

FACULTY SENATE MEETING

OCTOBER 15, 2019

3:30 PM - #1010 North Lawn Hall

Approved Minutes

Jackie Wuska, President and CEO of United Way of West Alabama and Monique Scott, Campaign Director began their presentation with a video focused on “Living United”. UWWA supports 26 partner service agencies and other community partners to address the critical education, income related, health and emergency needs in the community. More than 189,000 people in West Alabama benefited from or used the services of UWWA and its partner service agencies in 2018. Girl Scout troops, Turning Point, Hospice of West Alabama, Temporary Emergency Services, the Dolly Parton’s Imagination Library, Caring Days, and Arts & Autism were some of the agencies featured in the video. The fund-raising goal for UWWA for 2019 is \$4.2 million dollars. The University of Alabama is number one in participation in the Southeastern Conference. UWWA’s administrative costs are only 10% of their budget. There are more than seven hundred volunteers helping raise the campaign goal. Over one hundred volunteers determine the allocation of campaign dollars. “Getting Ready for Kindergarten” calendars were provided. Dialing 2-1-1 connects with an information and referral specialist that will help connect with the needed services such as physical and mental health, employment support, senior citizens, basic human needs, children, youth and family support. “Familywise” is a free prescription savings card available through United Way with an average savings of 45% per prescription. United Way wishing to thank their generous donors offers a Donor Rewards Card. Donors giving at least \$5.00 per month (\$60.00 yearly) receive a card and recoup their donation by saving money when using the card between January 1, 2020 and December 31, 2020 at participating businesses giving discounts. The United Way of West Alabama’s Young Leaders Society builds the next generation (21-45) of community leaders by offering leadership roles on service projects, recruiting members to serve on select partner agency boards, and inspiring philanthropy and volunteerism among its members. More information is available at www.uwwa.org.

Absent with alternate: Tony Buhr/Matt Reynolds, Christopher Lynn/Juan Ponce-Vazquez, Bharat Mehra/Miriam Sweeney, Ray Stewart/Robert McKinney, Latrise Johnson/Nirmala Erelles.

Absent without alternate: Ellary Draper, Donna Meester, Todd DeZoort, Diana Gomez, Chapman Greer, Janie Hubbard, Mirit Eyal-Cohn.

Guests: Cresandra Smothers, Strategic Communications, Jackie Wuska & Monique Scott, United Way.

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

The Faculty Senate meeting minutes of September 17, 2019 were approved.

President’s Report – (Rona Donahoe) President Donahoe addressed the fall Faculty and Staff Assembly. Those remarks included the issue of the current campus climate. Udonna Simpson informed President Donahoe that students have formed the Student Civil Justice Coalition.

President Bell has announced the formation of a Presidential Advisory Committee to support ongoing coordination and expansion of efforts related to diversity, equity and inclusion at The University of

Alabama. The committee membership includes Harrison Adams, Student Government Association President; Ben Bickerstaff, Professional Staff Assembly President; Dr. Andre Denham, Black Faculty and Staff Association President; Dr. Rona Donahoe, Faculty Senate President; Matt Fajack, Vice President for Finance and Operations; Demarcus Joiner, SGA Vice President for Diversity, Equity and Inclusion; Dr. Stacy Jones, Associate Dean of Students; Layne Lightfoot, Honors College Student Representative; LeNa McDonald, project coordinator in the President's Office; Angel Narvaez-Lugo, President of the Office, Clerical and Technical Staff Assembly; Dr. Christine Taylor, Vice President for Diversity, Equity and Inclusion and committee chair; Chad Tindol, Chief Administrative Officer; and Dr. Kevin Whitaker, Executive Vice President and Provost.

Prior to that announcement the Faculty Senate had announced the formation of a Faculty Senate Taskforce planning to work closely with other groups on this important issue. Task Force membership includes Michael Altman, A&S; Wanda Burton, HES; Leah Cheatham, SW; Gregory Cottrell, CBA; Barbara Dahlbach, LIB; Jenny Duckworth, ELI; Heather Gunn, A&S; Kelly Guyotte, ED; Latrise Johnson, ED; Regina Range, A&S; and Amy Traylor, SW Alternate). Burton, Guyotte and Johnson are members of the Faculty Senate Diversity, Equity and Inclusion Committee. The Faculty Senate Steering Committee and the Faculty Senate voted unanimously to approve this membership list.

Vice President Mat Fajack has been rescheduled to speak to the Faculty Senate concerning Human Resources Transformation efforts. An outside consulting firm has been hired to develop a plan to identify the areas needing improvement.

An Environmental Justice panel meeting will be held on Wednesday, October 16th at the Capstone Hotel at 2:00 PM with a networking reception to follow at 4:00 PM.

The Diversity, Equity and Inclusion office has organized an action planning dinner on October 16th – “Path Forward” – 5:00 – 7:30 PM in England Hall.

There will be a “Summit on Student Success” on Thursday, October 17th with two sessions 6:00 – 9:00 PM in the Bryant Conference Center's Rast Room and sessions on Friday, October 18th from 10:00 to 2:00 PM with lunch provided.

Vice President's Report – (*Chapman Greer*) Vice President Greer was attending a meeting with Ashley Finley, Association of American Colleges and Universities) continuing the work on the General Education Task Force. Subcommittees have been formed and will work on the establishment of learning objectives for the new core curriculum.

Secretary's Report – (*Barb Dahlbach*) Members of University Standing Committees who have not been contacted about committee meetings or appointments to the committee should notify Secretary Dahlbach. Faculty Senate task force members are relieved of their Faculty Senate Standing Committee obligations. Bylaw changes will be addressed later in the meeting concerning volunteers from Research & Service and Academic Affairs Committees to be added to the Faculty Senate Diversity, Equity and Inclusion Committee.

Academic Affairs – (*John Vinent & Andre Denham*) The Academic Affairs Committee met and discussed the proposed changes to the Faculty Handbook. The Graduate Council requested the graduate faculty status for faculty directing doctoral projects be changed. The Academic Affairs Committee made a

recommendation to alter the proposed change and returned it to the Graduate Council for further discussion.

The Faculty Senate Steering Committee approved the wording change in Chapter 2, Section 1 in the next-to-final paragraph as follows: “In cases of promotion from associate professor to professor, requirements in effect **seven years before** the time the individual applies for promotion shall govern, **unless the faculty member chooses to be reviewed according to the updated requirements**”. The current wording in the Faculty Handbook reads: “In cases of promotion from associate professor to professor, requirements in effect at the time the individual applies for promotion shall govern”. Faculty Senate bylaws require changes to be presented at the Faculty Senate meeting with voting at the following month’s meeting. Approval will be sought at the November 19th Faculty Senate meeting.

Faculty & Senate Governance – (Ibrahim Cemen & Janie Hubbard) A call for nominations has been sent out to fill the vacancy replacing Adam Lankford in January, 2020 with term ending in August, 2023. Nominations are being sought for Commencement Marshals.

Jeri Zemke has been elected as the Commission on Intercollegiate Athletics Committee representative.

The Faculty and Senate Governance Committee proposes Faculty and Senate bylaw changes to expand the size of the Diversity, Equity and Inclusion Committee to 14 members (18%) by moving two members of the Academic Affairs Committee and two members of the Research and Service Committee to the DEI Committee. These standing committees percentage would be equal at 14% each and members will be asked to volunteer for those additional positions on the DEI committee. The amendments were presented to the Faculty Senate Steering Committee and were approved. The amendments were introduced at the Faculty Senate meeting and voting will take place at the November Faculty Senate meeting.

Student Life – (Amy Traylor & Kabe Moen) The Student Life Committee co-chairs met with Dr. Kathleen Cramer, Interim Student Life Vice President and Dr. Ruperto Perez of the Student Life Health and Wellness Division. A task force is being formed to address basic human needs of students. There will more information forthcoming concerning training on how to converse with students in a more comfortable method addressing suicide, sexual assault and other critical situations. The Counseling Center is in need of men and women volunteers with a desire to help people to be on call to assist with students. Training will be available in January. Dr. Cramer encouraged faculty to attend the town hall meetings. The Student Life Committee also met with Harrison Adams, SGA President, to determine their issues and in what way the Faculty Senate could work with them to bring those forward.

Information Technology & Strategic Communications – (Matthew Hudnall & Dan Meissner) All students at The University of Alabama have access to Adobe products in a three-year agreement with Adobe. Student will have that access for two months after graduation. The Finance and Operations and the Office of Information Technology are merging, consolidating and integrating staff members and operations. The email of UA is migrating to Office 365 Cloud. Blackboard Ally is being integrated into the existing Blackboard for better content and accessibility. This is not an upgrade to the existing Blackboard but is a different Blackboard product.

Financial Affairs – (Rainer Schad & Christopher Lynn) The Financial Affairs Committee met with Vice President for Research, Matt Fajack. Subjects discussed in the meeting were the financial health and

risks of the University, student enrollment and scholarships, building maintenance and construction, uncertainty of State Appropriations (\$170 million this year), unfunded financial liability such as cost-of-living adjustments, retirement system expense (\$625 million), health care costs, and parking expense with the majority of parking decks already constructed. Health care costs are directly related to the lack of physical activity. Affordable access to the Recreation Center would help offset this issue.

Research & Service – (*Ajay Agrawal & Si Blackstock*) The Research and Service Committee is working on travel expense funding by gathering information about grants and reimbursements across campus and other institutions.

Diversity, Equity & Inclusion – (*Mirit Eyal-Cohen & Latrise Johnson*) The Diversity, Equity and Inclusion Committee has been directly involved in the formation of the Faculty Senate Task Force. A senator questioned the composition of the task force appointments. The task force will along with other groups on campus present recommendations to the Presidential Advisory Committee and work with each to accomplish specific plans and strategies to create a diverse, equitable and inclusive campus.

Faculty Life – (*Jenni Cox & Andrea Glenn*) The Faculty Life Committee is in the process of meeting with Associate Deans concerning a Parental Leave Policy. The committee is gathering data and is meeting with representatives from Human Resources to make certain their proposals could be implemented.

Community & Legislative Affairs – (*Steven Yates & Joy Burnham*) – There will be a coat drive for Brewer Porch on November 8th. The Professional Staff Assembly will be involved in the project.

Reports from Other Committees

- Transportation Services Committee News (*Matthew Hudnall*):
 - The F/S lot at the NW corner of the stadium will be closing after football season as part of the Crimson Standard stadium renovations. Alternative lots nearby are being changed from Commuter to F/S to handle the displaced faculty. We will have maps and space data on this soon.
 - New F/S lots that were previously State vehicle only, will be opening up around the Magnolia Deck.

There will be additional racks for bikes, the pay station at Ferguson Center has produced additional revenue, some ride services will be shifted to LYFT for cost savings, and the Tutwiler deck is open to faculty parking.

The next Faculty Senate meeting will be November 19, 2019.

Meeting adjourned 5:00 PM