

Uncorrected Minutes

Faculty Senate Meeting

January 20, 1998

101 Bevill Building

3:30 PM

The minutes for December 1997 were approved with minor corrections.

Faculty Senate President's Report

Margaret Garner, President of the Faculty Senate, reported that the New Year has brought continued high activity for the senate. The UA Chancellor, Dr. Tom Meredith, and Auburn President, Dr. William Muse, jointly hosted a press conference in Montgomery on Jan. 6th to focus on the plight of our respective institutions due to the inadequate funding over the last 3 years. Leading the press conference were the President pro tem of the UA Board of Trustees, Mr. Jack Edwards, and Auburn Board of Trustees President Pro tem, Emory Cunningham. Distinguished UA alumnus Chairman and CEO of South Trust Corporation, Mr. Wallace Malone, and Auburn alumnus and President and CEO of Alabama Power, Mr. Elmer Harris, both provided key insights to the importance of research institutions to the business communities of the state. UA SGA President Harlan Foster represented the student voice on behalf of all the campuses. Dr. Wayne Flynt from Auburn spoke on behalf of the faculty from the campuses. The UA System Presidents Sorensen, Reynolds, and Franz as well as the Faculty Senate Presidents were in attendance and able to talk with reporters before and after the press conference. Garner stated that this unanimity of purpose that the state's two primary, comprehensive research institutions must have restored adequate funding was impressive. In addition, this past week at the steering committee, Dr. Sorensen reviewed the extensive schedule he has had visiting with legislative, business, and civic leaders as well as UA alumni to describe the necessity of increased funding to provide competitive salaries for our faculty and staff. Garner stated that we have good reason for appreciation of Dr. Sorensen's efforts to gain raises, which are long overdue for our faculty and staff.

On a similar note, Garner reported that today represents two opportunities for our faculty and staff to learn about the Higher Education Partnership, an advocacy group for four-year institutions. Mr. Gordon Stone, Director of the Higher Education Partnership, and Bill Jones, UA lobbyist, are providing information about the Partnership and its opportunities for providing factual information to the public and legislators about higher education in Alabama and advocating for adequate funding at the Ferguson Center Theater from 3:30 to 4:30 p.m. Garner indicated that members of the Faculty Senate will have this same opportunity immediately following the senate meeting in 101 Bevill. Garner said that other UA faculty and staff may attend as well, if the earlier time was not convenient.

Garner said that she tried to explain the confusion in a recent Crimson White article concerning the recommendations for higher education by writing a letter to the UA Faculty. Approximately 230 faculty have received that message. Garner asked the Senators to remind their colleagues that the UA and UA system goal has not changed. The goal is an 8% increase in the budget from the Education Trust Fund and the retirement funds be left in the budget.

Garner informed that Senate that, as of yesterday, the Ways and Means Committee has decided not to take up the budget and allow the Governor to address a revised budget based on the new developments, concerning RSA funds. Garner said it is uncertain just when the Committee will take up the budget again. However, letters concerning the need for adequate funding for UA will represent the faculty's viewpoint to public representatives in a meaningful way. Garner stated that we are at the beginning of a long process.

Garner encouraged faculty to review the revised White Paper which is located on the UA Web Page. The Provost revised the White Paper based on input received from faculty and university committees during the fall semester. In addition, the Graduate Council has responded with a report, "Criteria and Guidelines for Selecting Graduate Programs for Enhancement," to facilitate the process when the budget may allow for enhancement in the future. A copy of the report is available today.

Garner informed the Senate that a listing ([Attachment A](#)) is included in today's agenda of all correspondence received and sent by date and topic since August 1997. The rationale for this is twofold, to keep senators well informed and to provide a permanent record of correspondence in the Senate minutes. Minutes of each senate meeting will now provide an update on correspondence since the previous meeting. Senators may request a copy of any correspondence from Garner's secretary. Garner said that she is hopeful that the Senate will have a permanent home in the near future where master copies of all files will be kept.

Address From President Sorensen

Wythe Holt made a motion to suspend the rules so that Dr. Sorensen could address the Senate. The motion passed unanimously. Dr. Sorensen stated that he was deeply disturbed by Governor James accounting methods for obtaining a proposed budget increase for higher education. He attempted to explain the methodology, but was quick to point out that the Governor's proposed method was dead. Dr. Sorensen indicated that he would continue his efforts to obtain an equitable budget for higher education. Scott Bridges stated that the faculty owe a great deal of thanks to Dr. Sorensen for his efforts. Bridges also pointed out that, even with an 8% raise, the UA faculty still won't reach the 50th percentile of the Southern Universities Group.

Reports From Senate Committees

Academic Affairs Committee

Peggy Jessee, committee co-chair, informed the Senate that the committee is still involved with college-specific forms and plus/minus grading. Jessee also informed the Senate that the SGA is surveying the faculty with respect to plus/minus grading.

Planning and Operations Committee

Bob Halli, committee co-chair, reported that the Provost has informed him that the committee's recommendation for the scheduling of Interim and Summer Terms has been accepted, thereby completing acceptance of the academic year calendars proposed by the Planning and Operations Committee.

Senate Operations Committee

Marcus Brown, committee co-chair, informed the Senate that the search committee for the university registrar has narrowed the field down to five candidates.

Reports From Senators On University Committees

Equal Opportunity Committee

Karla Carmichael reported that the Equal Opportunity committee met December 3. Issues for information gathering

were identified and a plan developed for the examination of these issues were made. Many of these issues such as the recruitment and retention of minority faculty and students are ongoing concerns. Examination of staff hiring practices was introduced as a possible issue for information gathering. Overall, ways to provide more cultural diversity in campus life was of interest to the committee. The final outcome will be a report making recommendations to President Sorensen.

Carmichael stated that if the faculty senate is aware of other relevant issues or concerns for consideration, she will be glad to carry these to the committee.

Old Business – none.

New Business

Rona Donahoe presented following resolution from the Financial Affairs Committee:

WHEREAS, decreased/level funding for higher education in Alabama has resulted in UA System faculty salaries that are currently 12-18% below average faculty salaries in neighboring states and staff salaries that are 10-25% below market levels [University of Alabama System Office];

WHEREAS, University of Alabama faculty salaries are currently at the 38th percentile of the SUG faculty salaries, in contrast to the University administration's stated goal of reaching the 75th percentile of the SUG faculty salaries;

WHEREAS, as of the 1996-1997 academic year, faculty salaries at The University of Alabama were an average of 7.5% below average faculty salaries for the Southern University Group (SUG);

WHEREAS, of the 48 departments for which comparable data are available, 83% of these departments have average faculty salaries that were more than 5% below those for the SUG, and 56% of the 48 departments have average faculty salaries that were more than 7.5% below those for the SUG;

WHEREAS, inflation continues to erode the buying power of faculty and staff salaries so that overall, faculty salary levels have remained stagnant (full and assistant professors) or decreased (associate professors and instructors) since 1987; and

WHEREAS, the cost of housing in Tuscaloosa remains one of the highest in the state of Alabama and has been comparable to that of average housing costs in the Nation since 1995;

THEREFORE, BE IT RESOLVED that the State of Alabama should take immediate steps to increase appropriations to The University of Alabama so that for the 1998-1999 academic year faculty and staff salaries can be raised to averages for the SUG and area market, respectively. As requested by the University of Alabama System Office, positive steps toward achieving this immediate goal would be: (1) to retain in our 1998-99 budget the current retirement funds, contributed by UA employees and matched by State appropriations, and (2) to increase the University's overall budget by 8%.

BE IT FURTHER RESOLVED that the State of Alabama should continue to support higher education in the State by making similar increases in The University of Alabama budget in subsequent years until faculty salaries have reached the stated goal of the 75th percentile of the Southern University Group, and staff salaries have reached levels competitive with the area market.

Approval of the resolution passed unanimously.

The senate adjourned at 4:30 p.m.

Respectfully Submitted,

Thomas Novak, Secretary

Attachment A

(Webmaster's note: This version is current as of January 20, 1998, but will not be updated. For a version that will be kept up to date, go here.)

Faculty Senate Correspondence Sent

<i>To</i>	<i>Topic</i>	<i>Date</i>
Novak/ Brown/ Ingram/ Stinnett/ Andreen/ Wolf	New College Merger Letter	4/24/97
Fuller/ Kennedy/ Curry/ Allen/ Guin/ Hayden/ Layson/ Melton/ Parker/ Amari/ Bailey	Funding Crisis	5/13/97
Jones	Copy of Funding Letter	5/13/97
Sanders/ Poole/ Steele	Funding Crisis Letter	5/14/97
Jones	Copy of Funding Letter	5/14/97
Donahoe/ Pike	SRC Membership Form	5/16/97
Novak	FSSC Agenda May 20	5/22/97
Andreen/ White	Revision to FA Proposal	5/26/97
Barrett	Recruitment & Retention Task	5/27/97
Brown	Response to Recruitment & Retention Report	5/27/97
Brown	Recruitment/Retention Report	6/2/97
Steering Committee	UA Budget	6/3/97
Ward	UA Revised Budget	6/4/97
Trawick/ Bower/ Swanson	Articulation	6/4/97
Andreen	UA Revised Budget	6/5/97
Trawick/ Harvey/ Bower/ Duke/ Swanson	Resolution of Faculty Senate	6/5/97
Novak	Lease/Lease Back Form/Letters	6/17/97
Adams/ Woods	Faculty Senate Steering Committee Roster & Lease/Lease	6/18/97

	Back	
Sorsensen	Lease/Lease Back	6/26/97
Knopke	Proposal Re: Alcohol Consumption at Student Social Events	6/26/97
Sorensen	Copy of Alcohol Memo	6/26/97
Causey/ Hawkins	Student Recreation Center Fees	6/26/97
Novak	Copy of all Three 6/26 Articles	6/26/97
Lazer	Copy of 6/4 Articulation	6/30/97
Barrett	Outreach Document	7/30/97
Barrett/ Martin/ Thorn/ Faculty Senate Steering Comm.	Sexual Harassment Policy Revisions	7/30/97
Fuller/ Ward/ Davis/ Bridges/ Jones	Higher Education Funding	7/31/97
Barrett/ Steering Committee	Proposed Summer School Calendar Action of the Senate	9/23/97
Barrett/ Steering Committee/ Academic Affairs	Selected Academic Policies Action of the Senate	9/23/97
Sorensen/ Wright/ Minor/ Abrams/ Conerly/ Kasberg/ Steering comm/ Financial Affairs Committee	Senate Resolution regarding Faculty and Staff Benefits	10/31/97
Barrett/ Steering Committee	Academic Policies	10/31/97
Barrett/ Sorsensen/ Steering Comm	University of AL Press	11/03/97
Barrett/ Pike/ Donahoe	White Paper	11/20/97
Novak/ Meredith/ Sorensen/ Jones/ Echols/ Smith	Position of FS Steering Committee	11/26/97
Sorensen/ Holt/ Ragsdale/ Steering Committee	Mediation Committee Letter	12/03/97
Yarbrough	Senate Review of Proposal to Merge Language Departments	12/09/97
Meredith/ Steering Committee	Senate Resolution of Appreciation	12/11/97
Edwards/ Board of Trustees	Resolution of Appreciation	12/12/97

Faculty Senate Correspondence Received

From

Topic

Date

Ward	Report from Provost's Recruitment/Retention Task Force	1/20/97
Bonner	Articulation Issue	1/30/97
SYWSAFG	E-Mail Gazette	2/21/97
Jessee/Richardson	Academic Affairs Committee	4/8/97
Sigler	Information Flow	4/21/97
Barrett	Guidelines for Efficiency in Course Scheduling	4/25/97
Barrett	Proposed Merger of New College With the College of Arts/Sciences	4/29/97
Ward	Task Force on Streamlining University Committees	4/30/97
Causey	SRC Membership	5/1/97
Sorensen	New College Merger Proposal	5/5/97
Sorensen	Accepting Recommendation Letter	5/5/97
Sorensen	Memo on Streamlining University Committees	5/6/97
Harvey	Articulation	5/7/97
Bryant	Copy of Sorensen Letter on Student Ombudsman	5/7/97
Hermann	Faculty Poll on modem use	5/13/97
Goodwin/Lemley	Suggested Revision to Notice Provision of Faculty Handbook	5/15/97
Brooks/Sigler	Proposal for change in policy re: consumption of alcohol at social events	5/15/97
Barrett	Challenge 21	5/19/97
Student Affairs Subcommittee	Report	5/20/97
Novak	Faculty Senate Committees	5/27/97
Fuller	Letter to Chancellor	6/11/97
Marsh	1997 Spring Semester Grades For Student-Athletes	6/11/97
Ingram/Sorensen/Mason/Bryce	Letters on Lease/Lease-Back	6/17/97
Wright	Lease/Lease Back	6/18/97
Bonner	Interviews	6/19/97

Barrett	Study of the Time-To-Degree Issue for Alabama	6/20/97
Conner	UA grading policy	6/24/97
Bonner	Interview Candidates for VP for Student Affairs	6/27/97
Osburn	Univ. Libraries' Annual Report	7/9/97
Marsh	Plans for New Facilities	7/17/97
Halli	Harassment in Handbook	7/20/97
Ward	Current Fac. Senate Presidents	7/28/97
Lazer	New Faculty Orientation	7/30/97
Barrett	International Honors Program	7/30/97
Melson	New Faculty Information	7/31/97
Nobles	Articulation & GS Act of 1994	8/4/97
Holt	Important Input Needed	9/9/97
Rogers	Formal Hearings by the University Mediation Committee	9/15/97
Terry	Romance Language Merger	9/26/97
Yarbrough	Proposal to Merge Language Dept.	10/24/97
Marsh	Athletic Dept. Financial Support for UA Campus	10/28/97
White	Language Merger Documents	11/6/97
Barrett	Academic Policies	11/6/97
Minor	Senate Resolution Regarding Faculty & Staff Benefits	11/7/97
White	Request of Faculty Senate Deadline	11/7/97
Yarbrough	Agree to extend deadline	11/10/97
Hancock	Information Technology Comm.	11/19/97
Ingram	UAH Resolution	11/21/97
Holt	UAH Resolution	11/22/97
Pike	UAH Resolution	11/23/97
Reinhart/Donahoe	UAH Resolution	11/24/97
Honorable Bill Fuller	University Budget Hearings	11/26/97

Barrett	Results of Ballot on Core Curriculum & the State Articulation Agreement	12/01/97
Barrett	Reply to 11/26 letter from Halli	12/02/97
Snider	Reply to 11/26 letter from Halli	12/04/97
Bower	Sense of the Senate Resolution	12/04/97
Barrett	Proposed Summer School Calendar	12/12/97
Barrett	Merger of the Language Depts.	12/23/97
Thomas	Thank you for resolution on the Chancellor	1/02/98
Hunter	May 1998 Commencement	1/05/98