this project. Rob Ingram volunteered and will keep the Faculty Senate informed.

*Student Affairs - (Dexter Gordon & James Taylor)* This committee is working on a diversity resolution.

*Senate Operations - (Bill Andreen & Bill Motes)* No report.

#### University Standing Committee Reports

*Information Technology Committee - (Stephen MacCall)* Full attention has now been focused on the reconstruction of the University web site. Any suggestions would be welcomed with this being the top priority this year.

*Intercollegiate Athletics Committee - (Rob Ingram & Bill Andreen)* Ticket allocations for faculty staff are being reviewed. The policy of other SEC institutions is being taken into consideration. The policy now in place is to be on University staff for 25-28 years to obtain away game tickets.

The Athletic Department has proposed a fund-raising campaign - both a capital and annual campaign. The concerns of the Faculty Senate were relayed to Gene Marsh who is Faculty Representative. A meeting with the Athletic Director, Mal Moore, will be held next Wednesday, February 23 at 3:00 PM at the Athletic Complex. Good attendance at this meeting is needed for the serious concerns of the faculty to be understood.

*The Energy Management Committee - (David Arnold)* Recommendations being made by this committee to save money include limiting space heaters and requiring that a safety device is on those being used and a recommendation that the temperature will be lowered in the winter and air conditioning temperature being raised in the summer.

*Quality Council - (Debra Novak)* - Debra stated that anyone should feel free to ask any questions regarding this committee.

*Legislative Agenda Committee - (Margaret Garner & Scott Bridges)* An appeal for HEP membership will appear in Dialogue. Payroll deduction is available. Troy State University has more members than The University of Alabama. The Presidents of fifteen colleges and universities began this organization. It will take the faculty and staffs of these institutions to sustain this. We had 400 members last year with 200 of those being students. Jerry, Margaret or Scott will go to any department to give an overview of the Partnership and to answer any questions.

#### Some Final Comments from the President and Adjournment

Rob asked everyone to encourage colleagues to run for the Faculty Senate.

Further information about the search for the Dean of Arts and Sciences was that there are six candidates with one already being interviewed. These interviews are held at the Moody Music Building and are open to anyone.

The meeting was adjourned at 4:50.

Attachments to Minutes

Proposed addition to the Faculty Handbook (See Agenda for February)

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### **Resolution Supporting the Julie Laible Memorial Lecture Series**

**Be it resolved** that the University Faculty Senate gives its enthusiastic endorsement to the establishment of an endowed memorial lecture series entitled the Julie Laible Memorial Lecture Series on Anti-Racist Scholarship, Education, and Social Activism as described below. It is the opinion of the Senate that such a lecture series will contribute positively to the UA community and to UA's local and national prestige.

#### The Julie Laible Memorial Fund

Dr. Julie Laible was an Assistant Professor of Educational Leadership and Policy Studies at the University of Alabama from 1995-1999. During this brief period her work was dedicated to promoting anti-racist individual and institutional practices. This was a commitment she enacted in her personal life, her community life (especially her church), and her scholarship. Her example inspired many who knew her to share this commitment to anti-racism, to social justice, and to leading a morally engaged life.

Following her untimely and tragic death in March of last year, a memorial fund was established in Dr. Laible's name. The fund has been established to build an endowment for the Julie Laible Memorial Lecture Series on Anti-Racist Scholarship, Education, and Social Activism. This lecture series, as currently conceptualized, will annually bring an internationally recognized scholar and/or activist known for their anti-racist work to deliver three lectures. One of these lectures will be held at the University of Alabama, one will be held at Stillman College, and one will be held at a local church (that is currently a member of the Local Anti-racist Covenant Group, co-founded by Dr. Laible.) These lectures will be compiled and published as a book every year following the event.