# FACULTY SENATE MEETING

# FEBRUARY 21, 2017 – 1010 NORTH LAWN HALL – 3:30 P.M.

# APPROVED MINUTES

**ABSENT WITH ALTERNATE: Jon Benstead (Stephen Secor), Silas Blackstock (John Blitz), Mary Louanne Friend (Leslie Cole), James Gilbreath (Mark Siciliano), Darrin Griffin (Steven Yates), Glenn Griffin (Jeremy Butler), Michele Lee (Hunter Galloway), Michele Montgomery (Jasmine Hoggle), Scott Parrott (Dan Meissner), Edward Sazonov (Shuhui Li).**

**ABSENT WITHOUT ALTERNATE: Jim Brown, Steve Katsinas, Steven Jones, Miguel Mantero, Juanita McMath, Bill Martin, Steve Miller, Osiris Molina, Jen Nickelson, Kym Reddoch, Kelley Schoger, Jason Senkbeil.**

**Parliamentarian: Dominic Yeager.**

**Professional Staff Assembly Representative: Stephanie Linard (Academic Affairs).**

**Dialog Representative: Cresandra Smothers.**

**Tuscaloosa News Representative: Ed Enoch**

**Guest Speakers: Coach Bill Battle, UA Athletics Director & Jon Dever, Associate Athletics Director**

**Attendees: Dr. Rekha Nath (UA Faculty)**

**Coach Bill Battle’s past experience included playing football for The University of Alabama, serving as a Southeastern Conference Head Football Coach, an executive in collegiate licensing and serving as UA Athletics Director for four years. Athletics Director Coach Battle managed 400 events hosting approximately 200 of those every year including concessions, grounds, facilities, marketing and promotion, and accommodations for attendees. The primary mission is to recruit and develop student athletes to compete at the highest level in all sports and life with the highest integrity. In the last ten years over two billion dollars has been spent on infrastructure, enrollment has doubled and UA’s campus remains one of the most beautiful in the country. The Tide Pride ticket program helps to augment the athletics budget. The Athletics Development Department is very important in acquiring donors. In the last nine years UA has won ten National Championships, 22 Southeastern Conference Championships in seven sports, 26 individual NCAA Championships and has 103 Academic All-Americans. Academic accolades have been equal or surpassed the athletic accolades. Coach Battle will continue to be active as part of UA President Stuart Bell’s administrative staff.**

**Associate Athletics Director Jon Dever presented the outstanding academic record of student-athletes for 2015-16. The NCAA Top Ten Award goes to the ten top athletes in every sport in Division Three, Division Two and Division One across the country. The NCAA Today’s Top Ten Award was presented to UA’s softball player, Haylie McCleney. The CoSIDA, composed of Sports Information Directors, selects from all sports student-athlete All-Americans based on GPA (minimum 3.3) and athletic ability. UA had ten selected with none below a 3.8 GPA. Since 2010 UA has had 65 All-Americans which leads the country. Stanford has 63. From that group the Academic All-Americans for the year is selected with UA having three. UA was the first school in the country to dominate the at large bid. The NCAA Elite Ninety Award goes to the student-athlete with the highest GPA in a national championship event. The student athlete has to make the final eight and then have the highest GPA. No other school has been represented in Gymnastics other than Alabama. This award was founded in 2009 and Alabama has had fifteen athletes in this group. The SEC H. Boyd McWhorter Scholar-Athlete of the Year goes to the top male and female athlete. Haylie McCleney of the UA softball team won the award for the tenth UA winner. The athlete selected for the NCAA Postgraduate Scholarship Award includes a cash award for post graduate work. UA has had ten selected in the last two years. The SEC Scholar-Athlete of the Year had five from UA – the most in the SEC.**

**UA athletics has a Federal graduation rate of 71%. The University has a 67% rate. The Graduate Success rate for UA is 89% and third in the SEC. Last year the rate was 92%. Assisting the student-athlete graduate is the primary goal which helps the athlete become more marketable regardless of their chosen field. Several well-known athletes have returned to graduate and receive their degrees.**

**The next athletic facility to receive renovation is the swimming and diving facility. Following many meetings to consider razing, renovation or rebuilding on another site, the final decision is to have a $15 million dollar budget and renovate the present natatorium. A dining hall for all athletes will be constructed in the near future. The UA Athletics Department has over one billion dollars of infrastructure to maintain. UA Athletics is doing reasonably well to maintain the requirements of Title IX. A consultant comes in every year to evaluate the status.**

**A question was asked concerning honoring student-athletes participating in the Olympics. Student-athlete award winners and national championship teams are recognized during football games and various other sports. Special recognition of Olympians will be looked into by Coach Battle.**

**UA’s Athletic Department’s football program supports all other sports (17) with the exception of basketball. Basketball brings in some television revenue. There is litigation ongoing addressing pay-for-play. Collegiate sports have 450,000 students enrolled on athletic scholarship. A number of those student athletes would not be able to attend college without that benefit. The aim of collegiate sports is to prepare the student-athlete to be successful in life.**

**Roll call and quorum check by Faculty Senate Secretary Robert Riter.**

**The Faculty Senate meeting minutes of January 17, 2017 were approved.**

**President’s Report – *(Donna Meester)* President Meester reported the Vice President/Provost makes promotion and tenure decision through the authority of his position/office and makes those decisions following extensive scrutiny through many channels.**

**Members of UA, UAH and UAB Faculty Senate Steering Committees met in Birmingham at the UAB institutional Board of Trustees meeting. The issue of system-wide child care seems to be a top priority. The needs in this area would vary from campus to campus.**

**The Faculty Senate resolution to name a campus street (8th Street West and Magnolia Drive) in honor of Dr. Judy Bonner was approved by the Board of Trustees. An unveiling event is being planned. President Meester read an appreciation letter from Dr. Bonner.**

**Speakers for the March 21st Faculty Senate meeting will be Bob Pierce, UA Advancement and Lynda Bonnin, Vice President for Strategic Communications.**

**Vice President’s Report – *(Rona Donahoe)* The letter addressed to President Stuart Bell with copies to: Kelli Knox-Hall, Assistant Director, Office of Student Conduct; Todd D. Borst, Executive Director, Office of Student Conduct; Kathleen R. Gillan, Director Office of Fraternity and Sorority Life; Timothy S. Hebson, Dean of Students; Dr. David Grady, Vice President for Student Affairs; and Vice President and Provost Kevin Whitaker expressing appreciation to the Division of Student Affairs for their dedication and cooperation to implement recommendations made by the “Faculty Senate Task Force for Excellence in Equity, Inclusion and Citizenship” was approved by the Faculty Senate unanimously. The letter states the hope for cooperation to continue to make progress on three priority items:**

* **Make substantial progress toward an open and transparent recruitment process that leads to integration of traditionally White Greek organizations affiliated with the Interfraternity Council.**
* **Monitor the upcoming SGA elections to ensure that all rules outlined in the Elections Manual are followed and, if violations occur, that appropriate sanctions and penalties are swiftly and uniformly administered.**
* **Eliminate secret political student organizations by encouraging them to become legitimate student organizations with known officers, advisers, and members operating within the values and ideals of the campus and community.**

**Secretary’s Report – *(Robert Riter)* Bob Findlay was elected to serve as co-chair of the Faculty Senate Financial Affairs Committee.**

**There is an opening for the Faculty Senate representative to the UA Parking and Transportation Committee.**

**The division faculty counts have been received from OIR. These will be forwarded to the Deans for verification. These are used for Faculty Senate senator elections.**

**Academic Affairs – *(John Vincent & Chapman Greer)* The Academic Affairs Committee met with Judy Thorpe, Director of the Office of Disability Services, to address early enrollment. There are 1,358 students in this category. Basically any student in this category officially recognized by their office will qualify for early enrollment. The committee continues to work on emeritus status and the Mediation and Discontinuance section of the Faculty Handbook.**

**Community Affairs *– (Rita Snyder & Amy Dayton)* Higher Education Day in Montgomery will be Thursday, February 23. The State of Alabama Legislature has been in session for two weeks. There is no pertinent issue at the forefront concerning UA at this time. Local elections will be held March 7 and everyone was encouraged to vote.**

**Financial Affairs *– (Rainer Schad & Bob Findlay)* The proposed budget recommended by Governor Robert Bentley for next year would cut funding for Alabama Science in Motion causing great concern among teachers and educators. This project provides access to science equipment for students that most schools cannot afford to purchase.**

**Faculty & Senate Governance *– (Charlotte Herrin & Steve Miller)* Letters of intent to run for Faculty Senate officers have been received from Donna Meester and Rona Donahoe. The floor was open for nominations for the positions of Faculty Senate officers. Chapman Greer was nominated for the position of Faculty Senate Secretary.**

**A notice was sent from President Meester stating three marshals have been approved for commencement and nominated Norm Baldwin. Ed Stephenson will be the Friday evening marshal. Nominations for the third marshal are being accepted.**

**There is a vacancy on the Merger or Discontinuance Committee and there is one nomination for Ombudsperson, Roxanne Mitchell from Education.**

**Faculty Life *– (Bill Martin & James Gilbreath)* No report.**

**Information Technology & Strategic Communications *– Clark Midkiff & Darrin Griffin)* Darrin Griffin and Robert Riter are working on establishing a procedure to update the Faculty Senate website. More information will be forthcoming concerning this process. Darrin suggested the term “webmaster” be replaced with “web curator”. Possible proposed changes in the use of UA email and phones may be coming in the near future.**

**Research & Service *– (Ajay Agrawal & Osiris Molina)* Dr. Carl Pinkert, Vice President of Research, requested input from this committee concerning the Strategic Planning Initiative for Research and Scholarly Activity. The committee identified four key points:**

1. **Strive for a balance between (a) attracting and (b) retaining/developing high-quality research faculty.**
2. **Create institutional initiatives to recruit high-quality research faculty.**
3. **Increase focus on philanthropic and endowment funding to promote graduate recruiting and focused research programs.**
4. **Implement assessment procedures for evaluation of research administration at all levels by faculty.**

**In addition, the last input requires coordination with Provost and President’s offices.**

1. **Develop organizational structure that will create alignment among associate research deans of colleges, office of research, graduate school, and advancement office.**

**Additional details are available upon request.**

**Student Affairs *– (Charlye Adams & Amy Traylor)* The Student Affairs Committee met with Dr. David Grady, Vice President for Student Affairs. The committee’s efforts to establish the SANE program continues in working with the community, DCH, city and law officials, and The University of Alabama.**

**The University’s Office of Student Affairs is now the Office of Student Life and the Faculty Senate Student Affairs Committee suggested changing their name to coordinate with this name change.**

**The committee continues to work on diversity and recruitment of the Greek system at UA. Any minority wishing to participate in rush should contact Kathleen Gillan, Director of the Office of Fraternity and Sorority Life.**

**Reports from Other Committees**

**The Office of Benefits is conducting a dependent audit to certify those claimed as dependents for benefits is legal and allowed. Several emails and letters have been sent to faculty and staff requiring official documentation in some cases to claim those dependents for benefits such as insurance and reduced tuition. Any employee that was hired before January 1, 2011, only has to inform the Office of Benefits of any changes in their dependents. The deadline to submit official documents such as marriage license and birth certificates is Friday, February 24, 2017. Consultants who have worked hundreds of colleges find a 5-15% average of benefits being received by dependents are ineligible. The total number of dependents at UA is approximately 5,500. The claim from a potentially ineligible dependent is $2,500 to $5,000 per year. The potential savings for the health plan would be $687,000 possibly preventing another premium or co-pay increase. The Office of Benefits has assured everyone there is no risk of compromise of the documents submitted. They will be kept confidential and shredded. If documentation is not submitted by the set deadline, dependents will be dropped. The Benefits Office does not have the resources to conduct such an audit therefore justifying the cost of hiring consultants. Following proper procedure dependents can be reinstated. One of the complaints was the lack of information on the Benefits Office web site. The results of the audit will be made known.**

**Observations about Diversity in UA’s Greek System Between 2011 to 2016 –**

**Highlights of the report include parity and membership diversity progress. Of the 31 traditionally white fraternities, 12 have African American members in 2016. The Machine is endorsing an African American Theta Chi for SGA President. Of the 18 traditionally white sororities, 15 have African American members in 2016. Recent data indicate three African American women have or are serving as Presidents of traditionally white sororities. The percentage of African Americans in the traditionally white fraternities has more than tripled and the actual number of African Americans in white fraternities (32, including 12 biracial) has increased over 800% since 2012. All of the “Old Row” sororities have African American members in 2016. Some feel a unified formal rush would be a positive move toward diversity.**

**Many letters and resolution proposals have been received by President Meester concerning the recently imposed travel ban. The Steering Committee met with Vice President and Provost Kevin Whitaker and UA President Stuart Bell to address this issue question by question. The Faculty Senate bylaws state that a proposed resolution goes to the Faculty Senate Steering Committee for discussion and approval. Following approval it would then go to the Faculty Senate at one meeting and voting would take place at the next month’s meeting of the full Faculty Senate. Following discussion the Faculty Senate voted to form an ad hoc committee of five members to write a resolution combining the information and issues contained in the many letters and proposed resolutions (some contained illegal proposals) concerning the newly imposed travel ban. Those interested in serving on this ad hoc committee should send a message to President Meester and state the reason they wish to serve.**

**Meeting adjourned 5:20 P.M.**