# FACULTY SENATE MEETING

# OCTOBER 16, 2018 – 3:30 PM – ROOM 1013 SERC

# APPROVED MINUTES

**Absent with alternate:** Julia Cartwright/Seth Bordner, Steven Ramey/Vaia Touna, Alan Tidwell/Chris Whaley, Robert Gaines/Darrin Griffin, Mike Kreger/Keith Williams, Brad Tuggle/John Latta.

**Absent without alternate:** Sheila Black, Elliot Blair, Steve Bunker, Bill Martin, Cecil Robinson, Cory Callahan, Adam Knowlden, Jackie Northrup (PSA).

**Guests:** Cresandra Smothers, Strategic Communications; Ed Enoch, The Tuscaloosa News.

Roll call and quorum check by Faculty Senate Secretary Barb Dahlbach.

The Faculty Senate meeting minutes of September 18, 2018 were approved.

Assistant Vice President for Student Life – Capstone Center for Student Success, Adam Sterritt, presented an overview of the resources offered at the center. Several specialized and broad-based programs will be brought under the center’s umbrella and all will be eventually located in Russell Hall on the third floor. There are two positions open for applications which are Director of Advising and Director of Academic Support. A review of the responsibilities was provided. The Capstone Center provides advising, coaching, tutoring, workshops, support and resources necessary for a student to attain academic goals and a successful experience at The University of Alabama. The center will assist undeclared students explore potential academic majors or career paths and help in the transition to the appropriate college once a major is declared. The Center provides study areas, mentoring and is a conduit for social, academic and personal support services. Sterritt and his staff work in collaboration with the Provost’s office and the Student Life office. The question was asked why services for graduate students are not integrated in the center. That has not been addressed but Sterritt will follow up on that issue.

**President’s Report –** *(Rona Donahoe)* Bob Pierce, Vice President for Advancement, met with the Steering Committee to address concerns about the faculty/staff contribution plan to be implemented in the spring. Faculty members already give back to the University in the form of time, returned salaries and funds that are not recognized. A data base is being created to recognize all faculty/staff contributions. Any past and current contributions will be recognized.

Richard Boyer with Chime In presented survey results in an open forum in Graves Hall on October 8th, 2018. The Faculty Senate Steering Committee will be examining the survey results along with the written comments to identify those work/life areas that are functioning well and those that need additional attention. Those efforts on the identified issues will be ongoing in the future. The numeric results are available online but the written comments are not available.

The candidates for Vice President for Research and Development are currently being interviewed. The feedback from faculty has been compiled and submitted to the Provost and will then go to President Bell. The research survey from the Faculty Senate Research and Service Committee was deployed October 4 and will be active until 5:00 P.M. October 26th. Everyone was encouraged to participate in this important survey. The results will go to the new Vice President for Research and Development when named.

Open active enrollment for benefits will be November 1st through November 15th. Response is mandatory to maintain insurance coverage. Information sessions are being held if assistance is needed in understanding and responding to registration.

The Faculty Senate Steering Committee brought forth a “Resolution on the Implementation of the “Evening/Weekend Only Parking Permit”. The concerns in bringing this forward included additional burdens to divisions and departments for parking, parking during events, campus access to the community, expense and work load, financial burden to faculty, staff, students and adjunct faculty needing parking during nights and weekends. There was no discussion. The resolution was approved unanimously with the exception of one abstention.

**The University of Alabama**

**Faculty Senate Steering Committee Motion**

**October 10, 2018**

**Resolution on the Implementation of the “Evening/Weekend Only” Parking Permit**

**Whereas**, The University of Alabama’s Transportation Services has announced its intent to implement a new “Evening/Weekend Only” parking permit; and

**Whereas**, The implementation of this new parking permit will cause an added burden to divisions and departments relating to parking for evening/weekend events and confusion for event participants; and

**Whereas**, The Faculty Senate believes this would limit campus access to the community at large, resulting in unnecessary strained relations with the community; and

**Whereas**, The implementation will increase the expenses and work load of Transportation Services to enforce this policy, monitor the campus and provide services for after hour/weekend events on campus; and

**Whereas**, The implementation will add a financial burden to UA staff, students and adjunct faculty who park on campus only during evening/weekend hours; and

**Whereas**, After multiple requests, the offices of Transportation Services and Financial Affairs did not provide a detailed budget model.

**Therefore, Be It Resolved**,That the University of Alabama Faculty Senate opposes the proposed Evening/Weekend only parking permit policy.

**Be it Further Resolved**, That the University of Alabama Faculty Senate requests that the Evening/Weekend only parking permit policy not be implemented.

**Academic Affairs –** *(John Vincent & John Petrovic)* The committee has reviewed Chapters One, Five and Appendices of the Faculty Handbook. A special meeting will be held in November to review Chapter Two which refers to hiring, firing, tenure and promotion. The NTRC policy has been incorporated into the Faculty Handbook in its entirety.

Concerns had been expressed that the Board of Trustees were micromanaging faculty hires and enrollment. Provost Whitaker assured the Steering Committee that this completely untrue. The only action of the Board of Trustees is to approve the system budget which includes faculty salaries and that he personally had asked for information about those two items.

**Community & Legislative Affairs –** *(Amy Dayton)* The Community and Legislative Affairs Committee submitted a resolution – “Commission on Race, Slavery and Civil Rights Proposal”. Two friendly motions were to change the word “form” to “establish” and add “historical” to the phrase “Autherine Lucy Foster marker”. The resolution is to establish the commission with details such as qualifications and number of commission members and other issues to be determined. The Resolution with the addition of the two amendments passed unanimously. There will be collaboration with other institutions and organizations concerning the establishment of this commission.

**Proposal: Commission on Race, Slavery, and Civil Rights at The University of Alabama**

**A Proposal**

We the members of the Faculty Senate at The University of Alabama propose that the University establish a formal commission to investigate the history of race, slavery, and civil rights on our campus, to publicize and to share the results, and to make recommendations for a comprehensive and responsible plan for curating, teaching, and promoting sustained dialogue on the history of The University of Alabama.

The purpose of this commission would be to share the rich and diverse history of UA from its slave past to its continued trajectory toward becoming a more diverse and inclusive campus since the first African American students enrolled. The commission will build on previous efforts that resulted in the Little Round House/Guard House historical marker, slavery apology marker, Hood-Malone Plaza, and the recent Autherine Lucy Foster historical marker. The intent is to encourage sustainability and continued engagement through:

* Exploring the role of slavery and its legacy at The University of Alabama;
* Promoting scholarly research using manuscript collections, conferences, and symposia;
* Creating the necessary infrastructure for institutionalizing alternative campus tours (guided and self-guided);
* Updating current campus tours to include more accurate and inclusive historical information about the university;
* Examining the commemorative landscape for potential additional markers and signage that will better represent university history;
* Creating permanent museum displays, library displays, and digital exhibitions on slavery and civil rights at The University;
* Making recommendation for the undergraduate curriculum and/or orientation programs (BAMA Bound) regarding possible inclusion of the University history;
* Creating strategic co-curricular activities for students;
* Coordinating with other community groups and institutions doing similar work; and
* Securing federal, state, and private funding for supporting proposed efforts.

The work of the proposed commission will be ongoing and transparent. The collaborative efforts will ensure that all campus stakeholders – students, prospective students, faculty, staff, alumni, and visitors –can learn about Alabama’s history and engage in valuable conversations with empathy and respect. Moreover, the work will not belong to one individual or entity but will create the necessary institutional infrastructure for sustainability. It will fulfill several of the recommendations entailed in the October 2017 Diversity Mapping Project report.

Possible Task Force Members:

* Faculty currently engaged with researching campus history (individuals have choice to participate or not)
* Faculty Senate representatives
* UA Museums and Libraries representatives
* Black Faculty and Staff Association representatives
* Vice President and Associate Provost for Diversity, Equity, and Inclusion
* Division of Student Life

Adopted by Faculty Senate

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**Diversity, Equality and Inclusion –** *(Mirit Eyal-Cohen & Osiris Molina)* The Diversity, Equity and Inclusion Committee is exploring ways for faculty to increase diversity on campus. There are quite a few specialized groups that could be more inclusive if there were methods for social communication and networking. The proposed community information web site could include dates and times of meetings of such groups. This would help junior faculty to be empowered, rejuvenated and have safe space. Any suggestions to promote and communicate the diversity networks and affinity groups would be welcomed.

The Diversity, Equity and Inclusion Committee submitted a “Resolution on Placing a Menorah at Rose Administration” for consideration. The resolution reads:

**Faculty Senate Resolution**

**Whereas**, The University of Alabama’s custom to place *solely* a Holiday Tree at an official central location such as the Rose Administration Lawn is perceived as the University endorsing only one perspective of the winter-holiday season; and

**Whereas**, The United States Supreme Court has long determined that advances of religious symbols on public grounds constitute governmental proselytization that violates the Establishment Clause, but held the display of both the Menorah and the Christmas tree  as visual symbols of the same secular winter-holiday season that does not violate the Establishment Clause; and

**Whereas**, The University requires a specific permit to place a Menorah at designated official campus locations such as the Rose Administration Lawn but does not require a similar permit to place the Holiday tree; and

**Whereas**, limiting the display of a Menorah to the Ferguson Student Center does not provide University Employees equal opportunity to view the Menorah as displaying the Holiday Tree at the Rose Administration; and

**Whereas**, Displaying one, but not both visual symbols of the secular winter-holiday season in official campus space negates the University of Alabama Capstone Creed to "promote equity and inclusion" as well as its own strategic goal to "create and sustain an inviting, respectful, and inclusive campus environment that enhances awareness and appreciation of cultural and individual diversity, promotes community and tolerance, and prepares students for the global society in which they will live and work."

**Therefore Be It Resolved, That** The University of Alabama Faculty Senate most strongly urges the Administration to place a Menorah by the side of the Holiday tree at the Rose Administration Lawn this and future holiday seasons and send a strong message of unity, tolerance, and liberty that does not violate the Establishment Clause, while broadening the commemoration of the holiday season in a more diverse, pluralistic, and celebratory manner of widely shared traditions.

The University of Alabama Faculty Senate calls upon the Administration to view this as an opportunity to join numerous academic institutions across the nation that regularly display both the Holiday Tree and the Menorah side by side.

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Discussion included the length of time the request to have a Menorah displayed has been an issue, the location of a Menorah in a prominent place to be viewed by all faculty, staff and students not just at Ferguson, ground usage permits, University displays a holiday tree which does not require a ground usage permit, the Supreme Court ruled the Menorah and the Christmas tree are visual symbols of the same secular winter-holiday season and does not violate the Establishment Clause, the stance of the University that displaying the Menorah or other symbols would open the door to many other religious symbol displays and the difference between the phrases of holiday tree and Christmas tree. The amendment suggested was to change “Crimson Creed” to “Capstone Creed” and the “perceived Christmas tree” amendment and add quotations around “Supreme Court” and “Christmas tree” and citing Supreme Court case (492US593). The Faculty Senate voted to suspend the rules to allow a vote on the Menorah resolution. The friendly amendments were unanimously approved and the resolution was passed with three abstentions.

The committee met with Dr. Christine Taylor, Chief Diversity Office, and discussed the goals of her office for the future. Those issues included reviewing the hiring practices for minorities, and implementing a hiring expo-weekend to attract minority Ph.D. graduates to the University, and to have a separate more student-based Martin Luther King, Jr. event other than the “Living the Dream” event. Feedback and suggestions are welcomed.

**Faculty Life –** *(Julia Cartwright & Andrea Glenn)* The committee is working on the parental leave policy. Negotiation and non-negotiation, family tenure-track , categories of faculty and incorporating other issues are involved in forming this policy.

**Faculty & Senate Governance –** *(Andrea Benson & Ibrahim Cemen)* Six nominations have been received for commencement Marshal 2018-19. Stacy Alley (A&S), Dr. Caryl Cooper (C&IS), Dr. Pamela Payne-Foster (CCHS), Dr. Rita Snyder (A&S), Dr. A. J. Strickland, (C&BA), and Dr. Cynthia Sunal (ED). Nominations for summer 2019 will be taken in January/February 2019. Senators should vote for four electronically by noon on Thursday, October 18, 2018.

**Research & Service –** *(Ajay Agrawal & Mike Kreger)* The research survey has been distributed and colleagues are to be urged to participate. This survey will address research only. The Vice President for Research and Development candidates are in the process of being interviewed with a decision in the very near future.

**Student Life –** *(Donna Meester & Haley Strickland)* Haley Strickland will replace Amy Traylor as co-chair of this committee. The Alabama Reach gift card drive will be in the spring of 2019. Meal contributions to students can be made in various ways. A donated once-a-year meal can be designated and donated when students purchase a meal plan. That can be done by going to the Bama Dining web site. A more appropriate location is needed for the student food pantry and the clothing closet. Combining those would be an advantage for students. G.I. dependents on their scholarship program have $1,000 toward text books. The problem is those are for hard-cover books and do not included digital books. Some courses have digital books only. Representative Poole is working on changing this provision.

**Financial Affairs –** *(Rainer Schad & Peter Johnson)* – No report.

**IT & Strategic Communications –** *(Dan Meissner & Matthew Hudnall)* – No report.

**Reports from Other Committees –**

**Research Advisory Committee –** The Faculty Handbook is being revised. Return for divisions has no changes in the Handbook.

Meeting adjourned 5:05 P.M.