# FACULTY SENATE MEETING

February 19, 2019 – Room #1010 North Lawn Hall

## APPROVED MINUTES

ATTENDING WITH ALTERNATE:Silas Blackstock/Conor Henderson; Steve Bunker/Robert Findlay; Bill Martin/Matt Reynolds; Lesley Reid/Hilary Green; Kelly Guyotte/Sara Tomek; Michelle Hale/Juanita McMath; Mirit Eyal-Cohen/Courtney Cross; Paige Johnson/Monika Wedgeworth; Jackie Northrup/Baxter.

ABSENT WITHOUT ALTERNATE:Amy Dayton, Andrew Dewar, Donna Meester, Preethi Nair, Joe Weber, Jenna Stiffler, Cecil Robinson, Ray Stewart, Becky Atkinson, Kendall King.

GUESTS:Cresandra Smothers, Strategic Communications/ Ed Enoch,The Tuscaloosa News; Lizzie Emerson Smith, UA Safe Zone; Kevin Kocot, Capstone Alliance; Sarah Fitzgerald.

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

The Faculty Senate meeting minutes of January 15, 2019 were approved.

Lizzie Emerson Smith with the UA Safe Zone LGBTQIA+ Resource Center began the meeting with a presentation concerning the mission and availability of resources and opportunities. The Safe Zone Resource Center promotes an inclusive and equitable campus climate for LGBTQIA+ individuals by providing educational outreach and professional development training on LGBTQIA+ topics, assisting with crisis intervention and support and providing programming designed to help people at UA form supportive networks. The UA Safe Zone Ally Training Program provides a visible network of allies for this group and distributes information regarding sexuality, gender identity, campus and community resources, and methods for reporting harassment and/or discrimination. This program assists in how to identify and report harassment and to be aware of policies. As professors, reporting harassment is mandatory. Two things this organization does on campus are advocacy support and discussion groups. A qualified therapist is on staff. Support and services for students are the primary resources and the office is located in the Ferguson Center. A weekly discussion group, “Cinnamon Rolls, not Gender Roles” is for people of all identities to come together, eat pastries, and discuss topics concerning gender identity and performance in our current culture and climate. A weekly support and discussion group title “Rainbow Connection” is for LGBTQIA+ students to make friends, build supportive networks and ally individuals at UA. An overview of the history of Safe Zone was presented. Safe Zone went from eleven visitors in 2011 to 400 visitors in the fall of 2018. An Advisory Board is being established and to be involved would include attending an Ally Training Session. All support from faculty would be greatly appreciated.

Kevin Kocot, President of Capstone Alliance, spoke about the resources of this organization. The organization is open to LGBTQIA faculty, staff, graduate students and allies. The organization has about 180 on their list serve. The goal is to make UA a safe, inclusive, and supportive campus. One of the initiatives of this organization is the Elliot Jackson Jones Memorial Scholarship of $1,000 awarded each January to an LGBTQ+ student working to improve the lives and welfare of LGBTQ+ persons on campus. Jones was the founder of the first gay-straight alliance group on campus in 1983. The Capstone Alliance has an emergency fund for UA’s LGBTQ+ students offering temporary emergency financial assistance to help these students stay housed, supported and safe. Capstone Alliance plans to celebrate National Coming Out Day by launching an online visual depiction of LBGTQ+ faculty, staff and graduate students on campus to demonstrate to prospective and current students, faculty, staff and the broader community that there are many identities here at UA. The organization has many events that are listed on their web site.

President’s Report –*(Rona Donahoe)* President Donahoe and Barb Dahlbach attended the Board of Trustees meeting at UAB. Items approved were: UA and UAH joint program in Nursing Science project tuition of $403 tuition per hour and in Human Environmental Science a MS and Hospitality (sports hospitality management) degree to go forward to ACHE. A review of physical properties included the proposed overpass on UA campus, Bryce campus utility and infrastructure projects, Greek houses renovations, University archive facility, Northeast Medical Building expansion, and Crimson Standard renovation for softball stadium.

Rules were suspended at the end of the meeting allowing the Board of Trustees to present Judge John W. England with a proclamation naming the new residence hall in his honor – John W. England Residence Hall.

President Donahoe attended a QPR (Question, Persuade & Refer) session offered by the Counseling Center on campus. The center has a new staff member dedicated to zero suicide and suicide prevention. The QPR training sessions are February 26 9:00-10:30 AM; March 7 2:00-3:30 PM; March 19 10:00-11:30 AM; April 17 1:00-2:30 PM.

President Donahoe reminded the Faculty Senate co-chairs that year-end reports are due by April 15, 2019.

The Committee on University Committees has distributed a committee preference survey open through 5:00 PM on February 25, 2019.

The We Are UA initiative of faculty and staff giving will be launched in February. The crowdfunding project will be included in this campaign. This will be specific support for service projects and any donations will be matched dollar-for-dollar by Bryant Bank up to $50,000 which will benefit such programs as Alabama Reach and Brewer Porch Children’s Center.

Vice President’s Report –*(Chapman Greer)* The General Education Task Force is looking at UA’s curriculum over the next four years. The driving question is – “What does UA want the undergraduate to have when they graduate?” Frequent meetings have been held by the task force and have been given 1,400 pages of documentation when they started. A proposed survey has been sent to the Provost’s office. Open meetings will be held in the future. The task force has a web site – g[eneraleducation@ua.edu](mailto:eneraleducation@ua.edu). Input and suggestions are being requested. President Donahoe thanked Chapman Greer and members of the task force for their commitment to this daunting task.

Faculty Senate Secretary’s Report –*(Barb Dahlbach)* There are some senate representation changes based on the qualification of a faculty member holding a regular appointment is a tenured, tenure-earning probationary, or temporary faculty member at The University of Alabama engaged in teaching or research at least half of a normal load during the regular (academic) year, or a librarian having corresponding rank and professional engagement. Each college should have one senator for every twenty faculty holding regular appointment in the college. The colleges gaining one seat are A&S, Business, Continuing Studies, ELI and Law. Community Health Sciences loses a senator.

Faculty Life –*(Julia Cartwright & Andrea Glenn)*  Jay Waters had expressed concern over the separation of medical and child-bonding issues in the proposed parental leave policy. Those can be addressed with administration in the process of establishing policy. The administration’s opinion on fostering children is that it not be included in parental leave policy. UA does have a faculty member policy for foster-child leave through applying through the Benefits Office for qualifying FML events beyond personal illness and maternity leave including parental leave associate with adoption and foster care. The motion was made to insert “foster” following “newly born” in the third line of the “Policy for Parental Leave for 9-month Full-time Faculty Members. Points made in discussion were not to do anything to delay the progress of this important policy, not allowing administration to determine what is included in proposals, fostering children is transitional, committee has best interest of faculty in bonding with children, policy has been worked on for a couple of years. The friendly amendment to insert “foster” in the proposed resolution passed. Following a motion and second, the amended “Proposed Resolution for a Revised Parental Leave Policy for 9-month Full-time Faculty members at The University of Alabama” was approved.

Faculty & Senate Governance –*(Ibrahim Cemen & Janie Hubbard)* Nominees for Faculty Ombudsperson are Linda Parsons (CBA) and Su Gupta (Eng) with the vote being taken at the same time senator elections are conducted in each college/school. The Faculty Senate voted to approve the Commencement Marshal for August - Ian Brown from Anthropology. Faculty Senate will vote on officers at the next meeting. Rona Donahoe for President; Chapman Greer for Vice President; and Barb Dahlbach for Secretary are the nominees.

This committee has been monitoring Faculty Senate meeting absences. A senator may not be absent more than two meetings without an alternate representation. If absences exceed this rule the Faculty & Senate Governance Committee will look for the reason for the absences. If the absences are reasonable, no other action is needed. If the absences are not reasonable, the seat will be declared vacant and the college must elect a replacement. Attendance is mandatory.

Academic Affairs –*(John Vincent & John Petrovic)* UA’s Student Government Association’s Academic Affairs Cabinet, Vice President for Academic Affairs is Andrew Ross E’Entremont, has proposed a Grade Exclusion Policy. The Faculty Senate Academic Affairs Committee and Steering Committee looked at this proposal two years ago and provided feedback. Both committees still feel a more global perspective is needed if a review of our current grade exclusion policy is truly desired..

The committee discussed the Graduate Council’s proposal for Appendix “J” in the Faculty Handbook involving graduate faculty status. The committee requested more data and will probably not address until fall. Any revision can be added at that time.

The Faculty Handbook revisions have been posted online for several weeks. A motion from the Academic Affairs Committee was made to approve the proposed changes to the Faculty Handbook in their entirety. The vote to adopt the revised Faculty Handbook passed unanimously. This document will be reviewed and revised annually. .

Research & Service –*(Ajay Agrawal & Mike Kreger)* The Research & Service Committee met with Dr. Russell Mumper, Vice President for Research. He wants to develop a research strategy plan by June 1, 2019 and will solicit faculty input. The written comments from the research survey are almost complete and will hopefully have a report by next month. These will be posted on the Faculty Senate web page after spring break.

Financial Affairs –*(Peter Johnson & Rainer Schad)* This committee is in the process of comparing UA’s benefits with other like institutions. Comparison of dental plans is also in progress to determine amount paid in and benefits received; issues of health plan coverage; deductibles and co-pays effect on premiums; and employee and employer contributions. The committee is looking into faculty salaries, value of total package, variances in salaries across disciplines, and UA’s salary rank among SUG.

Community & Legislative Affairs –*(Amy Dayton & Steven Yates)* Steven Yates is the new co-chair of the Community and Legislative Affairs Committee. The committee is in the process of planning a reception for State Legislators on Monday, April 1, 2019 with location to be announced.

Information Technology & Strategic Communications –*(Matthew Hudnall & Dan Meissner)* UA’s Office of Information Technology is in the process of developing a three year strategic plan. Mike Shelton is the Assistant Vice President for Business Information and Technology Services. Please forward any suggestions or issues to the co-chairs of this committee.

Student Life –*(Alan Tidwell & Haley Strickland)* Alan Tidwell is the new co-chair for this committee. Collaborating with the Alabama Reach program is in the works. An update will be given at the next meeting.

Diversity, Equity & Inclusion –*(Mirit Eyal-Cohen & Osiris Molina)* Dr. Christine Taylor, Vice President for Diversity, Equity and Inclusion, will be hosting a webinar in 3700 Ferguson Center. Sign up for this event will be Wednesday, March 6 at 2:00 PM.

## **Old Business –** The SGA has submitted a proposal to the Transportation Committee called “Parking with a Purpose”. The base for this proposal would be for a method for students to work off parking ticket fees with community service. One ticket per academic year could be worked off with two hours service with a $50 limit. This would be limited to 500 tickets per year. Some institutions have similar programs. If it is rolled out this fall, a list of approved community service projects would be included. The proposal was not approved and returned for revision. The gate systems around campus have instituted a pay extension by text message to extend parking by 15 minutes which seems to be working well. Extension of metal detectors will be installed at gymnastics and basketball. Calvary Baptist Church is building a parking deck to be ready in 2020 in time for the football season when they will lease it to Tide Pride. A consulting report on Fleet Services will be available soon. Three companies are considering a bike sharing program for the University and the city of Tuscaloosa.

The next Faculty Senate meeting will be March 19, 2019 with Dean Gilstrap of University Libraries as the speaker.

Meeting adjourned 5:00 P.M.