

**FACULTY SENATE MEETING
18 APRIL - FERGUSON CENTER - 3:30 PM**

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New Faculty Senator Orientation

An orientation meeting was held at 2:30 pm for new senators. Attending were: Pat Bauch, President., Rob Ingram, Past President, Norman Baldwin, Vice President and Bob Sigler, Parliamentarian. New senators attending were: Paul Ray, Anup Agrawal, Bill Keel, Harry Price, Mike Triche, Cecilia Laurie, Jim Otteson and Joe Hornsby.

Rob Ingram gave an overview of the purpose and history of the Faculty Senate. The main points were that communication is primarily by e-mail and Faculty Senate web page. He also reviewed the process of election and communication by committees. Bob Sigler covered parliamentary procedure, goals of the Senate and the effect the Faculty Senate could have on issues facing The University of Alabama. He encouraged the new senators to make a total commitment to their new duties and hoped that commitment would include a long term in the Senate.

Pat Bauch, President, commented that the Senate worked together to get things done. The Shared Governance Document along with Diversity will be a priority this year. Diversity and Partnership is her theme for this year.

Faculty Senate Meeting

Meeting was called to order.

The Secretary called roll with these Senators being absent: Cornelius Carter, Joe Hornsby, George Rable, Jim Taylor, Patricia Moyer, Anna McFadden, Jerry Rosiek, David Arnold, Gary Moynihan, Keith Woodbury, Chris Nagy, Debbie Novak, Peg Lyons, Carol Drolen.

Benton Gup was present serving as an alternate for Sharon Beatty.

A quorum was declared.

Approval of Minutes

Minutes of March meeting were unanimously approved.

President's Report - (Pat Bauch)

Pat welcomed the new senators to the Faculty Senate and congratulated Rob Ingram on his service as President last year and thanked the officers from this past year. There is a resolution in process for presentation to Rob.

Some important current activities of the Faculty Senate

1. **ACHE faculty workload database project.** The information needed by ACHE is not clear but the importance of the input of faculty should be a priority. That information should be shaped by the faculty to include all duties. The Faculty Senate has been asked by the Provost to take an active leadership role in the formulation of these data requirements.
2. **Fair Labor standards for manufacture of UA merchandise.** The SGA raised the issue of companies that manufacture memorabilia (hats, shirts, etc.) with the University logo without following the Fair Labor standards. The Senate should be concerned with how these contracts are awarded and join with the SGA in monitoring this issue.
3. **Program viability.** Program viability is an ongoing issue with the summer months the most likely time for

program status situations and problems. The Senate should certainly be ready to be of any assistance and the President urged all senators to let one of the officers of the Senate know of any problems in this area.

4. **Shared governance.** The shared governance document was put on hold until the Faculty Handbook was completed. It is now time to bring that to the forefront and bring closure to the stipulations of faculty's role in the University's governance process. This document should place the Senate in strong partnership and collaboration with the administration and others to afford the opportunity to be involved in all levels of decision-making and have some effect on those issues that affect the atmosphere of the University, work-life, etc
5. **Senate bylaws revision.** The revision of the by laws will be voted on today. There are additional changes that will come up this year.
6. **Faculty mentoring.** Faculty mentoring is a concern and should be a priority along with ways to help new faculty feel welcome and comfortable.
7. **Diversity and Partnership.** Under Rob Ingram's leadership, a diversity and partnership resolution was passed by the Senate unanimously which made a strong statement against anti-racism and any other discrimination on this campus. It is hoped to get the entire faculty to endorse this by a referendum this fall and that this will be a cornerstone of accomplishment for the Senate this fall.

Vice President's Report - (Norman Baldwin)

No report.

Secretary's Report - (Steven MacCall)

Steven reported that the Faculty Senate web site has been updated with the exception of the Steering Committee which will be updated as soon as possible. The web site includes meeting dates, Senate roster, agenda, minutes, etc. Each senator was encouraged to secure an alternate to attend the Senate meetings in their place if they were unable to attend.

Senate Committees

Student Affairs - (Jim Taylor & Dexter Gordon) -- (1999-2000 Annual Report [below](#))

The annual report and the diversity resolution is attached and was read by Jim Taylor. Wythe Holt made the point that religious exclusion and segregation was not mentioned in the resolution. It was decided by the committee that diversity was the predominate issue at this time. A move to question was made with the vote being unanimous to pass this resolution. Rob Ingram's comments included applauding the Senate for passing a historic resolution. It was recommended that this resolution be circulated to sister campuses, Board of Trustees, fraternity and sorority rush chairs and members, all pertinent organizations and administration with a request to join in affirmation. The Crimson White will be contacted to print this resolution.

Senate Operations - (Bill Andreen & Bill Motes) -- (1999-2000 Annual Report [below](#))

Their report is attached. This committee will be working on the Shared Governance Document this year. This committee is responsible for monitoring senator attendance and new senators were encouraged to have an alternate attend in their place if it was necessary for them to be absent. The senators are allowed three absences in two years without an alternate attending in their place according to the Constitution. The by law changes were presented with those changes being a few technical corrections and the addition of the description of the duties of each Senate committee. By law amendments are proposed at one meeting and voted on at the next meeting. There were several changes mentioned which will be added to the list of changes to be made at the next amendments of the by laws. A motion was made to accept these amendments and was passed with three abstentions by new senators. (James Otteson, Cecilia Laurie and Harry Price)

Academic Affairs - (Don DeSmet & Carmen Taylor) -- (1999-2000 Annual Report [below](#))

This committee is dealing with computer support. They were asked to look into the selling of class notes and this has been passed on to another University committee that was already dealing with this issue. They were requested by the

SGA to look into some dead week issues. No action was taken. A new request to look into course evaluation has come to the committee.

Financial Affairs - (Norman Baldwin & Robert McLeod) -- (1999-2000 Annual Report [below](#))

This committee met with Bob Wright this past year to question some financial aspects of the University budget. Questions were sent beforehand to Bob Wright. Those included the amount of return on investments received by the University, endowments, property ownership and monies received by different departments. A study of salary compression by this committee revealed most problems exist in the College of Engineering, C&BA second and Libraries with lesser problems. This report is being forwarded to the Provost with a request for equity. Another issue is the licensing of manufacturing of memorabilia by sweatshops with the University logo on those items. Information from the Task Force of the Labor Code of Conduct committee has not been completed. A Factory Site disclosure resolution has been passed by this committee and they are in the process of determining how to monitor those different sites. It would be very expensive to put this plan into action and funding is being sought.

Research & Service - (Bing Blewitt & Steven MacCall) -- (1999-2000 Annual Report [below](#))

The annual report is attached with no additional report given at this meeting.

Reports from Ad Hoc Committees

Distinguished Service Award - (Rob Ingram)

The resolution regarding this award was not available for this meeting. The resolution can be delayed but the recipient must be voted on at this meeting. Chuck Hobby has been nominated which came from the five-member committee formed for the purpose of screening nominations. Wythe Holt gave his personal support of this nomination since he had worked with Chuck Hobby for a number of years. Chuck Hobby has been president of the Faculty Senate in the past and greatly responsible for the Faculty Handbook and for the Tenure and Promotion policy. This award will be given posthumously next fall. Chuck Hobby receiving this award was approved unanimously by the Senate.

Evaluation & Reward of Teaching Committee - (Carmen Taylor)

This committee will meet on Wednesday, April 19, to go over specific suggestions that this committee wants to bring to the Senate.

Faculty Diversity Committee - (Rob Ingram)

This committee was set up last year to look at what faculty can do concerning diversity issues. A meeting was held with the Black Faculty Staff Association to get input from them. The focus is on developing some type of educational activity to provide an intensive process for faculty to become more aware and learn more about this issue. A proposal is being prepared to ask the President for funding to support this activity. They are also formulating a list of people on campus who are interested in providing assistance and there will be a reasonable amount of compensation provided through grants and other type support. A report will be made back to the Senate as these areas develop.

Legislative Agenda Committee - (Margaret Garner) -- (1999-2000 Annual Report [below](#))

This is a committee composed of volunteers whose sole purpose is to speak on behalf of the faculty at The University of Alabama regarding legislative issues, particularly those that affect funding. This committee has worked closely with the UA office of Government Relations, the Chancellor's office and the SGA and has been very active in promoting Higher Education Partnership membership. A new list serve has been established that includes faculty and staff. Personal appearances before the House Ways and Means Committee were made by members of this committee. The goals for the coming year are to continue to expand LAC membership, to continue to promote HEP and to explore new strategies for quick responses to legislative issues. The Faculty Senate was urged to take information about these issues back to their departments and co-workers.

Reports from Standing Committees

Faculty Staff Benefits - (Norm Stein) (Report given by Wythe Holt)

The University is planning to make major renovations including moving the varsity tennis courts and closing Riverside pool and constructing a new pool. These costs are proposed to be covered by raising fees to use the Rec Center and to eliminate the family membership plan. The fee presently is \$110.00 a year. The proposal would raise that fee by \$60 per year for five years with the final cost at the end of those five years to be \$410 for faculty. The proposal would increase student fees from the present \$24.00 a year to \$249.00 a year in five years. The Wythe Holt made a motion and asked the Faculty Senate to adopt this motion. The motion reads:

"The Faculty Senate

1. opposes the establishment of fees for casual tennis and for the use of the natatorium.
2. opposes the bundling together of fees for the use of the above, plus the outdoor swimming pool, plus the student rec center, into one "recreation fee"; even if fees are established for casual tennis, and for use of the natatorium, each of these four units should retain a separate fee structure.
3. opposes the elimination of family discounts for the outdoor swimming pool and for the rec center.
4. opposes any increase in fees for the rec center, or in any bundled fee which includes the rec center, in which faculty/staff fees rise at any greater rate or amount than do student fees."

It was pointed out that these benefits help bring qualified people to the University and helps to offset minimal salaries. The need for other information was pointed out before acting on this motion, how many people use these facilities, that the YMCA and PARA are cheaper rates and that more information was needed about the increase in the fees and further discussion.

It was called to question and the motion was adopted unanimously.

New Business

Bill Andreen reported that the Athletic Department has a plan to develop RV parking lots on University Blvd. as you approach the campus with outdoor shelters and picnic areas. Due to lack of time, it was agreed to get this information to the Secretary of the Senate.

The President, Pat Bauch, asked the Senate to confirm Bob Sigler as Parliamentarian for the coming year. It passed unanimously.

The committees divided into groups to elect their co-chairs and to determine when they would have their first meeting. A motion was made and seconded for the Senate to confirm the assignments to the Committees and the Liaisons to the committees. It was pointed out that there were no Engineering Senators on the Academic Affairs committee. There is one senator missing from engineering and this can be remedied. This motion passed unanimously.

The Energy Policy has been reviewed by the Senate and will be taken up by the Planning and Operations Committee.

Meeting adjourned 5:00 PM.

Each committee met in different areas to elect co-chairs and determine the first meeting date and place and will report those results back to the President.

1999-2000 Senate Committee Annual Reports

Student Affairs Committee Annual Report (1999-2000)

The Student Affairs Committee focused on the following three issues – supervision at student events where alcohol is present; student organization mailing privileges, and monitoring the implementing of the recommendation of the Task Force Report on Diversity.

1. As a follow up to the recommendation of increased supervision of all student campus events at which alcohol can be present, by the 1998-1999 committee, we solicited from the Office of the Dean of Students an update on the 1999-2000 policy. Rick Funk indicated that a monitoring policy is now in operation. There are six paid graduate students who monitor events on Friday and Saturday; they are paid \$10/hr and begin monitoring 1/2hr before a function and check hourly after that.
2. We verified that student organizations, as long as they follow established procedures, are allowed to mail newsletters as nonprofit organizations.
3. The committee spent most of its time addressing the issue of the University's effort to improve diversity on campus. Our members served with various groups, committees, and organizations such as the Diversity Oversight Committee, VP Sybil Todd's Task Force on Diversity, and the Students and Campus Life Committee all seeking to address the issue of diversity on campus.

The committee has proposed the following resolution calling on the administration to end segregation on campus.

Resolution on Diversity from Student Affairs

Whereas, diversity and inclusion are critical values to the proper functioning of an academic community; and

Whereas, systematic racial or ethnic exclusion of a group from participation in an activity associated with The University of Alabama conflicts with these values and is unacceptable; and

Whereas, the present system of Greek letter social organizations at the University is segregated by race;

Be it resolved, that the Faculty Senate calls upon the administration of The University to end segregation on our campus as a matter of priority.

Academic Affairs Committee Annual Report (1999-2000)

Over the 1999/2000 academic year, the Academic Affairs committee of the faculty senate addressed a number of issues. Don DeSmet and Carmen Taylor replaced the original co-chairs who resigned in early and late fall.

Fall, 1999

1. Based on expressed concerns about computer support on the campus, the co-chairs initiated dialog with professionals around campus who could address some of these concerns and answer questions.

Spring, 2000

2. The committee referred questions about the selling of class notes to the Intellectual Property Rights Committee.
3. The committee discussed an SGA request to consider changing some deadweek policies and rejected the idea.
4. The committee continued discussion about computer support and have decided to initiate meetings with other senators regarding the direction of further action.

Financial Affairs Committee (FAC) Annual Report (1999-2000)

The FAC completed two reports and began addressing a third issue. They are as follows:

1. To determine whether the University had made improvement in addressing faculty compression problems, the FAC analyzed salary data provided by the Office of Institutional Research. Salary data for the current academic year were compared to 1997-1998 salary data that had been analyzed by the FAC two years ago. The comparison revealed an increase in incidence of salary compression. However, most of the increase occurred in one college and most of the increase reflected new faculty hires earning higher salaries than existing departmental faculty at the same rank.

Our investigation resulted in a seven-page report that was submitted to the Provost and Faculty Senate. In the upcoming year, the FAC might follow up to determine the Provost's response to this report (e.g., were any steps taken to reduce salary compression?). The FAC might also request and evaluate the plans of each college to deal with salary compression problems.

2. Due to the complexity of many University financial issues, members of the FAC decided to meet with Vice President of Finance Robert Wright privately and to submit a report on the meeting to the Steering Committee and Senate. Prior to the meeting, Senators and FAC members were given the opportunity to submit questions for VP Wright. Since many of the questions required preparation, VP Wright was given the questions several days in advance of the meeting. In a one and one-half hour meeting on November 2, 1999, VP Wright was forthcoming with answers to questions on revenues from auxiliary enterprises to questions on the rates of return on endowment investments. A complete report of VP Wright's responses to ten advance questions and numerous spontaneous questions was submitted to the Faculty Senate.
3. The FAC discussed the problem of the University licensing "sweatshops" to sell goods with the University's name, seal, or logo. We tentatively decided that the cost of University membership in the Fair Labor Association, a nonprofit organization that monitors and evaluates compliance with the Workplace Code of Conduct, was too large to recommend that the University join. We also decided to wait on a report from the University's Task Force on the Licensing Code of Conduct Committee before drafting a resolution to go before the Steering Committee and Senate.

In 2000-2001, the FAC might draft a resolution on the sweatshop problem based, in part, on the findings and recommendations of the Task Force on the Licensing Code of Conduct.

Planning and Operations Committee Annual Report (1999-2000)

The Planning and Operations Committee worked primarily on three issues – faculty summer work assignments, faculty voting eligibility, and faculty support for diversity.

1. The committee recommended that a memorandum be sent to administrators reminding them faculty are on nine month contracts and advising them not to request more than minimal University-related work during the summer unless faculty are on summer contract. The report was sent to the Provost and to the Council of Deans.
2. The committee drafted a policy detailing voting eligibility for faculty referenda. After lengthy discussion, the policy was approved by the Faculty Senate and the Provost and will be added as Chapter I.V.D. to the Faculty Handbook.
3. The committee wrote a resolution reaffirming faculty support for diversity. The resolution was passed unanimously by the Senate.
4. The committee reviewed recommendations made by the University Energy Management Committee and met with both the committee chair and the campus energy manager to discuss the report. It was decided that the senate liaison to the committee would be the appropriate person to follow up on whether the committee was satisfied by the response from University administration.

Research and Service Committee Annual Report (1999-2000)

"Under existing law (passed in 1996), the Alabama Commission on Higher Education (ACHE) is required to design and establish a state university and college information system to provide pertinent information to the formulation of decisions and recommendations made by the Commission."*

This law requires collection of a database on all faculty and would include such items as teaching, workload, research activities, service activities, academic credentials and salaries.

The Research and Service Committee was given the assignment of studying this issue and making recommendations about the process and how we (UA) might participated in the design of the documents necessary to fulfill the data collection requirements of the legislation.

The final recommendations of the Research and Service Committee was to appoint Rob Ingram as our liaison. He works closely with Bill Fendley (Director of Institutional Research, UA) and Sandra Woodley (Director of Financial Affairs, ACHE). Ms Woodley has been given the responsibility of developing the necessary strategies to insure the collection of the required information. Rob Ingram has agreed to work with Bill Fendley, Sandra Woodley, *et al*, in the this complex design process. He has further agreed to make periodic reports to the faculty senate steering committee in order to seek advice and to keep the steering committee abreast of the progress.

* Opening statement from the actual legislation (LRS95-1694) on 5/5/95.

Senate Operations Committee Annual Report (1999-2000)

The Operations Committee devoted most of its energy in the 1999-2000 academic years to the following issues:

1. A line-by-line comparison of the Shared Governance document (adopted by the Senate on March 24, 1998) with the new Faculty Handbook (April 1999) to identify those portions of the Shared Governance document which have not yet been included in the Handbook.
2. Prepared amendments to the Senate By-Laws which set forth descriptions of the responsibilities of each standing committee of the Senate and which make a number of technical corrections or updates to the text of the by-laws.
3. Prepared a letter to be used by the Senate Secretary when notifying deans or other administrative officers of the need to hold Senate elections.

4. Recommended the formation of a temporary and informal nominating committee for Senate officers – a committee which would not prepare a slate of candidates, but would instead merely encourage senators to run for office.
5. Monitored, in accordance with our charge, the attendance of senators at Senate meetings.

Legislative Agenda Committee Annual Report (1999-2000)

1. Informed faculty/staff on legislative issues, effect on Higher Ed funding.
2. Worked closely with UA office of Government Relations, Chancellor's office, and UA SGA in achieving our communication and action goals.
3. Promoted Higher Education Partnership membership.
4. Established a new list serve that includes both faculty and staff.
5. Promoted and participated in Higher Ed Day in Montgomery.
6. Testimony, personal appearances to House Ways and Means Committee members.
7. Letters to Editor on key issues, reports in Dialog and prepared sample letters for faculty/staff.
8. Sponsorship of Open Forum on Legislative Alert today.

Goals for 2000-2001

1. Continue to expand LAC membership.
2. Continue to promote HEP
3. Explore new strategies for quick response to legislative issues.

Submitted by Margaret Garner
Legislative Agenda Committee