

**FACULTY SENATE STEERING COMMITTEE MEETING
JUNE 10, 2014 – 3:00 P.M. - #111 AIME**

APPROVED MINUTES

ATTENDING: Steve Miller, Marilyn Handley, Charlotte Herrin, Steve Burch, Pamela Payne-Foster, Patricia Parmelee, John Vincent, Mangala Krishnamurthy, Clark Midkiff, Reuben Cook, Rainer Schad, JoAnn Oliver.

ABSENT: Donna Meester, Rona Donahoe, Andreas Piepke, Joanne Hale, Ed Stephenson.

GUESTS: Cresandra Smothers, Dialog.

Roll call and quorum check by Faculty Senate Administrative Assistant Linda Knowles.

The Faculty Senate Steering Committee meeting minutes of May 13, 2014 were approved.

President's Report – (*Steve Miller*) President Miller began the meeting with comments concerning Report I from the Faculty Senate Task Force for Excellence in Equity, Inclusion, and Citizenship. The Task Force is highly connected to the Faculty Senate with implementation of recommendations being a priority of the Senate. Monitoring and overseeing the changes are crucial to the development of new opportunities to build multicultural equity on campus. Report I is seen by the Senate as an operating methodology and the Task Force recommendations will be divided among the Faculty Senate committees to follow the progress of each issue and report back to the Faculty Senate.

Dr. Jennifer Stollman, Academic Director of the Winter Institute for Racial Reconciliation headquartered in Mississippi, spoke to a group at The University of Alabama. The William Winter Institute for Racial Reconciliation works in communities and classrooms to support a movement of racial equity and wholeness as a pathway to end and transcend all division and discrimination based on difference. Their mission is to achieve racial reconciliation at an institutional and system level. President Steve Miller, Board of Trustees member Judge England, and Scott Bridges of the Music School sat in on a Skype meeting with Dr. Stollman. Judge England's god-great-granddaughter was rejected by a sorority.

Some notes from the meeting are as follows:

- The Winter Institute teaches ways of institutional change.
- There is no charge for their participation
- Connecting the efforts of separate groups working toward the same goal.
- Implementation and change concerning a diversity plan must be a combination of mandatory requirements and voluntary time and effort.
- The creation of architectural diversity with various portals of entry in an institution to deal with various issues some of which includes recruitment.
- Populating people leading to openness, diversity and open-minded thinking in the student body, families and parents.
- Understanding why diversity is important.

- University communication in hiring sharing the continuous story of diversity, equality and equity.
- Finding people with the same values and ideas is a starting point.
- Anti-oppressive perspective shared with residence hall staff, students and advisors.
- Faculty training on how to talk about issues in the classroom.
- Grad school trainers so people become self-aware of any bias.
- Co-curricular planning in student affairs.
- Student athletes, advisors and academic tutors invoking cultural humbleness.
- Athletes as role models.
- Crisis management.
- A bias incident team to provide an immediate response.
- Single identity awareness.
- Attention paid to those affected.
- Human resource training for new hires.

Dr. Jennifer Stollman of the Winter Institute will conduct a session at The University of Alabama on Friday afternoon, August 14th and Saturday, August 15th. The Faculty Senate Steering Committee is invited and encouraged to attend. Diversity progress made by the University of Mississippi was discussed which is the base of the Winter Institute and more information is needed concerning this subject.

During discussion the point was made that Foster Auditorium and the clock tower commemorating the civil rights history of UA is difficult to find. Visitor parking is very limited. Other points made were the need for a diversity officer or center, methods to advance the diversity issue, involvement of administration and Board of Trustees, engagement of community, passing a resolution by the Faculty Senate, giving every Faculty Senate committee responsibility for overseeing portions of the recommendations made by the Task Force, the diversity role of the Faculty Senate, outside oversight annually or bi-annually assessing diversity accomplishments, repercussions for election violations, emphasizing voting booths rather than online voting for the SGA elections, partnering with people dedicated to racial reconciliation, national attention, funding for diversity activities and using the first report made by the Task Force as a checklist.

Follow up on the smoke-free campus issue will be done.

The SGA President will speak to the Faculty Senate and Faculty Senate President Steve Miller will speak to the SGA.

Faculty Life – (*Pamela Payne-Foster & Ed Stephenson*) The Faculty Life Committee continues to address a smoke-free campus. Other issues they will be considering will be a faculty climate survey and the composition of such a survey, faculty recruiting, job partnering with companies, exit surveys for departing faculty, and child care issues including the needs of all three campuses in the system.

Academic Affairs – (*John Vincent & Patricia Parmelee*) The cluster hire results have not been announced by the Office of Research and it is past the deadline.

Meeting adjourned 4:15 P.M.

Attachment:

Comments made by Senator Andreas Piepke:

1) The low cap of \$6,000 for RGC essentially constitutes a pre-selection mechanism as this amount makes grant applications uninteresting for those disciplines attracting substantial external funding. These disciplines probably responsible for a large fraction of the external funding coming into UA, would benefit too from seed funding allowing to pursue unconventional or even risky new concepts. I am afraid that \$6,000 grants in the sciences can achieve very little. Because of this it seems to me that this program is more like a grant in aid program than a true research stimulant.

2) The new higher funding level program is conceived, from the beginning, for a narrow clientele. This is due to the restrictions implied by the requirement of work being interdisciplinary. This is a buzz word and I am not sure what the intent is behind this restriction. There is certain research that lends itself to being interdisciplinary. In such case binding different colleges into such seed grant is a good thing as it strengthens the work and probably enhance for external funding later on. However, there are other more specialized disciplines where collaboration over the boundary of colleges does not add much. Out of my experience certain aspects of physics fall into this category. Nonetheless work in fundamental sciences does attract substantial external funding. Again from my own experience, interdisciplinary work is not something that typically strengthens grant applications e.g. to the Department of Energy as it does for the NSF. In my view such seed grants, as a primary goal, should attract follow-on external funding and for that the boundary conditions laid out by Dr. Pinkert seem more designed to foster the local nature of research instead of looking at revenue increase in the broadest sense.