

Highlights

- Senate elections: Rob Ingram is new President, Norman Stein is new Secretary
 - Restoration of 2:1 split of new money in Education Trust Fund
 - Faculty Handbook available very soon
 - Annual Reports from Senate Committees
 - Legislative Agenda Committee is organizing into smaller sub-committees & seeks new members
 - RESOLUTION denouncing threats of violence during SGA election campaign
 - Should the University accept administrative software that includes advertising in its web interface?
-

uncorrected minutes

3:30pm --- Ferguson Forum

- **Senate Roll Call & Quorum Check** --- (*Ray White*)
 - Senators Absent: Dennis James, Lori McKinnon, Carolyn Crow
- **Approval/Correction of February Minutes** --- (*Ray White*) --- [*e-mailed*]
 - The February minutes were approved without correction
- **Senate Elections** --- [*attachment*]
 - Rob Ingram was elected President by acclamation
 - Norm Stein was elected Secretary by acclamation
 - The election for Vice President was postponed until the April meeting due to a lack of candidates
- **President's Report** --- (*Margaret Garner*)

Thank you for the opportunity to serve the senate and faculty. It has been both demanding and exhilarating and I have enjoyed the working relationships formed. We have opened new doors of cooperation between the faculty and the administration including both the Presidents' office and the Chancellor's office. We have become greater partners in the campaign for understanding and support of higher education with the administration on behalf of our institution and its strong faculty and staff. I am grateful for your support and want to express my sincere thanks to the steering committees for 1997-98 and 1998-99.

Highlights 1997-98: Challenges and Opportunities:

Articulation and General Studies Act

Concerns of the faculty expressed in writing and in providing testimony to the state committee. · Appointment of Amy Ward to attend meetings and track progress · Unprecedented joint resolution in support of the constitutional autonomy of our institutions regarding our specific curriculum with UAB and AU. Ultimately also adopted by other 4 year institutions · Faculty Senate proposes and co-sponsors with the Office of Academic Affairs faculty-wide forums to discuss the nature and the issues surrounding the reorganization of our core to comply with state law.

Senate Web Page initiated by Marcus Brown

Use of email to faculty evolved. In our first year, not all of the faculty senators had access. By the end of 1997-98 senate year, all senators and 70% of the faculty had access. The Senate began to increase

dependence on this tool for prompt delivery of information to itself, standing committees and the faculty at large.

Revision of our Constitution and Bylaws

Linking of the Faculty Senate Committees with the University Standing committees was accomplished by a resolution of the senate. This was an outgrowth of the joint committee between the UA Committee on Committees and the Faculty Senate to streamline the university committees and to improve communication between them and the senate. Joint committee between the Senate and the COC to restructure the University Standing Committees was completed and represented a drop from in the number of standing committees. A plan to evaluate the effectiveness of the restructuring was designated to the Committee on Committees. Senate responds to the Provost's White Paper Birth of the Higher Education Partnership---advocacy for higher education. Senate sponsors open meetings for staff and faculty to become informed about this opportunity.

Legislative Activities

The Legislative Committee prepares a legislative platform, begins to inform and involve more faculty and staff, begins to write to legislators, speak to media and provide op ed articles Cooperation between the President's Office and the Chancellor's office grew exponentially as we committed to informing the university community of the issues facing higher education.

Highlights 1998-99: Partnership in leadership is growin

Outreach Document & Teaching Technology Grants

Adoption of the Outreach Document and its placement in the Faculty Handbook as an appendix was a major accomplishment and the culmination of two year's work. Our final effort was facilitated by a joint small group between the Faculty Senate and the Council of Deans. Afterwards, the Council of Deans gave unanimous support. The appearance of the Technology Grants to faculty to support the instructional programs is a significant achievement. The push for this kind of support began before Provost Barrett arrived, at least 4 years ago. The announcement of the grants, internally funded by her office, represents the achievement of a major goal. She has our sincere thanks.

Plus / Minus issue

The Faculty Senate, through the Academic Affairs Committee, takes leadership in providing background information for faculty to make informed decisions. The final vote changes the system to one which provides for an A+ (4.33), but caps the cumulative GPA at a maximum of 4.0. The Chancellor's office has engaged the faculty senate presidents in his strategic planning sessions this year. He began a regular legislative update which is communicated via email and hard copy.

Legislative Issues

State wide elections represented a massive impact of the faculty in higher education. It is noteworthy that 92% of candidates supportive of higher education were elected. LEGISLATIVE PROGRESS ACHIEVED A RECOMMENDATION FOR A HIGHER ED BUDGET ON DAY 1. Siegelman followed through on his promise to not overlook higher education. A 2:1 split of new money in the Education Trust Fund was proposed and accepted by the Alabama House for the first, one of our legislative priorities for this year. PRIORITY NO. 1 LAST YEAR AND THIS YEAR---BY UA PRESIDENT SORENSEN WAS FACULTY AND STAFF SALARIES. We appreciate this and the salary gains were the first in several years from the legislature. Faculty and staff of the University of Alabama lead the way in the state for organizing campus initiatives in the legislative effort. Faculty Senates at other campuses were often using our legislative updates as the source of information for their own. We were frequently called upon for suggestions and thanked for our updates. In summary, these are just some of the accomplishments of a very active Faculty Senate. There are still areas where we can and will continue to improve. I wish the new officers and steering committee for the coming year well, and trust that the faculty will increasingly

be better informed and our participation in university governance will be recognized and appreciated.

Faculty Handbook

The Faculty Handbook will be available very soon. It will be put on the Web, but any faculty member who would like a hardcopy can request one from the Office of Academic Affairs. Hardcopies will be sent to every department.

• **Vice President's Report** --- (*Rob Ingram*)

- ACHE viability issues --- [[attachment](#)]
- ACCUFP (Alabama Council of College and University Faculty Presidents) meeting --- [[attachment](#)]
- Theatre & Dance Bachelor of Fine Arts program discontinuation --- [[attachment](#)]
- Norm Stein registered concern about ACHE wielding control over our academic programs. Stein asked whether the Legislative Agenda Committee might interest themselves in helping Universities get control over their own programs. Bill Andreen supported Stein concerns. John Vincent asked whether the list of exempted programs provided in Rob Ingram's report were the only ones given exemptions. Vincent asked whether programs have any control over whether exemptions are sought for them. A couple of senators replied that decisions to seek exemptions occur at the dean level, so affected programs should make their cases with the appropriate dean. Pete Morley objected to the one-size-fits-all philosophy of ACHE and suggested that Academic Affairs might look into this issue of getting autonomy from ACHE. Margaret Garner responded that the President and Chancellor have consistently maintained that the one-size-fits-all approach is not appropriate for the variety of educational institutions in the state, which serve different missions.

• **Reports from Senate Committees:**

- **Academic Affairs** --- (*Marvin Johnson & Marion Paris*)
 - annual report --- [[attachment](#)]
- **Financial Affairs** --- (*Robert McLeod & David Arnold*) --- [[attachment](#)]
- **Planning and Operations** --- (*Philip Johnson & Jerry Webster*)
 - Annual Report --- [[attachment](#)]
 - Academic Calendar Concerns
 - for 7 years the Xmas break gets longer, then suddenly gets a week shorter
 - fall break - will not pursue fall break
- **Research and Service** --- (*Bing Blewitt & Betty Bryce*)
- **Student Affairs** --- (*Bob Sigler & Mike Miller*)
 - annual report --- [[attachment](#)]
- **Senate Operations** --- (*Nick Stinnett*)
 - annual report --- [[attachment](#)]

• **Reports from Senators on University Standing Committees**

- **Faculty & Staff Benefits Committee** - *Norman Stein*
 - there is a difference in the copay for generic & brand drugs. The Committee voted to increase the copay for brand drugs when there is a generic available.
 - Birth control pills are being considered for classification as maintenance drugs.
 - The committee considered whether people with large families should pay more for health coverage than people in small families. Stein cited a report which indicates that there is effectively no subsidization of large families in practice.
 - The Committee rejected a proposal to pay more for maintenance drugs.
- **Energy Management Committee**
 - The committee recently produced a report which makes 50 recommendations that would save as much as 7 million dollars annually.

Research Advisory

- The committee is currently reviewing summer grants.

• Reports from other Committees

- **Legislative Agenda Committee** --- (*Scott Bridges*)

The Legislative Agenda Committee has reorganized into smaller subcommittees:

1. Education Subcommittee
2. Outreach Subcommittee
3. Partnership & UASPAC Membership Subcommittee
4. Lobbying Subcommittee
5. Communication Subcommittee

Call Mary Loftin at 8-4771 if you would like to join one of these committees

• OLD Business

- Dexter Gordon asked for an update on the issue of apparel manufacturers and sweatshops.

• NEW Business

- **Harrassment of SGA presidential candidates**

Dexter Gordon asked whether the Senate is going to take a stand on the issue of the recent harrassment of SGA candidates for president. Robert McLeod suggested that the senate draft a resolution on this issue. After the meeting adjourned, the Student Affairs drafted a resolution which was e-mailed to faculty senators for review and a vote. A [slightly modified version](#) was subsequently e-mailed to senators and the modified resolution was passed. Rob Ingram sent the resolution to President Sorensen. The text of the resolution can be found below as an [attachment](#).

• Announcements

- **New administrative software from SCT** --- (*Ray White*)

Our primary vendor of university administrative software, SCT, is proposing to offer the University an additional layer of software called Pipeline, which integrates the components we are currently planning to have in place. The additional software layer would be free to the University if the University agreed to allow advertising from various companies to be displayed on the web interface pages for the Pipeline package.

Nominations for Senate Office

I am hereby expressing my intention to be a candidate for the position of President of the Faculty Senate. My qualifications include:

- I have served on the steering committee for the past two years and as vice president for the last year.
- I have developed a good understanding of the responsibilities of the president.
- I have developed a working relationship with those in administration with whom the president interacts.
- I have good organizational skills.
- I will represent the faculty on all matters of importance that come to the Senate.
- I will keep the Senate informed of all issues of importance of which I am aware.

---Rob Ingram

ACHE Viability Issues

I [Rob Ingram] meet with Ron Rogers on Wednesday, February 24, 1999 to discuss viability issues. A summary of that discussion follows.

Facts

In 1996, ACHE set standards for program viability based on the number of graduates over the five years ended in 1996. Colleges and Universities (C&U) were notified of those programs that did not meet the standards. A three year monitoring window began in 1997 and will end in the summer of 2000. During this window, C&U have an opportunity to increase program graduates to become viable, to otherwise build a case for program continuation, or to consolidate or eliminate non-viable programs. Decisions about these programs do not have to be made until the summer of 2000.

ACHE does not have the power to close programs. However, it can recommend that funding not be provided for programs, and it can recommend that the Attorney General investigate C&U for failure to comply with State law.

The University has taken voluntary steps to act in good faith to abide by the law. These steps have involved making department heads and program directors aware of which programs are non-viable, meeting with these people to explain the standards and answer questions, and receiving feedback from departments about those programs that faculty want to retain and the steps to be taken to make them viable. Programs that don't meet the standards can request a waiver under any of seven criteria:

1. employment and placement of students,
2. transfer to other institutions,
3. success of program graduates,
4. lack of duplication of that program in the state,
5. market demands,
6. other unique aspects of the program, and
7. requirements of Knight v. Alabama.

In addition, certain core liberal arts programs have been given a 3-year exemption: Russian Language & Lit, German, Classics, Mathematics, Philosophy, and Physics. These core liberal arts programs are now in a 3-year monitoring period that runs from 6/1997-6/2000. We will have to submit to ACHE a midterm report on 10/1/99 indicating what we are doing to make these programs viable. Then a final report is due 10/1/2000. If a program has not become viable by 2000, then ACHE can (a) continue the exemption or (b) place the program on a 3-year monitoring cycle (2001-2004) during which time it must become viable.

A list of programs not meeting the viability standards and plans (as of October 1998) for those programs is available (to be provided as a separate handout).

Process

All programs that are not viable by ACHE standards should be aware of their position. Decisions about how to respond to the issue resides with the department. The assumption of the administration is that faculty in the programs will determine the best course of action. Programs will not be terminated without faculty involvement.

Decisions about what to do with programs that faculty would like to retain but that do not receive approval from ACHE will not be made until next summer or fall.

Ron indicated he will forward to the Senate updates from ACHE, which he receives about twice a year. He also indicated a willingness to meet with the Senate to discuss any aspect of this matter and welcomes Senate participation.

---Rob Ingram, Senate V.P.

ACCUFP - Alabama Council of College and University Faculty Presidents

The Alabama Council of College and University Faculty Presidents (ACCUFP) met in Montgomery on February 26 and 27. A summary of that meeting follows.

Gordon Stone, Executive Director of the Higher Education Partnership (HEP) discussed activities of the HEP. HEP has made an effort to provide government (especially the Legislature) with information about the contributions made by higher education and to offset reports that question that value. Ninety percent of the candidates recommended in the last election were elected. Membership has grown steadily to over 1,600 members. UA has 78 members and is poorly represented in comparison to most other Universities. UNA has 344 members, for example. ACCUFP agreed to a resolution supporting HEP and encouraging faculty participation. Wallace Malone of SouthTrust has agreed to match up to about \$25,000 for new memberships received by June 1.

William Harris, Chair of the Council of Presidents, and Roger Ritvo, Chair of the Council of Chief Academic Officers, discussed ACHE issues.

- Program viability remains an issue that ACHE is likely to pursue. It provides a means for administrators to reallocate resources from low to high demand programs. The burden is on the universities to make sure that essential programs are not eliminated. Modifications of criteria are likely after it is clear which programs will not survive. Politics is likely to be a major issue in final determination of what is eliminated and what is not.
- Legislation may be introduced on behalf of two-year institutions to make them self-regulating and remove from ACHE control.
- Performance Based Budgeting is dead, but it may be replaced with Incentive Funding to support special programs. Universities may choose to participate and receive funding for activities of priority to Legislature. Concern will be where money for these efforts come from and keeping them from coming off the top of new Trust Fund resources.
- Harris was optimistic that the Universities would get much of what they were asking for in this year's budget. ACCUFP voted to support the priorities of the Council of Presidents (retirement funding, health insurance equity, 6.2% additional increase, restore 2 to 1, and support for voting on lottery).
- Lottery is on a fast track. Plans are for a referendum in 1999. The lottery will be operational within a short period following approval (if approved). Money will be available within 9 months for scholarships in fall of 2000.
- ACCUFP requested of Harris that an effort be made to ensure faculty representation on any committee that will consider a faculty workload database. He agreed.

Most universities have developed or are developing elaborate faculty workload policies. This effort is in part because of concern that ACHE will attempt to impose such a policy. These policies describe faculty responsibilities, the amount of time expected or credit given for various activities, exceptions, and special considerations for administrative and other duties. Auburn has created a form that faculty will complete that details work effort and establishes a standardized point allocation for various types of activities.

The Faculty Panel that was to meet with ACHE on a periodic basis has been terminated because of a belief that ACHE was not seriously interested in input but was using this group to create a sense of support for its efforts.

Several universities are considering Rising Junior exams. AUM is using an ETS exam for this purpose. Details of what is being done were not available. Several universities appear to be considering this type of exam as a means of evaluating how well transfers are performing, out of concern for the articulation agreement. It is not clear what will be done with the results, though some feel that it can be used to determine where remediation is needed and perhaps to assess who is responsible.

The Fall meeting will probably be held at the University of West Alabama about November 13, 1999. An issue for that meeting is policy on sick leave and pay. Faculty at nearly all universities accumulate sick leave under the Teachers' Retirement System.

---Rob Ingram

Theatre & Dance Bachelor of Fine Arts program discontinuation

I talked with the Theatre and Dance Dept. They were amazed by the recent story in the Tuscaloosa News. They made the decision to discontinue the BFA over 5 years ago. They have no idea why it is just now being reported. They discontinued it because they did not have enough faculty to handle all of their programs. They said it had nothing to do with viability or ACHE.

---Rob Ingram

Academic Affairs Committee Annual Report

- Led Faculty Senate's examination of the plus/minus grading system. Gathered data and presented them to the Senate and to the University community at large. Chose options and composed language for a ballot, which was approved by the Senate on December 8. The Office of Academic Affairs distributed the ballot the second week in February. Faculty votes on a second ballot (add 4.33 for A-plus or omit plus/minus altogether) will be tabulated in March.
- Met with SGA officers on several occasions to improve communication and work toward mutual understanding.
- At the request of Deans Judy Bonner and John Dolly, commented favorably upon an administrative transfer of faculty from the College of Education to the College of Human Environmental Sciences.
- Sponsored a successful resolution concerning PGP cryptography of electronic messages.
- Called to the attention of Supe Store management a loophole in policy that had permitted resale of faculty desk copies of textbooks. Supe Store regulations were modified to proscribe desk copy resales.
- Participated in interviewing candidates for the positions of Director of the Seebeck Computer Center and Director of the Center for Teaching and Learning.
- Attended the two-day Continuous Quality Improvement seminar in September.
- Met in November with Assistant Academic VP Hank Lazer to discuss plus/minus and range of other policy matters.
- Met in December with University Registrar Roger J. Thompson. Topics included Records Office software and undergraduate recruitment and retention.
- Discussed the possible relocation of Mallet Assembly (resolved in October), the withdrawal policy, grade-change procedures, and the sale of notes commissioned by a local entrepreneur.
- Represented the Senate on a number of University standing committees and *ad hoc* task forces.

--- Marion Paris, W. Marvin Johnson, Co-Chairs

Student Affairs Committee Annual Report

The committee was able to accomplish its objectives without the use of formal resolutions this year. Committee members accepted responsibility for specific areas and presented the faculty perspective on a number of issues. The primary issues that were closely monitored with satisfactory outcomes included:

1. Support for the international community as the University moved to restore effective services to international students.
 2. Change in hours during which alcohol could be present. We advocated for increased supervision of all events at which alcohol can be present. That program has been developed and monitors are presently being recruited.
 3. Reviewed the student fees structure and provided accurate information regarding staff salaries and the funds needed to support raises.
 4. Advocated for income earning opportunities for student life in the development of the football weekend use of the quad to earn income for the athletic program.
 5. Monitored the implementation of the recommendation of the task force on diversity. This will be a continuing task.
 6. Requested that student organizations be allowed to mail newsletters as nonprofit organizations. This is in progress.
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Senate Operations Committee Annual Report

The Senate Operations Committee actively monitored the attendance of Faculty Senators this year. The committee also worked on the final revisions to the Faculty Handbook and explored the possible amendment of the Senate By-Laws with regard to treating the Vice President as a President-Elect. Next year, the committee will need to review the By-Laws in order to propose adding descriptions of the roles and duties of Senate committees in Article II, Section 3

Planning & Operations Committee Annual Report

Late in Fall Semester of 1998 Wythe Holt brought-up a concern about safety along 14th Avenue near the strip. There is a police substation there that is supposed to be co-manned by the city and university police forces (the manning by the UAPD is voluntary), but at present no one mans it.

The senate planning and operations met with Steve Tucker (University Director of Public Safety) to discuss the problem. The following points summarize our findings:

- The area in question is under city jurisdiction - but the campus police are aware of the problem, the victims and offenders are often associated with the university, and in the long term the university is committed to helping police such areas.
- The manpower at the university police is at an all-time high, with 39 officers on staff and 2 vacancies to be filled in May. However 9 of these officers are new and in a training programs that total about 1 year. It will be August before the trainees will be available for full assignments and until then we are for all practical purposes understaffed.
- The lack of trained officers is likely to continue. As a consequence of the Mercer Report our police force has only limited means to increase salary with seniority; thus experienced officers probably will continue to accept jobs with local cities since they offer substantially higher pay.

The Planning and Operations Committee is in the process of examining the academic calendar and looking at the possibility of instituting a fall break, but no decisions have been made.

The Planning and Operations Committee has had continual active representation on the Campus Master Plan Committee. Our representation was instrumental in getting a new master plan for the campus, and in assuring that "green space" is a part of that plan.

---Philip Johnson & Jerry Webster

Financial Affairs Committee Annual Report

The Financial Affairs Committee was presented with the following issues this year for its consideration and disposition:

1. Review the salary study of last year to determine what, if any, changes resulted from the raises in 1998-99.

The analysis of the data is in progress at this time and the committee (or new committee) will report back to the senate (and/or steering committee) when the results are available.

2. Review retention problems at the University Police Department.

Members of the committee talked with John Minor concerning the problem of UPD members being hired away once they were trained. Assurances were made that the problem is being addressed and programs have been put in place this academic year to reduce turnover. In addition the Mercer System grades up to #9 are being revised to allow supervisors to assign employees to a higher level upon completion of education, experience, training or increase in job responsibilities. This change can be made without reclassification of the job. These revisions are being recommended for certain office, clerical and technical positions at this time. Further revisions are forthcoming.

3. Review issues concerning mental health and dental coverage.

The committee forwarded these issues to the Faculty/Staff Benefits Advisory Committee for review. This committee has addressed them.

4. Gather information on recommended salaries by rank in the various colleges.

The information was gathered and given to the Senate Secretary for dissemination.

5. Review profitability of ancillary services.

The committee forwarded this request to Resources and Priorities Committee for further analysis. We have not received any information from it on this issue.

RESOLUTION denouncing threats of violence during SGA election campaign

Whereas two student candidates for SGA offices reported threats of violence, and

Whereas one student candidate for SGA office reported the defacing of campaign materials with racial slurs,

Be it resolved that the faculty senate denounces the use of threats of violence in any context in the strongest terms and denounces the use of any spoken or written material designed to be or which can be anticipated to be offensive based on group membership in any context in the strongest terms.

Be it further resolved that the conduct of political campaigns involves some degree of confrontation but does not justify the use of threats of violence or the use of offensive materials based on race or any other group identity.

Be it further resolved that the Faculty Senate joins the administration of the University of Alabama in denouncing these activities and encourages the administration to act forcefully and promptly to counteract the effects of these events on the University community. In addition, the Faculty Senate calls on the entire University community-faculty, students, staff, and alumni-to endorse and join in this effort.

--- *Student Affairs Committee*

