

**FACULTY SENATE STEERING COMMITTEE MEETING
JUNE 22, 2004 – 3:00 PM – ALSTON CONFERENCE ROOM**

UNAPPROVED MINUTES

ATTENDING: John Mason, Mathew Winston, John Vincent, Marcia Barrett, Wolfgang Bertsch, Priscilla Davis, Clark Midkiff, Karen Steckol, Nick Stinnett, Jerry Weaver Guests: Joanna Hutt, Dialog; Sara Kate Sullivan, Crimson White; Adam Jones, Tuscaloosa News

The minutes of the May 11, 2004, Faculty Senate Steering Committee were approved with corrections.

President's Report – (John Mason) The University of Alabama Board of Trustees announced their approval of an 8% salary increase for faculty and 7 ½% increase for staff. President Witt has given the Deans authority to reallocate to increase faculty salaries within their divisions. Information has been given that the faculty merit pool is 6.5%, the faculty merit equity pool is 1.25% and the Provost merit percentage is .25%. Chairs have been given authority to distribute 5% for faculty with 1.5% held back for the faculty merit pool at the Deans level. The staff merit pool is 6.0% with the staff merit equity pool at 1.5%. The Chairs have been provided a pool of 6% and the staff merit equity pool of .75%. The Deans' office is holding back .75% for the Deans' equity pool. Arts and Sciences faculty members will be given 5% salary increases with the staff receiving 6%. It has been publicized that the salary increase for faculty will be 8%. There are no additional monies for Arts and Sciences to subsidize faculty salary increases where other colleges would have access to additional funds; therefore, staff members of Arts and Sciences would receive a larger increase than faculty members. Faculty members will not have access to information concerning the Deans allocation of reserved funds. John Mason will e-mail the Provost and copy to President Witt to get more information and clarification.

Nick Stinnett passed out bubble gum cigars in honor of the birth of his first grandchild – a boy! Congratulations Nick and family!!

Norm Baldwin, Chair of the Faculty Leadership Review Committee, has written a letter to President John Mason with the results of the "**Faculty Senate's Faculty Feedback Survey for Department Chairs**" attached. The Steering Committee will review this information for discussion at the July meeting. There was a problem the first time the data was summarized. The answer of "don't know" was coded by the computer software incorrectly as zero and was included in the calculation of the means. The data was corrected and distributed to the Chairs. Evaluation of the Deans will be conducted in January, 2005. This issue will be discussed at the July meeting of the Steering Committee. There were 256 faculty members responding with Social Work, Law and Nursing lacking a department chair. The survey was conducted electronically. John will get the percentage omitting the departments without chairs. January was chosen for the survey to give new faculty hired in September some time with their Deans and Chairs.

John Mason emailed a document to the Steering Committee titled "**UA Six Year Graduation and First Year Retention Rates**". The Asian group of students performed poorly according to SUG averages. There seems to be no apparent reason for this. The African Americans at The University of Alabama had a higher six-year graduation rate than the SUG average and had a higher retention rate. It was suggested that visa problems could have accounted for the Asian student performance. The non-resident aliens had a high graduation rate but a low retention rate. There was discussion concerning a follow up of those students that leave the University and methods to obtain information about the reasons for their departure. There are 31 SUG institutions with three of those located in the state of Alabama, The University of Alabama, Auburn and UAB.

The **Plus Minus system** – the e-mail from Judy Bonner regarding a follow up on the Plus Minus System included the information that the Faculty Senate Steering Committee felt the number of students surveyed should be larger. The Faculty Senate has addressed this issue twice in the past but would not object to a faculty vote to continue or abolish this system if a large number of students were surveyed and indicated their preference. A survey of the students will be conducted in the fall to determine their opinions. Discussion included points that protests about the system comes from students with higher grades and that average students would have no preference. Academic Affairs would be the committee to bring a resolution forward about this issue. The Steering Committee has no desire to study this issue again.

A copy of a letter to President Witt from the **University Library Committee** was referred to John Mason by Catherine Davies, a past member of the Steering Committee. The Library has requested funding of \$337,000 to offset inflation in costs for scholarly journals. This amount is included in the University preliminary budget for next year. George Franke, the Faculty Senate Liaison to the University Libraries Committee, stated in an email to John Mason that a changing price structure at Elsevier/Science Direct would make it prohibitively expensive to subscribe

to both paper copies and electronic access to their journals. Beginning in 2005, the University will pay only for electronic subscriptions saving some \$300,000. This would mainly affect sciences and engineering publications and some social science publications. Printed journals cost 25% more than electronic versions. Dropping paper subscriptions affects 1,200 titles. The majority of journals will continue to be in paper and electronic form. The Library experimented last year with electronic versions only of 300 journals and the feedback was positive. The Council of Deans agrees that getting paper copies of the Elsevier titles, in addition to the electronic access, would be a bad investment. Steering Committee discussion included the fact that those journals paid for by the University would always be available. The space saved and not having to environmentally protect paper at the Library would be a financial advantage. Elsevier/Science Direct is going back and electronically saving journals from years past. Journals from the past have been offered for free but no one has expressed interest.

The Board of Trustees at their meeting on June 17 and 18 approved a **tuition increase** for The University of Alabama. An increase of 12.2% tuition increase was approved for non-resident students. A one-page print out titled "*University of Alabama, Preliminary Expected Increase in Operating Revenues and Reallocations 2004-2005*" was handed out to the Steering Committee. The University is expecting a little over \$16 million dollars in new revenue; \$3.7 million dollar state appropriation increase, \$12,500,000 increased tuition and enrollment increase (about 400 students), 2.35% budget reallocation (almost \$4 million dollars) making the 2003 reallocation permanent making the total expected increases in revenues and reallocation \$20,067,000. Almost 60% of that amount will go for increased compensation. The Unavoidable Increases in Employee Benefits and Operating Expenses includes \$600,000 for Teachers Retirement System, \$600,000 PEEHIP for retired faculty and staff, \$600,000 Health insurance, \$1,250,000 facilities upgrade, \$387,000 Library inflation and \$200,000 for technology upgrades making the total \$3,637,000. Critical Needs includes Faculty Promotions \$252,000 and Student Aid (part for graduate students) \$1,772,000 with a total of \$2,024,000. Other needs including deferred maintenance comes to a total of \$2,482,000 making the total proposed increase in budgeted costs a total of \$20,067,000. The SUG average for professors is \$95,000, at UA the average is \$81,000; assistant professors \$57,000 SUG, \$49,000 UA; associate professors \$66,000 SUG, \$61,000 UA. The amount needed for deferred maintenance at UA is \$185,000,000. The University will float a \$284 million dollar bond issue. Of that amount \$112 million dollars will be used to refinance existing debt and \$172 million dollars will be new borrowing. Much of the University's debt was coming due in the next six to eight years. By refinancing and borrowing an extra \$172 million dollars the University's debt service over 30 years will increase only one million dollars next year and two million dollars the following year. Included in the \$172 million will be three new residence halls, Law School addition, deferred maintenance and a new freshman Sciences Lab Building. Considered points regarding faculty salaries were the cost of living rate in Tuscaloosa and the amount of benefits provided by the University. The University contracted Ises Corporation to evaluate the condition of 119 buildings on campus with the Tuscaloosa campus buildings rated in poor shape when compared to other institutions Ises has evaluated. The average age of UA buildings is 54 years with \$285 million dollars needed for maintenance over the next ten years. The priorities are: (1) do it immediately (\$1.6 million dollars), (2) do it within the first year (\$36.5 million dollars), (3) necessary but not critical (correct within 2-5 years) (\$185 million dollars-\$112 million of this would be for heating and air, electrical and plumbing and \$11 million for accessibility and \$4 million for fire and life safety). The \$185 million would be one-time money. A Steering Committee member requested that a list of the buildings in order of their ranking in need of repair be obtained. Inquiries will also be made concerning the Theater Arts Building. The total cost of instigating the three categories of Capital Renewal (Repairs or replacement/rebuilding of major building components that are, or will be, at the end of their useful service life within the next 10 years) (\$166 million dollars), Deferred Maintenance (Repairs, not accomplished as part of Routine Maintenance or Capital Renewal, that have accumulated to the point that building deterioration is evident and has, or will soon, impair proper functioning of building) (\$65.5 million dollars) and Plant Adaptation (Expenditures required to adapt the facility to evolving needs of the University, or to changing standards and codes) (\$53.3 million dollars) over the next ten years is \$285,113,705 million dollars. The over run costs of construction on campus was questioned and what methods could be employed to avoid those excessive costs.

President Robert Witt has appointed Samory Pruitt as Vice President for Community Relations.

A Steering Committee member made the point that **administration is expanding** with new positions, higher salaries and additional hiring when the University is facing great expenses in deferred maintenance. The question was asked what part of that funding could have been used to hire needed faculty and could have been used for faculty salaries. There was further discussion with questions that should be proposed to the Provost in the meetings on July 15 and 29.

John Vincent of the Academic Affairs committee reported that the new **Vice President for Research**, Mary Ann Woods, stated that she would be happy to meet with the Faculty Senate or Steering Committee at any time. She was active in the Faculty Senate at the institution where she was previously employed and would like to continue to do so.

Joanna Hutt, Dialog, plans to take photographs at the next Steering Committee meeting (July 13) for publication in future issues of Dialog.

Meeting adjourned 4:30 PM

Six Year Graduation Rates

1996 First-Time, Full-Time Freshman Cohort**

Student and Institutional Characteristics	University of Alabama	Southern Univ. Group	UA More(Less) Than SUG	87 Selective Institutions *	UA More(Less) Than Selective Inst.	All 415 Institutions	UA More(Less) Than All Inst.
Total	62.7%	63.7%	-1.0%	55.6%	7.1%	55.1%	7.6%
<u>Gender</u>							
Male	59.7%	60.0%	-0.3%	51.4%	8.3%	51.4%	8.3%
Female	64.9%	67.1%	-2.2%	59.1%	5.8%	58.2%	6.7%
<u>Race</u>							
Black	53.0%	52.1%	0.9%	42.7%	10.3%	38.8%	14.2%
Hispanic	64.3%	56.6%	7.7%	45.6%	18.7%	44.7%	19.6%
Asian	52.4%	66.6%	-14.2%	54.2%	-1.8%	61.5%	-9.1%
American Indian	40.0%	44.5%	-4.5%	39.2%	0.8%	36.9%	3.1%
White	63.9%	65.6%	-1.7%	57.4%	6.5%	57.3%	6.6%

Non-Resident Alien	66.7%	62.9%	3.8%	55.6%	11.1%	54.3%	12.4%
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First Year Retention Rates

2001 First-Time, Full-Time Freshman Cohort**

Student and Institutional Characteristics	University of Alabama	Southern Univ. Group	UA More(Less) Than SUG	87 Selective Institutions *	UA More(Less) Than Selective Inst.	All 415 Institutions	UA More(Less) Than All Inst.
Total	83.5%	85.2%	-1.7%	79.7%	3.8%	79.9%	3.6%

Gender

Male	80.2%	83.9%	-3.7%	78.4%	1.8%	78.9%	1.3%
Female	86.1%	86.4%	-0.3%	80.7%	5.4%	80.9%	5.2%
<u>Race</u>							
Black	86.9%	84.6%	2.3%	79.3%	7.6%	75.7%	11.2%
Hispanic	79.2%	84.3%	-5.1%	77.2%	2.0%	77.3%	1.9%
Asian	82.9%	90.8%	-7.9%	83.4%	-0.5%	87.3%	-4.4%
American Indian	90.0%	77.8%	12.2%	71.4%	18.6%	68.8%	21.2%
White	83.3%	85.2%	-1.9%	79.7%	3.6%	80.0%	3.3%

Non-Resident Alien	60.0%	79.8%	-19.8%	77.8%	-17.8% ¹⁰	76.9%	-16.9%
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*ACT Composite 22.5 - 24.0 or SAT 1,045 -1,100.

**Data are from the executive summary prepared by
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University of Alabama
Preliminary Expected Increase in Operating Revenues & Reallocations
2004-2005

<u>Source</u>	<u>Expected Increase</u>	<u>Percent</u>
State appropriations	\$ 3,692,000	18.4%
Tuition & Fees:		
Increase tuition rate	10,485,000	
Enrollment increase (approx. 400 students)	<u>1,940,000</u>	61.9%
2.35% budget reallocation (makes permanent 2003 reallocation)	<u>3,950,000</u>	<u>19.7%</u>
Total expected increases in revenues & reallocation	<u>\$20,067,000</u>	<u>100.0%</u>

University of Alabama
Preliminary Expected Increase in Allocations
2004-2005

<u>Use</u>	<u>Expected Increase</u>	<u>Percent</u>
Compensation:		
Faculty salary increases - 8%	\$ 5,600,000	
Staff salary increases - 7.5%	5,792,000	
Graduate Assistants	<u>532,000</u>	59.4%
	11,924,000	

Unavoidable Increases in Employee Benefits and Operating Exp:			
Teachers Retirement System (TRS)	\$ 600,000		
PEEHIP for retired faculty and staff	600,000		
Health insurance	600,000		
Facilities upgrade	1,250,000		
Library inflation	387,000		
Technology upgrade	<u>200,000</u>	3,637,000	18.1%
Critical Needs:			
Faculty Promotions	\$ 252,000		
Student Aid	<u>1,772,000</u>	2,024,000	10.1%
Other Needs:			
Deferred Maintenance	\$ 300,000		
O&M Budget Enhancements	200,000		
Admissions Recruiting	300,000		
Honors College	250,000		
Scholarship Enhancements	250,000		
CCS-Distance Learning	225,000		
Minority Hiring Fund	100,000		
Reserve	<u>857,000</u>	<u>2,482,000</u>	<u>12.4%</u>
Total proposed increase in budgeted costs		<u>\$20,067,000</u>	<u>100.0%</u>