# FACULTY SENATE STEERING COMMITTEE MEETING

# OCTOBER 9, 2018 – 3:00 pm - #213 AIME

# APPROVED MINUTES

**ATTENDING:** Barb Dahlbach, Rona Donahoe, Chapman Greer, John Vincent, John Petrovic, Amy Dayton, Mirit Eyal-Cohen, Osiris Molina, Angela Benson, Ibrahim Cemen, Andrea Glenn, Rainer Schad, Matthew Hudnall, Ajay Agrawal, Mike Kreger, Amy Traylor, Donna Meester.

**ABSENT:** Julia Cartwright, Peter Johnson, Dan Meissner.

**GUESTS:** Bob Pierce, Vice President of UA Advancement; Cresandra Smothers, Strategic Communications, Ed Enoch, Tuscaloosa News.

Bob Pierce, Vice President of UA Advancement, began the meeting with an Advancement Office review of responsibilities which includes alumni engagement and charitable donations. A component of those responsibilities includes a faculty/staff giving campaign with a proposed focused time line of February through April, 2019. Bama Blitz happens around mid-April and focuses on gifts of any proportion. This past spring there were 1,800 donors contributing $1.8 million dollars. Vice President Pierce wanted to introduce the faculty/staff campaign to the Steering Committee and ask for feedback to conduct this enterprise. Every effort will be made to insure this campaign in no way conflicts with the United Way campaign which benefits the community. The faculty/staff campaign will be giving back to our institution and will focus on participation – not a monetary goal. Those donations can be given to any part of the University at any level. A steering committee will be created to oversee this project with a Faculty Senate representative on the committee. Employees will be added to the data base with streamlining/corrections and any gifts already being donated will count as participating in this upcoming campaign. Suggestions and points included matching funds, a dedicated/optional endowment or specific category, child care center, assuring faculty donations (salaries, time, regular given gifts, buying supplies) already being given are recognized/counted, create a culture of giving but no recognition of the existing culture of giving, demands of lower salary categories, no pressure/multiple solicitation and incorporate information that existing giving counts. President Donahoe asked about a submitted project funding application. A Capital Campaign is being developed with goals and priorities and will be launched in the near future.

The Faculty Senate Steering Committee meeting minutes of September 11, 2018 were approved.

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

**President’s Report –** *(Rona Donahoe)* The third candidate for the Vice President of Research and Development candidate will be meeting on Thursday, October 11 at 10:45 A.M. with the Faculty Senate Research and Service committee and other committee members in #254 Rose Administration Building and will have an open forum at 3:30 P.M. in #247 Bryant Hall. Feedback from faculty is needed by Thursday, October 12 by 5:00 P.M. Discussion followed concerning the candidates for this position.

Richard Boyer presented ModernThink survey results on Monday, October 8, 2018. Ninety-five percent of the survey results were in line with SUG institutions. There is great concern over the transparency and rationale for not releasing/delaying survey results until Boyer put everything into context. The results were to be posted immediately following the campus presentation by Boyer. The Steering Committee considered passing a resolution requiring the release of all survey results including written questions. It seems there are long-standing issues such as parking, insurance/medication costs and child-care. President Donahoe will contact Lorne Kuffel, Institutional Research and Assessment, concerning the posting of the survey results and get back to the Steering Committee. If the answer is not satisfactory, a resolution will go forward.

The research survey from the Faculty Senate Research and Service Committee has been deployed. All members were encouraged to participate in the survey. OIRA will be notified if someone has not received the survey. The results of this survey will be shared with the Vice President for Research and Development position candidates.

Following The Board of Trustees meeting on Friday, September 21, 2018 a presentation was given at the luncheon meeting of UA, UAB and UAH Faculty Senate officers concerning the search process for the Chancellor’s position. Faculty Senate officers determined the following actions would be taken regarding this issue. A joint conference telephone call from the Faculty Senate leadership members to the Board of Trustees expressing the concerns about the process and candidate qualifications with a follow-up letter to be sent were the decisions of this group. No action has been taken and no communication received. President Donahoe has sent an email to the leadership members and will keep the Steering Committee informed.

The Faculty Senate Steering Committee meeting with the Provost was held Thursday, October 4, 2018. Matt Fajack, Vice President for Financial Affairs, distributed a condensed financial report from the Parking and Transportation Service department. The proposed revenue from night-time parking permits is $150,000. The Bryce property will now be patrolled. The establishment of a dedicated parking and transportation committee is being considered. Fajack made the point that equity and safety are the main considerations of the night-time parking permit proposal. Negative impacts will be on Graduate Students, student safety, community and the mission of the University. Game Day parking fees were discussed. Barb Dahlback and John Vincent will compose a resolution opposing the permits and the philosophy of the proposal.

**Vice President’s Report –** *(Chapman Greer)* No report.

**Secretary’s Report –** *(Barb Dahlback)* No report.

**Academic Affairs –** *John Vincent & John Petrovic)* The Academic Affairs Committee has requested review and comments on Chapter One, Chapter Five and Appendices of the Faculty Handbook. Review Chapter Two is next and has major changes in tenure, promotion, hiring, NTRC and other policies. Feedback is needed by the next meeting of the Steering Committee. The Council of Deans is also reviewing the Handbook revisions.

**Community & Legislative Affairs –** *(Amy Dayton & \_\_\_\_)* The Community and Legislative Affairs Committee submitted a proposal concerning a working group on the “Commission on Race, Slavery and History”. When approved by the Faculty Senate the resolution will be forwarded to administration for approval. Co-chair Amy Dayton suggested forming a working group within the Faculty Senate to provide continuity on this project. Hopefully the feedback concerning the resolution with points made would be used by the commission to formulate their work. The purpose of the resolution is to create a commission – not propose a framework for the commission to follow. It was suggested to open commission membership to the Faculty Senate for those interested in the opportunity to serve. Funding and some membership benefit such as release time should be considered. Following the Faculty Senate and administration approval process and details can be determined.

**Diversity, Equity & Inclusion –** *(Mirit Eyal-Cohen & Osiris Molina)* The Diversity, Equity and Inclusion submitted the following resolution which was approved by the Faculty Senate and sent to UA administration in December of 2017.

**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 both the Menorah and the Christmas tree are visual symbols of the same secular winter-holiday season; 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,** Displaying one, but not both visual symbols of the secular winter-holiday season in official campus space negates the University of Alabama Crimson Creed to “promote equity and inclusion” as well as its own strategic goal to “create and sustain and 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 by 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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The administration responded last year that there is a Menorah displayed at the Ferguson Center, a grounds usage permit is required, and there are five campus locations not open for displays. There are several different Jewish organizations on campus. Merit Eyal-Cohen will send an email to Dr. Christine Taylor, Chief Diversity Officer, concerning this issue.

The Diversity, Equity and Inclusion Committee wants to build diversity networks and affinity groups built around religious and origin organizations. This would include providing safe zones and affiliates per commonalities. The question from the committee to the steering committee is how to go about organizing these groups and encouraging participation. A community web site would facilitate spreading the information and determining interest in specific groups. An interactive web site would need to be an informational outlet with postings of interest to newcomers. The next step is submitting a list of items to President Donahoe and the Faculty Life Committee which will go to Monica Watts. Dr. Taylor is in the process of revising the diversity hiring process. Another project of Dr. Taylor’s is a weekend for UA graduates – Bama Grad Expo – to show Alabama is a viable and comfortable place to live and work. She also is looking at beginning a separate event other than the MLK celebration which would be aimed more at a student organized activity than a “Realizing the Dream” community clientele. The Faculty Senate and the Diversity, Equity and Inclusion Committee will continue to facilitate and assist Dr. Christine Taylor in whatever the Diversity Office needs.

**Faculty & Senate Governance –** *(Angela Benson & Ibrahim Cemen)* The Faculty and Senate Governance Committee has six nominees to serve as Marshal for the December and May commencements with four to be elected. These will be sent out with the agenda.

**Faculty Life –** *(Julia Cartwright & Andrea Glenn)* The Faculty Life Committee is addressing the Tenure Clock Extension Maternity Leave policies. The committee gathered information from other institutions and used language stating a faculty member may go back and refuse the extension. The other change is one year in place of six months (a faculty member who, upon the birth or adoption of a child, takes a leave from classroom-related teaching responsibilities while holding a tenure-accruing appointment is automatically eligible for a *one-year* extension of the date on which the probationary period would end). If the changes in the Faculty Handbook are approved, this point will be moot because early and regular tenure would be the same (requirements for early tenure are more important than applying on time). If a faculty member has a life changing event the tenure clock would be automatically extended without applying for it. If a woman faculty member has a child, according to UA policy she automatically has an extension. The Faculty Life and Academic Affairs Committee will work together to have the correct wording and policy by November.

**Financial Affairs –** *(Rainer Schad & Peter Johnson)* Barb Dahlbach and John Vincent will compose a resolution from the Steering Committee opposing the implementation of the night-time parking permits. This will go out to the Steering Committee and, if approved, will go out with the Faculty Senate agenda for next week. The committee continues to look at the Aquatic Center, faculty/staff locker rooms/ separate work out areas and University surplus issues.

**Research & Service –** *(Ajay Agrawal & Mike Kreger)* The Research and Service Committee research survey has been deployed. The committee will meet with the Vice President for Research and Development candidate on Thursday, October 11, 2018.

**Student Life –** *(Amy Traylor & Donna Meester)* Haley Strickland will replace Amy Traylor as co-chair of the Student Life Committee. Amy will remain on the committee. Block seating was discussed.

Meeting adjourned 5:35 P.M.