

**FACULTY SENATE STEERING COMMITTEE MEETING**  
**APRIL 11, 2000 - 309 FERGUSON - 3:30 PM**

**Present at meeting:** Pat Bauch, Rob Ingram, Margaret Garner, Marcia Winters, Jerry Webster, Bing Blewitt, Bill Andreen, Carmen Taylor, Don DeSmet, Dexter Gordon, Norman Baldwin, Steven MacCall, Bob Sigler

**President's Report - (Pat Bauch)**

**Faculty Diversity Committee** - The Faculty Senate President, Pat Bauch, has asked Rob Ingram to continue to chair this committee. Publicity is needed and the Crimson White will be requested to print the resolution. It was printed in Dialogue this week. The committee is still searching for ideas for the faculty to implement to make a difference in the diversity issue. The question was raised whether any discussion covered action beyond the resolution. One suggestion was to have training sessions and circulate information among faculty requesting ideas and information about this issue. This committee will be meeting through the summer. Pat requested that the committee set the dates for those meetings and inform the Steering Committee. This would allow anyone to attend the meetings to offer input or monitor the progress that is being made. The members of this committee are: Rob Ingram, Bing Blewitt, Julia Davidson, Joanne Terrill, Bob Sigler, Jerry Rosiek, Pat Bauch and Sara McPherson. After the next committee meeting, we could have a report on what is being done with the focus to be on what actions faculty can take. A full faculty referendum is being discussed, also. The point was made that some groundwork needs to be done before a vote is taken. A request for funding from the Provost will be made for workshops and awareness conferences to which faculty would be invited. These sessions would perpetuate this issue by encouraging discussions and spreading the information to as many people as possible. To orchestrate these workshops and conferences could possibly be persons already employed by the University with a definite interest in this issue. Outside help could be brought in to conduct these or it could possibly be a combination of the two. There are several organizations in place that deal with diversity issues - Human Relations Council, Diversity Oversight Committee, Sybil Todd's Think Tank, Staff Training and Development. A mechanism to monitor the hiring of new faculty and staff would be important to have in place. There was extensive discussion about sorority and fraternity rush. It was pointed out that the Greek system issue and the diversity issue should strictly be kept as separate issues by the Faculty Senate. It was suggested that new committee assignments be given to those senators that have an interest in the charges of that particular committee. The Student Affairs committee should continue to work on student integration - Greek sorority and fraternity integration and utilize the excellent resource of the presentation of the Diversity Oversight Committee. The delay of a faculty referendum was questioned.

**Distinguished Service Award** - A letter of nomination supporting Chuck Hobby as the posthumous recipient of this award has been received. There are five members of the Screening Committee with three responses being received to this date. There is a meeting next week of this committee. A vote should be taken at the next Faculty Senate meeting (April 18<sup>th</sup>) on giving this award. A formal presentation would be made to Chuck Hobby's wife at the fall Faculty Senate meeting. Norm Stein is looking into the mode of the certificate/plaque given in the past.

**Orientation of New Senators** - New senators will receive orientation at 2:30 PM in the Mortar Board Room (Room 300) on April 18<sup>th</sup>. By-laws and constitution will be discussed along with parliamentary procedures. Committee appointments should be made before the meeting on April 18<sup>th</sup>. The President, Past President, Vice President and Secretary will meet Monday, April 17<sup>th</sup> with the time to be set.

**Parliamentarian** - Bob Sigler has agreed to serve in this capacity for the coming year. He was affirmed by a unanimous vote. Bob has been given permission to speak out on issues without a suspension of rules. This also passed with a unanimous vote.

**Secretary's Report - (Steven MacCall)** Reports from each committee are due and may be e-mailed to Steven. A member of each committee should be designated to present their report at the Faculty Senate meeting next week.

**Academic Affairs - (Carmen Taylor and Don DeSmet)** This committee met last week and had asked a representative of SGA to attend and discuss dead week. There was no response to this request. It was decided by this committee that there be in addition to the Technology Committee a smaller committee consisting of Keith Woodbury of Engineering and Shane Merritt of Seebeck Computer Center who have agreed to serve and help with deliberations. Pat requested some specific information about existing computer support problems before the next meeting with the Provost.

**Financial Affairs - (Norman Baldwin & Robert McLeod)** The matter of salary compression is being addressed by this committee and have prepared a seven-page report. Some compression is caused by hiring new employees at a rate higher than those of experience already on staff. It is rare but it has occurred that an assistant professor was hired at a rate higher than a full professor is being paid. About half the colleges do not have an increase in salary compression or have remained the same. C&BA, Commerce and Libraries have the biggest problem. In 1998 there were 95 salary compression instances and there were 121 in 1999. This information should be sent to the Provost accompanied by a letter asking that these situations be rectified. It was agreed that an annual report back from the Provost should be requested. The College of Education has a description and formula for the process for equity to be addressed. Every year this is applied to those whose salaries are out of line and an equity increase is received yearly. A copy of formulas could be requested from each college as it applies to equity.

**Planning & Operations - (Marcia Evans & Jerry Webster)** Their year end report is almost ready.

**Research & Service - (Bing Blewitt & Steven MacCall)** Report has been turned in.

**Student Affairs - (Dexter Gordon & James Taylor)** Their report is being completed. The wording of this resolution is being revised. After discussion, those revisions were voted on by the Steering Committee and a final copy will be attached to these minutes. This will be on the agenda for voting at the next Faculty Senate Operations.

**Senate Operations - (Bill Andreen & Bill Motes)** By-law amendments will be on the agenda for voting at the next Faculty Senate meeting. The Planning and Operations Committee should note that the duty of looking at the University calendar be added to the description of duties of this committee when the next changes are made to the by-laws.

### **University Standing Committees**

**Intercollegiate Athletic Committee - (Rob Ingram)** The report from the meeting with the Athletic Director, Mal Moore, is that the fund-raising efforts of the Athletic Department will be forthcoming but it will not be an annual campaign. The goal is to raise \$45 million for refurbishing Coliseum Coliseum, remodeling Bryant Hall into an Academic Center, moving the tennis courts to another location and making a parking lot where the courts are presently located along with some other changes including RV parking areas. Jeff McNeil will form a Kitchen Cabinet and Pat will meet with him for current information. The motion was made to monitor this fund-raising effort and the Faculty Senate Steering Committee receive any information concerning this matter. The purpose is to assure that the interests of the University of Alabama are served.

**Legislative Agenda Committee - (Margaret Gamer)** This committee is working with the SGA to distribute information about forthcoming funding meetings. They are working on obtaining media attention. Everyone is encouraged to look at the Legislative Update and keep the pressure on to defeat House Bill 204.

Carmen Taylor and Bob Sigler have agreed to serve on the Outstanding Commitment to Teaching Award Committee meeting April 26<sup>th</sup> at 11:45 AM

Meeting adjourned 5:05PM