

FACULTY SENATE STEERING COMMITTEE MEETING
March 14, 2000 - 3009 Ferguson - 3:30 PM

Attending: Rob Ingram, Pat Bauch, Norm Stein, Margaret Garner, Jerry Webster, Bing Blewitt, Don Desmet, Bob McLeod, Jim Taylor, Marcia Evans, Dexter Gordon, Steven MacCall, Bill Motes, Bill Andreen, Norman Baldwin

President's Report - (Rob Ingram) Rob Ingram called the meeting to order and gave the report that the following **slate of officers** will be presented at the next meeting of the Faculty Senate for a vote. Pat Bauch, President, Norman Baldwin, Vice President, Stephen MacCall, Secretary, will be the proposed slate with nominations open from the floor.

Revisions to the Faculty Referenda policy has been sent to the Provost. The Provost made minor changes and returned it to the Steering Committee. The vote of the Steering Committee was unanimous to move forward with this document.

Gene Marsh, Faculty Athletic Director, serves for three years with a one time three-year renewal possible. The appointment is made by the President of the University with consultation with the Faculty Senate. Faculty Representatives meet once in the spring and once in the fall. The University of Alabama plans to offer a proposal to the Southeastern Conference that any athlete may not play in post season play unless that athlete has passed a minimum of six hours in the fall. Some problems exist in the implementation of such a rule. Sometime grades are not posted in time to be considered and, in some cases, a player will already have his travel money and be on his way to the site before grades are available and it would be a problem on how incomplete grades would be treated. This rule would not affect basketball since their main schedule is in the spring. There is an appeal process available to an athlete in extenuating circumstances.

Another issue discussed by Dr. Marsh was the number of **football walk-ons** - Alabama has 82 walk-ons. The Southeastern Conference average is 45 with Auburn having 25 and Tennessee having 69. Those players become a counter in the Title IX proportionality standards and are, to some degree, a financial burden on the athletic budget.

The Graduation Rates for athletes are 15 points higher than the general student population which places it near 70%. Football graduation rates are improving. Basketball GPA is 2.77. Baseball even with its demanding schedule has 2.7/2.8 GPA.

The Athletic Department's proposed fund-raising campaign has had a negative reaction all across the campus. The general feeling is that Tide Pride is a fund-raising entity.

Changes in **football ticket allocations** are being considered. At the present time, five per cent of away, SEC Championship and bowl tickets are available to faculty and staff. Seventy per cent of that five per cent goes to retired faculty and staff. You have to have 27-28 years before you are in the pool for Tennessee tickets. How do you allocate fairly? They still accrue longevity after retirement. The Athletic Department will come back with a proposal in the very near future. The retired group has no representative and the students receive 10-12%.

Academic integrity for athletes is a top priority and concern of Dr. Marsh.

A letter concerning the Athletic Department proposed fund-raising campaign was written by Rob and sent to Dr. Sorensen encouraging him to delay a decision until the new Development Director, Jeff McNeill is in place.

Faculty Diversity Committee *Pat Bauch, Bing Blewitt, Judy Davison, Rob Ingram, Sally Anne McInerney, Jerry Rosiek, Joanne Terrell*, meeting Friday, March 17, 2:00 PM in the Sparkman Room in Ferguson Center.

Distinguished Service Award Committee - next meeting elect five people to serve as screening committee (*Peggy Jessie, Community Health Sciences; Rona Donahoe, Geology; Bob Holly, English; Jim Richardson, Engineering; Amy Ward, Biology*) with this list being placed into nomination for the Senate's vote.

Telephone rate complaints were passed on to the Provost and now those rates will be reduced. The University purchases this service and provides this service to students and faculty for a fee.

Chancellor Thomas Meredith will meet with the Senate at the March meeting.

Vice President's Report - (*Pat Bauch*) - The **Mediation and Grievance** report has been returned to Pat with a memo from the Provost with some changes suggested. This report will go to the Academic Affairs Committee for review. This document should be ready by next fall for a faculty referendum. This will be posted on the web page with those changes indicated.

The ad hoc committee of **Assessment and Reward of Teaching** has been meeting every two weeks and has met with the Provost. There was some disagreement as to why the Faculty Resource Center was disbanded. The director was overwhelmed with duties and did not have the resources available to do the job and recommended in this frustration to the Provost that this office be discontinued. The Provost says that the office was disbanded because it was recommended. The priority of this committee is to determine the concept of the project and they are more determined than ever to accomplish this task. Pat has asked Carmen Taylor to chair this committee since Pat will more than likely be elected President of the Faculty Senate.

Secretary's Report - (*Norm Stein*) There will be a meeting with Reba Essary in Norm Stein's office at the Law School on Thursday at 1:00 PM to consider recommended changes to the travel expense reimbursement policy of the University.

Academic Affairs Committee - (*Carmen Taylor & Don Desmet*) The SGA has suggested changes during dead week - that no new lecture material be included or course work be done and concentrate on finals. It was suggested by the committee that a SGA member be invited to defend these suggestions. Apparently, this applies only to undergraduates.

The Copyright and Intellectual Property issue of selling and buying class notes and intellectual property and copyright issues has been considered by a committee headed by Charles Osburn. This committee has asked for suggestions from the Faculty Senate concerning any issues or subjects they should consider. When class notes are taken and sold, class attendance decreases. Are tests and class presentations the property of the professor?

Computer support for faculty and staff is a critical situation on campus. Support is dismal, non-existent in some cases. The five categories are PC support, computer labs, network support, multi-media hardware and software. Services are fragmented, it is difficult to keep qualified personnel, and the University average allotted for technological support is \$10 per student. A smaller school allots \$50 which would be minimal. This will be brought to the attention of administration and move this issue to a top priority titled "Faculty Technology Support". This was in the White Paper report with grants indicated.

Financial Affairs - (*Norman Baldwin & Bob McLeod*) This committee reports that they are gathering information concerning salary issues. These findings will be reported directly to the Provost. The issue of licensing sweatshops is also under consideration. There is another committee dealing with this and it was decided to wait on the results of this committee.

Planning & Operations - (*Marcia Evans & Jerry Webster*) - Their resolution is attached concerning diversity. There are diversity problems on campus and each member of the Faculty Senate should be aware of those problems. After extensive discussion, the committee will make some wording changes and get this to Rob by Friday. The Steering Committee voted to present this resolution with changes in place to the Faculty Senate for a vote next week.

Research & Service - (*Steven MacCall & Bing Blewitt*) No report

Student Affairs - (*Dexter Gordon & Jim Taylor*) The diversity resolution was discussed with concern about the wording in the middle of the resolution regarding pointed remarks toward the administration. It was recommended to take out the last two paragraphs beginning with "whereas". Norm made suggestions as to rewording and will forward to Rob who will then refer it back to the committee.

Senate Operations - (*Bill Andreen & Bill Motes*) - The update of the by-laws adding the descriptions of duties of committees (Art. II, Sec. III, Par 6-11), correction of typos and addition of discussion of by-laws and constitution at senator orientation was voted by the Steering Committee to take forward to the Senate. The faculty will be notified of the new additions to this document.

Standing Committees

Legislative Agenda Committee - (*Margaret Garner & Scott Bridges*) Teleconference call conducted with Chancellor last Thursday. The Betty Carroll Graham National Salary teaching bill is gaining support. There is a public hearing in Montgomery Wednesday with Rob Ingram, Margaret Garner, Jim Taylor and Marion Loftin attending. It was proposed to allow only a total of 20 minutes for higher education to present their case. There are issues that might elevate the tax on new money from 41% to 81% since PEEHIP and FICA and Teachers Retirement figures were not included. In addition, Ed Richardson has another proposal to rectify concerns about K-12 which would exceed the remaining 20% of 100% of new money which would mean cuts for higher education and non-educational entities. Everyone was encouraged to contact their Legislators and voice their concern about the budget allocation. If this proposal goes into law, it will supercede everything else. Alabama is 43rd in faculty salaries and K-12 is 20 something nationally.

Meeting adjourned 5:40 PM

Planning and Operations Diversity Resolution

Whereas, The University of Alabama is dedicated to the creation and maintenance of a learning environment which respects and enhances the potential of all members of its community, and

Whereas, the creation of this environment is central to The University of Alabama's mission to achieve excellence in research, teaching and service, and

Whereas both increasing international emphasis and increasing diversity are part of The University of Alabama's strategic plan, and

Whereas, The University of Alabama bears a special moral and ethical responsibility to promote diversity and inclusiveness, and

Whereas, an understanding and respect for diversity in terms of race, ethnicity, religion, culture, gender, sexual orientation, or physical challenges is critical to responsible leadership and citizenship, and

Whereas, silence in response to individual and institutional racism, sexism, and bigotry, facilitates their perpetuation if not contagious expansion, and

Whereas, all faculty at The University of Alabama have an ethical obligation to promote a positive learning

environment in their roles as educators and mentors and to act in ways that develop mutual trust, shared power, equitable benefits, and positive results for all,

Be it resolved, that The University of Alabama Faculty Senate reaffirms its commitment to the promotion of respect for, tolerance for, and celebration of diversity of all aspects of University life, and to the dismantling of racism in all its forms, and

Strongly urges all faculty to redouble their efforts towards these ends, including

Direct challenges to all instances of prejudice, racism, sexism and bigotry, and

The promotion of a healthy, inclusive and welcoming university community which attracts a diverse student body, faculty and staff representative of our increasingly multi-cultural society, and

Endorsement and active support for all other initiatives towards these ends.

Student Affairs Diversity Resolution

Whereas Diversity is valued in the academic community, and

Whereas systematic exclusion of a group from participation in an activity associated with the University of Alabama on the basis of race or ethnicity is morally and ethically unacceptable, and

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

Whereas some have questioned the commitment of the faculty and the administration of the University to the elimination of segregation, and

Whereas the administration of the University has made some effort to end this segregation with no success.

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