

Corrected Minutes

Faculty Senate Meeting, September 21, 1999

Absent: Majeed Alsikafi; Martin Bakker; Ashley Evans; Selwyn Hollingsworth;

Rob McCleod; Catherine Pagani; Robin Rogers; Perry Wheless; Alvin Winters.

Gordon Ulrich, an alternate from Arts and Sciences, attended for William Doty; Patricia Moyer, an alternate from the College of Education, attended for Richard Lomax; and Becky Edwards, an alternate from the School of Nursing, attended for Debbie Novak.

In addition, the Senators from the School of Education clarified that Ann McFadden was the regular Senator, and that Patricia Moyer was an alternate Senator. And the Senators from Engineering noted that Pete Morley had resigned and been replaced by Philip Johnson.

Roll Call and Approval of Minutes from Prior Meeting

The Senate Secretary called the roll and determined that a quorum was present.

Senator William Andreen moved to have the minutes accepted; the motion was seconded and carried unanimously.

Suspension of Rules and Discussion with Dean Ron Rogers of the Graduate School

A motion was made, and seconded, to suspend the rolls to permit Dean Rogers to have the floor and address the Senate. The motion carried unanimously.

Dean Rogers began by discussing ACHE viability issues. In order for a program to remain viable, it must, under state rules, either produce a certain number of degrees over a three-year period or be granted an exception from ACHE. Although the University has already shut down over 100 degree programs, 63 programs are on the ACHE viability watchlist, based on the number of degrees granted during the most recent three years. This includes 17 bachelors degree programs, 20 masters programs, 10 doctoral education doctoral programs, and 16 other doctoral programs. The University is closely monitoring the situation and may look at program-savings measures, such as combining certain related programs. Dr. Rogers cautioned that ACHE has not, so far, been sending signals that it will grant many exemptions, and this creates major problems for research universities such as ours. One example: the undergraduate math program would not be viable, but it is essential for a major University to have a math program. In addition, there are some programs that produce fewer degrees than the viability standard, but only because Alabama does not need more graduates from these programs than the University is currently producing. In order to make good decisions about future program viability, the University needs faculty input. Dean Rogers noted his phone number (8-8280) and suggested that faculty who want information about ACHE and program viability, or who want to make suggests about program viability and University priorities, should call or e-mail him.

Dean Rogers next discussed graduate school membership. The University, acting in accordance with SACHS recommendations, moved to a model of renewable faculty appointments. The standards for appointment are effective teaching and productive scholarship (or in some disciplines, the equivalent of scholarship; for example, in fine arts, the rendering of fine arts). All campus units are covered by this new system of appointments, which can be found in Appendix P of the Faculty Handbook. In answer to questions, Dean Rogers noted that a small number of faculty were not reappointed to the graduate school faculty.

Presentation of Elaine Globetti, Director of Office of Student Judicial Affairs

Ms. Globetti noted that there have been problems with student misconduct, which have been difficult for some faculty to handle appropriately. She offered as an example an incident that occurred last Spring, in which a young man passed out in his 8:00 class, and stayed in the classroom, unconscious, through 11:00, when finally the secretary for the department had him removed to the student health center. This professors involved did not know how to approach the

situation. Fortunately, this incident did not end with a tragic ending, but it had that potential.

To help faculty deal with such incidents (and other difficult situations), the Office of Student Affairs is sponsoring a seminar on "Critical Incidents in the Classroom," which will instruct faculty on how to respond to problems in the classroom, what university resources are available to the faculty, and how to protect themselves and their students. The seminar will be held in Room 240 of Bidgood, on October 27th (a Wednesday), at 3:30 p.m. (Don't fall asleep at this session!)

In addition, Ms. Globetti indicated that she, or someone from her office, are happy to come to any department to provide instruction on student misconduct.

President's Report

Rob Ingram began his President's Report by asking for a moment of silence for Chuck Hobby, a former Senate President who had done much for the University and the faculty. After the moment of silence, he noted that he will also send a letter to Chuck's family, expressing our gratitude to Chuck and our sympathy to the family.

Rob presented the Senate's salary resolution to the Board of Trustees and the Systems Office. At the Board of Trustees meeting, Rob stressed the need for the Board to focus its attention on the problems of compensation. The Board was receptive and has asked for suggestions and guidance from the Senate.

Rob also indicated that the Chancellor will meet with the Faculty Senate at a future meeting. Chancellor Meredith has sent Rob correspondence acknowledging the seriousness of the compensation issue. We need to develop ideas on how to proceed from here.

Vice President's Report

Pat reported that some faculty from Arts and Sciences had requested the Faculty Participation in the Evaluation and Review of Deans and Departmental Chairpersons Committee to review the process of reviewing deans and follow up after the evaluation. The Committee considered a number of proposals, including mandatory bottom-up decanal review every five years, or perhaps mandatory review annually. In addition, the committee thought about proposals that when a dean is reviewed, the review committee have a job description for the dean, copies of the previous review, and follow-up of the recommendations of the previous review.

The Provost indicated that she did not think the Council of Deans would support mandatory review, or review more frequently than every five years. Moreover, she noted that she reviews the deans annually. But the Provost does believe some small handbook revisions might be desirable, such as providing review committees with the prior year's review. This issue will likely return to the Senate.

The search for Vice President of University Advancement is progressing with nine outstanding candidates interviewed. Four or five will be re-interviewed with three names going to Dr. Sorensen for a decision.

The Evaluation and Reward of Teaching Committee needs more members. This committee will create a document that will be added to the Faculty Handbook.

Secretary's Report

Norm Stein said he vowed at the beginning of the year never to give a Secretary's report, but said the death of Chuck Hobby was reason to make a one-time exception to his resolve. He noted that for old-time members of the Senate today was a sad day, for it was difficult to be at a Senate meeting without thinking of Chuck, his wit and insight and hard work. He noted that Chuck was, for practical purposes, the author of all that was good in the Faculty Handbook. He also observed that for what the faculty handbook was and had to do (basically a contract between the University and its faculty), it was incredible how clear and thoughtful, and at times positively graceful, it was. He also commented on what a good friend and mentor Chuck had been for so many members of the University community. He closed his remarks by invoking E.B. White, who at the end of Charlotte's Web said that it was rare in life to find someone who

was both a true friend and a good writer. Norm said that Chuck, like Charlotte, was both.

Reports from Senate Committees

Academic Affairs: Marion Paris reported that it will elect a new co-chair to replace Pete Morley, who has resigned from the Senate.

Financial Affairs: Norm Baldwin indicated that the committee will meet next Tuesday.

Planning and Operations: A report from the Planning and Operations Committee, attached to the Agenda, recommends that a memorandum be sent to administrators advising them that faculty should not be asked to do more than minimal University-related work during the summer, unless they are on summer contract. The report was sent to the Provost, who has forwarded it to the Council of Deans.

Research and Service: The committee will meet next week to discuss ACHE policy and Faculty Workload Policy.

Student Affairs: The committee will meet next week to discuss campus diversity issues. They are trying to schedule a meeting with Sybil Todd.

Senate Operations: No report.

Reports from Senators on University Standing Committees

Rob indicated that the President's Office was in the process of notifying people of committee assignments. There was some discussion of the delay that the slow process of notification caused for committees, and how some Senators have missed meetings because their committees were not informed of their liaison membership.

Legislative Agenda Committee: Margaret Garner reported that the Educational Trust Fund is growing more rapidly than anticipated. (This is good!) The Student Government Association is sponsoring a forum on October 6th on the lottery referendum--faculty are invited. Margaret noted that the committee is concentrating on preliminary budget hearings at the moment, and that Higher Education Day in Montgomery will be held on February 29th. Last year approximately 1,000 people attended.

The committee is divided into four subcommittees and Margaret expressed the hope that every college at the University will be represented on the committee. Members of the committee are happy to come to any department on campus to discuss the committee's activities and the Higher Education Partnership.

Margaret also noted that along with the lottery, there will be a referendum on whether to add certain local folks into the state retirement system who are not in the system at the moment. She said everyone should carefully review these proposals, which are being supported by the RSA.

A detailed written report of the legislative agenda committee is attached to the agenda for the Senate meeting.

OLD Business

There was no old business.

NEW Business

The Planning and Operations Committee presented a report on criteria for determining what faculty will vote in future referendum. The committee proposed to permit all permanent and temporary full-time faculty vote, but no graduate students. There was considerable debate on this issue, with some Senators objecting that it was difficult to predict what future referenda might be and whether the definition of eligible faculty might prove too broad in some cases. In addition, some Senators argued that there were already too many definitions of faculty in handbook, and that the Senate did not need to add to the confusion of who a faculty member was. Finally, some argued that the Faculty

Senate should not symbolically recognize the legitimacy of the University's practice of hiring temporary full-time instructors instead of tenure-track and tenured faculty. Arguing in favor of the proposal, other Senators noted that non-tenure-track faculty sometimes are much closer to teaching issues than other faculty, that we needed clear rules, and that excluding full-time faculty on the basis that they are not tenure-track would be elitist and needlessly demeaning to them.

Given the time, the question was called, with 18 Senators voting in favor of the Committee's motion, 10 opposed, and 3 abstaining. It was noted that the committee's motion only dealt with referenda and should not be read to modify the definition of faculty for any other purpose.

The End of the Meeting Draws Near

Rob announced that there would be a meeting of the University community at 10:30 tomorrow. In addition, there will be a Quality Council Forum on October 19th. A motion was then made, seconded, and accepted to adjourn.