

**FACULTY SENATE CALLED MEETING  
SEPTEMBER 24, 2013 – 214 FARRAH HALL – 3:30 P.M.**

**APPROVED MINUTES**

**ABSENT WITHOUT ALTERNATE** – Sheila Black, Andrea Cevasco, Priscilla Davis, Joanne Hale, William Rabel, Margaret Garner, Dwight Hooper, Aaron Kuntz, Heath Turner, John Van Zee, Amy Taylor, Brad Tuggle, Mangala Krishnamurthy, Melondie Carter.

**ABSENT WITH ALTERNATE:** Eyun-Jung Ki/Danny Wallace; John Vincent/Steve Katsinas; Jason Scofield/Ken Wright.

**GUESTS:** SGA Representative Will Pylant; UA faculty; members of media.

Roll call and quorum check by Faculty Senate Secretary Rona Donahoe.

President Miller began the meeting expressing thanks to everyone for attending this called meeting and for participation in the march to Rose Administration Building. The energy from last week should be sustained and channeled to reach the goal of making true and lasting changes. President Miller has spoken with the Board of Trustees and Chancellor Witt about the deep need for permanent change at the University and believes the Faculty Senate should be a part of that equation. The Steering Committee has been working continuously to bring together the points made in last week's meeting in a Faculty Senate resolution.

President Miller introduced Lane McLelland of the Crossroads Community Center. McLelland has been meeting with sorority members and others to aid them in conversations to engage differences and strengths and to get along with each other.

President Miller presented the “Resolution of the Faculty Senate to Convene a Task Force” and asked senators to concentrate on the concept and not word-smithing. President Miller read the first paragraph –

“Recent events at the University of Alabama and in our interactions with the greater community have cast the University in a negative light, belying the great progress that we have made in the areas of research, teaching and service. Through the mobilization of students and faculty, these incidents have been subsequently transformed into a period of inward reflection, action, and growth. The administration has been active in the past few weeks, and has shown that by taking an ethical stand, progress can be made in correcting historical injustices. Nonetheless, major hurdles remain and the current momentum must not be lost.”

“*In*” in the first line was deleted and “*systemic*” was added to the phrase “correcting historical injustices” on the sixth line.

President Miller read the second paragraph –

“These problems did not develop recently and ingrained habits and traditions, however wrong, will not be instantly eradicated. While the public response of students and faculty has brought needed attention to injustices that have been too long ignored, we believe that the time has come to proceed in quieter and more diplomatic fashion. We must acknowledge that students are

involved, some of whom are barely four weeks into their college experience and who deserve relief from the spotlight to concentrate on academics and all that being a college student entails. We have confidence that the Administration is committed to solving these problems, and are certain of the resolve of the faculty in holding them to their word.”

Three amendments –

“While the public response of students and faculty has brought needed attention to injustices that have been too long ignored, we believe that the time has come to move forward in collaboration with the administration and students.”

“We believe the time has come to proceed in a public, collaborative and transparent fashion.”

“Strike the word “while”.

The paragraph was meant to draw attention to the plight of students. Following further suggestions of changed wording, the motion was made and seconded to strike the entire paragraph. The Senate voted to approve.

President Miller read the third paragraph –

“To continue the momentum engendered by this unique opportunity, but mindful that the next steps will require deliberation, study and concrete proposals, the Faculty Senate on behalf of the faculty resolves to form an ad hoc task force to explore mechanisms to: (1) Extend the recent desegregation of some sororities to all Greek letter organizations and other student organizations; (2) Address systemic changes in the governance of student organizations, including the SGA and the Greek system; and (3) Create an environment where every student has a reasonable and equal opportunity to serve in any student position or join any campus organization for which they qualify for membership.”

A senator expressed concern that the voter fraud issue was not addressed in the resolution. President Miller stated the issues were deeply interconnected. Voter fraud is being investigated by Federal, State and local law enforcement agencies. Other points/suggestions were fraternity integration issues were not addressed, voter apathy, the word “race” not used, graduate students not represented on task force, the addition of “action” following “concrete proposals” on the second line, substitute “facilitate” for “address” on the fifth line, previous task force, “every student” is inclusive language and investigating actions of student organizations. Call to question. The motion was made and seconded to move the last statement in the deleted paragraph to the last statement to stand alone on the resolution. The motion was approved. The motion was made to add “every student of race, gender, sexual orientation, nationality”. The point was made that the phrase “every student” is all inclusive. The motion was defeated.

### **Composition of and charge to the Task Force**

**The first paragraph** is the charge to the Task Force.

“The ad hoc task force will be comprised of five faculty members, three students, and two administrators. All will be voting members.”

### **The second paragraph addressed the composition of the Task Force.**

“The five faculty members on the task force will include two members of the Faculty Senate and three faculty at-large. These will be selected as follows: One member of the Faculty Senate and two faculty at-large will be elected by the Faculty Senate on 15 October 2013; one member of the Faculty Senate will be appointed by the Faculty Senate President; and one of the at-large faculty will be appointed by the Black Faculty and Staff Association.”

The proposals were to change “one member” of the Faculty Senate to “two members” and delete “one member of the Faculty Senate will be appointed by the Faculty Senate President”. Four Task Force (two from Faculty Senate and two at large) members would be elected by faculty and one at large faculty would be appointed by the Black Faculty and Staff Association.

### **The third paragraph –**

“Faculty members wishing to be considered for the elected positions (one Senate and two at-large) should submit self-nominations to Senate President Steve Miller by 8 October 2013. “

The change would be “two Faculty Senate and two at large” on the first line. The sentence “all regular faculty members are eligible to serve” was added.

### **The fourth paragraph –**

“The student members of the task force will be: one student appointed by the SGA; one student appointed by the Vice President for Student Affairs; and one student appointed by the Faculty Senate President.”

The changes suggested were changing “one student appointment by the Vice President for Student Affairs” to “one student appointed by the President of the Faculty Senate” and the addition of one “graduate” student appointed by the Dean of the Graduate School. These changes were approved.

### **The fifth paragraph –**

“Two persons that serve in administrative roles in the University or University System will be appointed by the University President.”

No changes were suggested.

### **The sixth section –**

The task force will conduct open and transparent meetings, and will issue regular reports to the Faculty Senate. In its first meeting the task force will propose a time-line for its operation and for reporting its progress. While none of the following should be construed as limiting its scope, the task force is charged to explore the appropriateness of each of the following, and to suggest modifications if necessary:

- 1) The Code of Student Conduct;
- 2) The election process for student government offices;

- 3) Student education on diversity, civil responsibilities, and ethical behavior;
- 4) Governing documents that regulate student organizations, including: (a) Whether the governing documents should contain language prohibiting discrimination in membership or opportunity; and (b) Whether student organizations with selective membership practices should be required to submit regular diversity plans and progress toward those plans;
- 5) University policies and administrative actions on diversity, including whether the University should: (a) Issue an annual report on the diversity of organizations with selective membership practices; (b) Formally acknowledge that it has the right and responsibility to oversee and regulate the practices of any organization that claims an affiliation with the University; (c) Create a university standing committee on diversity or expand the responsibilities of another standing committee to cover this area; (d) Name a campus diversity officer; (e) Modify procedures for investigating, enforcing and reporting violations of student non-academic regulations; (f) Modify its procedures for the oversight of student organizations.

Following discussion the suggestion to add “and its enforcement” to #1 was accepted. Points discussed were the definition of “regular faculty member”, definition of deliverable information, time line and action about the task force.

The Faculty Senate voted unanimously to approve the document as given below.

Meeting adjourned 5:30 P.M.

# **Resolution of the Faculty Senate to convene a Task Force**

## **24 September 2013**

Recent events at the University of Alabama and our interactions with the greater community have cast the University in a negative light, belying the great progress that we have made in the areas of research, teaching and service. Through the mobilization of students and faculty, these incidents have been subsequently transformed into a period of inward reflection, action, and growth. The Administration has been active in the past few weeks and has shown that by taking an ethical stand, progress can be made in correcting systemic historical injustices. Nonetheless, major hurdles remain and the current momentum must not be lost.

To continue the momentum engendered by this unique opportunity, but mindful that the next steps will require deliberation, study, concrete proposals and action, the Faculty Senate on behalf of the Faculty resolves to form an *ad hoc* task force to explore mechanisms to: (1) Extend the recent desegregation of some sororities to all Greek letter organizations and other student organizations; (2) Facilitate systemic changes in the governance of student organizations, including the SGA and the Greek system; and (3) Create an environment where every student has a reasonable and equal opportunity to serve in any student position or join any campus organization for which they qualify for membership.

We have confidence that the Administration is committed to solving these problems, and are certain of the resolve of the Faculty in holding them to their word.

### **Composition of and charge to the Task Force**

The *ad hoc* task force will be comprised of five faculty members, three students, and two administrators. All will be voting members.

The five faculty members on the task force will include two members of the Faculty Senate and three faculty at-large. These will be selected as follows: Two members of the Faculty Senate and two faculty at-large will be elected by the Faculty Senate on 15 October 2013; and one of the at-large faculty will be appointed by the Black Faculty and Staff Association.

Faculty members wishing to be considered for the elected positions (two Senate and two at-large) should submit self-nominations to Senate President Steve Miller by 8 October 2013. All regular faculty members are eligible to serve.

The student members of the task force will be: one student appointed by the SGA; one student appointed by the President of the Faculty Senate; and one graduate student appointed by the Dean of the Graduate School.

Two persons that serve in administrative roles in the University or University System will be appointed by the University President.

The task force will conduct open and transparent meetings, and will issue regular reports to the Faculty Senate. In its first meeting the task force will propose a time-line for its operation and for

reporting its progress. While none of the following should be construed as limiting its scope, the task force is charged to explore the appropriateness of each of the following, and to suggest modifications if necessary:

- 1) The Code of Student Conduct and its enforcement;
- 2) The election process for student government offices;
- 3) Student education on diversity, civil responsibilities, and ethical behavior;
- 4) Governing documents that regulate student organizations, including: (a) Whether the governing documents should contain language prohibiting discrimination in membership or opportunity; and (b) Whether student organizations with selective membership practices should be required to submit regular diversity plans and progress toward those plans;
- 5) University policies and administrative actions on diversity, including whether the University should: (a) Issue an annual report on the diversity of organizations with selective membership practices; (b) Formally acknowledge that it has the right and responsibility to oversee and regulate the practices of any organization that claims an affiliation with the University; (c) Create a university standing committee on diversity or expand the responsibilities of another standing committee to cover this area; (d) Name a campus diversity officer; (e) Modify procedures for investigating, enforcing and reporting violations of student non-academic regulations; (f) Modify its procedures for the oversight of student organizations.