

## FACULTY SENATE

### STEERING COMMITTEE MEETING 16 MAY 2000 FERGUSON CENTER Room 309 - 3:30 PM

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**Members attending:** Pat Bauch, Norman Baldwin, Steven MacCall, Don Desmet, Bob Sigler, Marcia Evans-Barrett, Margaret Garner, Rob Ingram, Bing Blewitt, Deborah Martin, Bill Andreen and Bill Keel.

**Guests:** Wythe Holt, Law School, Joanna Hutt, Dialogue, Don Lawrence (Payroll Manager) and Charlotte Harris (Associate VP for Human Resources), George Brown (University Recreation Director) and Charles Brown (Senior Associate VP for Student Affairs) and Jill Tappen (Assistant Director of Recreational Services, University Recreation)

Don Lawrence (Payroll Manager) and Charlotte Harris (Associate VP for Human Resources) presented the University program for mandatory payroll direct deposit. Direct deposit avoids problems with lost checks and weather preventing check distribution. Employees as of June 1 will have one year to establish a checking account for direct deposit. 95% of current faculty and 75% of staff are current participants. Efforts are underway to create an account at a bank located on campus and banks nearby to allow those few people who do not have direct deposit (do not know how to write checks, do not trust banks, etc.) to present a valid ID and receive their pay. Direct deposit will be required of all faculty and staff but will not be required of work-study students since the law prevents requiring them to participate.

George Brown, (University Recreation Director), Charles Brown, (Senior Associate VP for Student Affairs) and Jill Tappen (Assistant Director of Recreational Services, University Recreation) presented the fee structure proposal. Dr. Andrew Sorensen, President of the University of Alabama and Dr. Sybil Todd, Vice President for Student Affairs, have approved this plan along with enthusiastic student support. This plan would include expansion of the Student Recreation Center and renovation of the Aquatic Center, a new outdoor pool and new tennis courts. To fund this project, the proposal includes increasing the fees for faculty and students for usage of these facilities. A consultant was hired to devise a plan to implement and inform regarding this project. Recreational Services is an auxiliary of the University and the majority of their funding is student fees. Other income includes tenants rentals fees which includes Intercollegiate Athletics paying \$300,000 a year for the use of the Aquatic Center, Tuscaloosa Therapy and some revenue from fitness facilities in residence halls and membership fees. The Recreation Department is responsible for the operation of the Student Recreation Center, tennis courts, golf course, aquatic center, Riverside pool and weight rooms and fitness centers throughout the residence halls on campus. This is a \$3.3 million dollars expense. They do not receive any state funding. The Recreation Department's premise is that faculty should pay more than the students for the use of the facilities. The proposed fees were clarified with the "debundling" of fees and Riverside Pool three-month membership remaining available. "Affiliates" listed on the fee structure list refers to those who have association with the University such as Bama Dining and the Credit Union. A discount was re-added in the "couple category". The new Recreation Department tennis courts would have a space adjacent available to be used by the Athletic Department to build varsity courts and when not in use by the tennis team would be available for the faculty. The new facilities would be constructed on the eastern edge of campus grouped to allow "one-stop shopping" at one location. The outdoor pool is used extensively by the community along with an aging filter system and the location of the AIME building are reasons given to build a new outdoor pool. Included in the expansion of the Rec Center would be expanding weight rooms, adding meeting rooms and multi-purpose rooms with the idea of attracting speaker series, etc. The objections of the Faculty Senate includes: the increased cost of the use of these facilities would preclude this being a "benefit" for the employees of the University, (these benefits are listed in University documents), does this fit in with the Campus Master Plan, "green space" being continually "filled", and the cost being prohibitive for those employees whose pay is very low. There are currently 1,400 faculty/staff members with a drop in membership expected after the new fees are in place. At the end of five years, an increase in total membership is projected. Alternatives suggested were to charge the students more, additional funding could be found and this could not be called a "benefit" for faculty and staff and could possibly prevent potential faculty/staff from coming to the

University. The Board of Trustees has not approved this proposal. The Faculty Senate remains on record as opposing these measures.

A new **Faculty Life Committee** was proposed as a temporary committee by President Pat Bauch with constitution and by laws discussed. Their responsibilities would include diversity initiatives and issues, faculty mentoring and faculty excellence, faculty resource web page, and advising and teaching awards. Volunteers were requested to contact Pat if they were interested in serving on this committee which would work through the summer and she will send out an e-mail requesting volunteers. Wythe Holt volunteered and suggested it be called the Faculty Community Life Committee. Pat requested that Rob Ingram serve on this committee. The Steering Committee would have to approve having co-chairs admitted as voting members of the Steering Committee. This could possibly impact the ratio of faculty/senate if this is an addition to the six committees now in place.

The **Resolution on Tuition Increase** was presented by Rob Ingram. The budget passed May 15 included a 5.22% appropriation increase (\$6 million) of new state money. The tuition increase, if it is adopted, is a higher increase than the Provost assumed and will provide additional monies to be used to increase salaries and would provide a 4% salary increase which would include all University employees. The discussion included comparison with other similar institutions and Alabama was below tuition costs of those other institutions. The trend seems to be that higher education institutions will be receiving less state appropriations in the future. House Bill #204 passed giving K-12 mandatory raises until those salaries reach the national average with the stipulation that those raises be dependent on the economy. This will take 65% of the educational budget and will certainly decrease higher education appropriations. Pat raised the issue of external funding sources. This would add a third source to the revenue. Rob made a motion and Margaret Garner seconded to adopt this higher tuition resolution. The point was made that there should be a link to the need - low morale and difficulty in recruiting faculty. This resolution would bring before the Board of Trustees that the main campus of the University is below sister institutions in tuition fees. The point was made by one member that he knows of no one leaving the University due to low pay and he doesn't feel underpaid. Another made the point that the Faculty Senate is an advocate for the entire faculty. A vote was called for with the resolution and a cover letter to be forwarded to President Sorensen and the Provost with the resolution being presented by the Steering Committee on behalf of the Senate. The vote was approval with one abstention. This will be reported to the Senate in the fall and if they had any objection it would be registered.

The **distribution of equity funds** issue has been assigned to Financial Affairs Committee. This will be in preparation of guidelines, gather data, gather information about expenditures, due process for input from the Faculty Senate and draft a statement from the Faculty Senate concerning the distribution of these funds. The administration retains a certain amount of funds and deans make proposals of needs for those funds. The distribution is based on a percentage for each college.

In a meeting Pat had with Jeff McNeil, the new Development Director for the University, information regarding the **Athletic Department fund-raising** efforts included no mail or phone contact solicitation restrictions. They are limited to two years to identify and solicit approximately 200-300 prospective donors expected to contribute no less than \$100,000 and can only contact them personally. Dr. Sorensen will address the Faculty Senate this fall concerning athletic construction, funding, etc.

The **half-time presentation** on national televised football games have not been factual - for example how many Merit scholars the University has - and this will be reviewed by the University media department. Jeff McNeil will report back concerning this.

**Senate Web Page policy** needs to be set. The Faculty Senate was listed as a resource on the new University web page. Persons qualified to use the list serve should be determined and the purposes of information that should be forwarded to the faculty. Steven MacCall will look at the web pages of other institutions to see how they are set up. Steven moderates the Faculty Senate list serve and will draft a policy pertaining to official mechanisms for sending e-mail and other matters to present to the Steering Committee at the June 13 meeting. The basic premise for forwarding information is that if it impacts and relates to the University of Alabama faculty directly, the information should be forwarded. If it does not impact directly, do not forward. A list of people receiving e-mail should be included and add the person's name and e-mail address to receive the response, if needed.

A **review of committee responsibilities and projects** has been requested by President Pat Bauch. For example - The Planning and Operations Committee has the job of reviewing the energy policy of the University and an endorsement from this committee is needed and will be presented at the June meeting.

**Correspondence sent and received** will always be listed on the agenda. The NCAA annual report has been received from Gene Marsh. The University of Alabama Athletic Department is in total compliance and the assistant basketball coach case review has been completed. Due to institutional control, no penalties were imposed. Gene Marsh has been serving as division chair on the NCAA Committee for Infractions. Other correspondence received includes: a letter from Nancy Barrett, Provost, received information concerning diversity and expresses thanks for the work of the Faculty Senate in this area, a letter of thanks to Norm Baldwin for his report on salary compression, Rob and Pat sent letter to Board of Trustees members regarding diversity issue, letter received from Dr. Sorensen expressing thanks for the support of proposed rush system changes, letter from Dr. Sorensen expressing thanks for diversity issue work, Quality Improvement Report from Dr. John Dew and this will be placed on the web page. Cleo Thomas and Sid McDonald responded thanking the Faculty Senate for the position taken on the diversity issue and they are in support of this.

It was suggested that the Board of Trustees be requested to issue a companion resolution in conjunction with the diversity resolution passed by the Faculty Senate.

A **fall social** is being discussed and anyone having suggestions should send those to Pat.

Wythe Holt is working on a draft of the **Senate history** and will present it at the next meeting. This will ultimately be placed on the web page.

Meeting adjourned 5:25 PM.

Outgoing Correspondence -

<u>DATE</u>	<u>TO</u>	<u>SUBJECT</u>
5-17-00	Dr. Sorensen (cc: Nancy Barrett)	Tuition resolution
6-1-00 (e-mail)	Dr. Sorensen	Thanks honoring commitment to salary increases
6-7-00	Memo-Financial Aff. Committee & Steer Committee	Domestic Partner Benefits & Univ. Rec. Fees info

Incoming Correspondence -

<u>DATE</u>	<u>FROM</u>	<u>SUBJECT</u>
5-18-00	Gov. Siegelman	Thanks for resolutions Diversity & Greek System
5-17-00	COPY letter written by Rob to Chancellor	Thanks-disappointment legislative session
5-16-00	COPY letter to Rob from Dr. Sorensen	Appreciation for service as Fac. Sen. President
5-10-00	COPY letter to Gene Marsh from William Samson	Athletic events scheduled during final exams
6-1-00	Dr. Sorensen	Univ. Rec. fee structure revisions
5-19-00	Hank Lazer	Academic policy revisions

