

**FACULTY SENATE MEETING
FEBRUARY 17, 2015 – 3:30 PM - #110 AIME**

APPROVED MINUTES

ABSENT WITHOUT ALTERNATE: Osiris Molina, Karen Salekin, Sky Shineman, Lenka Nolan, Walt Robbins, John McDonald, Clark Midkiff, Paul Horwitz, Carol Donovan/unapproved alternate Becky Akinson.

ABSENT WITH ALTERNATE: Andrea Cesvasco/Bill Martin, Tom Zeiler/Tonya Klein, Richard Fording/Amy Dayton.

GUESTS: President Judy Bonner, Provost Joe Benson, Cresandra Smothers/Dialog.

Roll call and quorum check by Vice President Donna Meester.

The minutes of the January 20, 2015 Faculty Senate meeting were approved with corrections.

President's Report – (Steve Miller) President Miller attended the Board of Trustees meeting in Birmingham. There is controversy over the ending of the football program at UAB. There has been cooperation, not always agreement, but a sense of working together for the best for the institution at UA between faculty and administration.

President Judy Bonner was introduced and following a standing ovation began her comments with a review of her post as Interim Provost. One of the first actions taken by Dr. Bonner was to reach out to the leadership of the Faculty Senate. Alternate weekly meetings were scheduled and a strong working relationship was established. Provost Joe Benson continued to follow this schedule. When Dr. Robert Witt came to The University of Alabama as president in 2003 the University had gone through extensive budget cuts and proration. Movement toward closing programs had begun to balance the budget. There were 19,000 students and an inadequate budget to support programs. Administration agreed they did not want to spend their time cutting but to find alternate ways to improve the budget situation. A strategy to grow the University was developed and to shift focus from Montgomery taking control of the institution's destiny. One of the continuing highest priorities is for The University of Alabama to be the institution of choice for the best and brightest students. UA has been enormously successful in that area due to faculty having great impact on making this goal a reality. The enrollment growth has been extremely important to position the University to be able to accomplish together this growth over the last twelve years. UA's goal has also been to attract and retain the best and brightest faculty with compensation as a high priority. The goal was to increase the average salary to the SUG fiftieth percentile. In 2003 Dr. Witt stated his goal was to move the average salary of professor and associate professor to the SUG fiftieth. In 2003 the average salary for professors was \$8500 below SUG, for associate professors it was \$2,300 below SUG and for assistant professors \$7,500 below SUG. By 2005-06 UA was able to achieve the average salary for associate professors and the next year the average salary goal was achieved for professors. The salary increase for assistant professors to the SUG has not been achieved to date. In comparison average salaries for professors over the past five years has increased 18% compared to 11% for the SUG fiftieth. Associate professor's average salaries have increased 15% compared to 7% for the SUG fiftieth. Assistant professor's rank has not reached the SUG average but UA has increased their salaries further than the SUG fiftieth has moved. Average salaries have increased 14%

compared to 12% for the SUG fiftieth. While there are differences among ranks in the various colleges, now the average salaries for professors are above the SUG 75th percentile and the average salaries for associate professors are above the SUG 75th percentile. There is more work to be done for assistant professors. Investment in faculty compensation continues to be one of the highest priorities. As progress is made toward a graduate and research institution the expectation is for faculty growth and compensation for the excellent work being done. When new monies become available it is important to compensate current faculty and newly hired faculty. Over the last five years \$10 million dollars has gone into new faculty positions. This past year UA welcomed 126 new faculty members. Over the past five years UA has welcomed 498 new faculty members. These are new positions and replacement positions. In 2008 UA's State appropriation was \$199 million dollars with the low being \$136 million dollars. UA's appropriation for this year is \$145 million dollars. Because of the enrollment growth at UA faculty has been given raises and more faculty hired to address the student growth. More faculty members are retiring than there are faculty members to replace them. In 2014 UA had \$11 million dollars in unfilled faculty positions. In 2015 UA has \$14 million dollars in unfilled faculty positions. Colleges are recruiting and attempting to fill those positions with additional funds needed to fill vacant positions. There are sixty-six searches conducted for tenure tenure-track positions and twenty-nine searches for renewable-clinical positions. Of the sixty-six tenure track positions twenty-one have accepted with twenty-eight offers extended and two more offers are in the process of being extended. Over the last five years the number of student credit hours being taught by ten tenure-track faculty has changed from 210 to 223. Tenure and tenure track faculty taught on the average 70 students five years ago. This year they are teaching an average of 74 students. While the numbers have not increased a tremendous amount the demand due to student enrollment is being met. Five years ago full-time teaching faculty generated 412 student credit hours. This year 413 student credit hours was generated. Full-time teaching faculty members are teaching around 137 FTE. Five years ago our tenure/tenure-track faculty taught 45% of the lecture section. This year tenure/tenure-track faculty taught 38% of the lecture section. The tenure/tenure track faculty members are teaching less of the lecture section with full-time faculty teaching more of the lecture section. This is important in giving full-time faculty more time for research.

The update on present searches included bringing in six candidates for the Vice President for Student Affairs position with a hire to be announced shortly. The search for Provost and Vice President for Advancement is a national search allowing the committees to vet and have a short list for those positions to coincide with the naming of UA's new president allowing involvement in making those decisions. It is important to pass on to a new president a campus united and working together to maintain the progress that has been made and to continue to move forward building on these accomplishments.

In responding to questions from the senators Dr. Bonner feels continued focus on growing graduate enrollment, research enterprise, partnering with the community and economic development are priorities. By working together efforts should continue to make UA a national competitive student and research center. As State funded revenues are shifted to tuition it is imperative courses needed by students are offered in order to make progress in their degree programs. By the same token it is important to provide faculty with the time needed to be productive scholars. Dr. Bonner expressed appreciation for the opportunity to speak to the Faculty Senate and for their leadership role in the success achieved by The University of Alabama.

President Miller reported the UA Presidential search is transparent to this point. It is ongoing and he is in constant communication concerning the candidates and progress being made. There will be a committee meeting of the twenty-two presidential search committee members this Friday. If there are any questions from faculty members, please contact President Miller directly. The suggestions from faculty for presidential qualifications have been compiled and will be given directly to each member of the presidential search committee.

Vice President's Report – (*Donna Meester*) The Diversity Task Force reports are moving forward. A meeting was held with Steven Hood, Interim Vice President for Student Affairs. Direction was given on the appropriate people to address certain issues within the reports. Dr. Bonner has expressed her willingness to assist in moving these issues forward.

Secretary's Report – (*Donna Meester/Rona Donahoe-absent*) Faculty headcount data has been received from the Office of Institutional Research and Assessment. The Law School gains one senator and HES gains two senators. New meeting space will need to be secured due to the increase in senators.

Faculty Life – (*Pamela Payne-Foster & Ed Stephenson*) The Faculty Life Committee submitted the Faculty Climate Survey which will be distributed by the Office of Institutional Research and Assessment later this semester. It takes approximately 15-20 minutes to take the survey which includes questions submitted by Faculty Senate committees.

Faculty & Senate Governance – (*Charlotte Herrin & Marilyn Handley*) The Faculty and Senate Governance Committee is researching electronic voting for Faculty Senate elections. The Faculty Senate constitution and bylaws does not specify the method of voting only that it be done by secret ballot. One of the possible systems is Bigpulse.com which is already a campus-wide licensed system and would have no charge for usage. The particular Faculty Senate elections fitting into this category was discussed.

Letters of intent for nominations for Faculty Senate officers were received by February 10 from Donna Meester for Faculty Senate President, Ed Stephenson for Faculty Senate Vice President and Rona Donahoe for Faculty Senate Secretary. Nominations were open until the end of today's meeting. No further nominations were received.

The Faculty and Senate Governance Committee proposed to add the Faculty Senate Parliamentarian as an *ex officio* member to the Faculty and Senate Governance Committee. The change in the Faculty Senate bylaws would be one sentence under Section #13-Parliamentarian – “The Parliamentarian shall serve as an *ex officio* member of the Faculty and Senate Governance Committee of the Faculty Senate”. It was suggested to have in writing the Parliamentarian is to attend the Faculty Senate Steering Committee meetings and this committee's meetings with the Provost. This was put forward as a friendly amendment and was approved by the Faculty Senate.

The Faculty and Senate Governance Committee also proposed the creation of a new Faculty Senate committee titled “Faculty Senate Community Affairs Committee” with the committee responsibilities described as follows: “The Community Affairs Committee works with internal and external stakeholders of the university community including legislators and other groups and organizations to develop and maintain open communication channels for the purpose of exchanging information on matters of mutual interest”. The proposal includes reducing the percentage of faculty senators appointed to the Financial Affairs Committee to

10% of faculty senators and allotting 10% of faculty senators as members of the Community Affairs Committee.

Academic Affairs Committee – (*John Vincent & Pat Parlemee*) The Academic Affairs Committee met with Kevin Whitaker, Associate Provost. Officially the Core Curriculum guidelines will be the 2008 version. Any provisions for late or emergency proposals or correction of mistakes by the Core Curriculum Committee have been eliminated and math courses remain math courses. The Academic Affairs Committee recommends Provost Benson declare in a statement/memo that the current procedure for reviewing core courses other than Writing and Computer Science designations (which does not agree with what the faculty voted on in 1997) be formally adopted.

Kevin Whitaker is also working on a policy to clear a student to return to the University following a medical withdrawal. Presently they just register and return to class without any clearance.

The Academic Affairs Committee has spent a great deal of time addressing the personnel policies for the Non-Tenure Track, Renewable Contract Faculty document and has reviewed the document line by line. Non-Tenure Track, Renewable Contract Faculty was shortened to NTRC. When this document goes into effect, some faculty, for example, from the 2003 UA Fact Book, there are 858 tenure track faculty with 119 fitting into this category already. There are 263 full-time instructors, depending on the length of their contract may or may not fit into this. According to the Provost anyone who has more than a one-year contract will have to be switched into this slot which is a renewable three-year contract. Only those people with a semester or year-long contract will remain as instructor/lecturer. The document reads: “This document described procedures and processes for hiring, evaluation and promotion for NTRC Faculty who are appointed to 9 or 12-month, multi-year, renewable positions. Consequently, it does not apply to part-time appointments (PTTI); full-time temporary, nonrenewable appointments (FTTI) adjunct appointment, visiting appointments, or appointments intended to be for one-year only”. People with positions as long-time employees of the University falling into this category, according to the Provost, is to hire all those people affected by the shift at the assistant level and allow them to apply for promotion the first year which would include a 10% raise. The lack of a maternity policy will be referred to the Faculty Life Committee. There is more work to be done on the document concerning graduate faculty and those in the shifting category. The Faculty Senate will not be voting on a final proposal today. These changes will be sent back to the Provost and then to the Council of Deans. One change will be the Dean of the college in which the faculty member was hired could change the job description and make other changes in the faculty member’s contract without consulting or informing the faculty member. The faculty member cannot be terminated without cause during the three-year contract. The word “follow” was added under “D. Raises”. Other changes in the document are: Under **II Terms of Appointment** the following was deleted in the first paragraph, fifth line “and” and the phrase “and the needs of the department and College” on the sixth line. Under **VI Responsibilities** the phrase “faculty member and” was added to the last line under “A”. This change would allow the faculty member to have knowledge and input for any changes affecting their contract. Under **V. Searches** – the word “follow” was added. Under **X. Promotion Evaluations and Promotion** – “the department and college/division criteria for promotion” and “annual” was added and “reference to the criteria for promotion as described by” was deleted. Under **III. Qualifications** in the third paragraph “man” was stricken from Chair with the addition of “evaluation” and “written” added on two lines before recommendation. Under

A. Promotion to Associate Teaching/Research/Clinical Professor “effective, /or, strong” was added to the paragraph. “Advising, /or, commas, creative activity, and/or, beyond their assigned duties” were deleted. Under **B. Promotion to Senior Teaching/Research/Clinical Professor** “to” and “teaching” was added to the third line and “/or” added to the sixth line. “Teaching, research, or practice related” was deleted on the sixth and seventh line. “High quality” was added to the ninth line and “creative activity, and/or” and “beyond their assigned duties” was deleted. There was extended discussion concerning the phrase “senior professor” which will be deleted, “full professor” and “clinical professor”, faculty rankings, defining retirement benefits and corrections to the Faculty Handbook. Promotions for NTRC Faculty will require submission of a dossier through the online RTP FAR system. The reappointment explanation, college/department designation was questioned. The question was asked if a person was hired for a three-year renewable contract, would it be the letter of appointment from the Dean that defines the time allocated to research. That would be the document that goes to the promotion committee. There are issues in the document that will call for careful implementation. In view of the new University policy it was suggested to go back to the Dean or department chair for a letter with specifics included. Instructors are not required to have terminal degrees and if they have a three-year contract it is good for three years. If there are any suggestions concerning the document, email to John Vincent or Pat Parmelee.

Legislative Agenda – (*Kim Severt*) The Legislative Breakfast was held and was well attended with Senator Gerald Allen and Representative Chris England addressing the group and answering questions concerning age of majority and the mental health issue. Higher Education Day will be held in Montgomery in April.

Student Affairs – (*Joanne Hale & JoAnn Oliver*) The Student Affairs Committee reported it is too late to make any changes in the upcoming SGA election. This will be addressed when the new Vice President for Student Affairs is named. The committee continues to pursue the separate graduate student government association issue.

Research & Service – (*Steve Burch & Andreas Piepke*) The Research and Service Committee is in the process of planning their next meeting.

Financial Affairs – (*Reuben Cook & Rainer Schad*) The search committee for the Vice President of Advancement has had one meeting and one teleconference call.

Information Technology – (*Mangala Krishnamurthy & Clark Midkiff*) The Information Technology Committee is addressing the Diversity Task Force report.

New Business – Beth Howard addressed CIS faculty and the suggestion was to look at the automatic syllabus tool for Banner and ORA faculty is asked to use and to think about adding the reporting steps, resources, obligations, statement to be written up by Beth Howard to automatically populate the syllabi.

There will be a celebration of African-American History month at Ferguson this afternoon.

Meeting adjourned 4:55 P.M.