# FACULTY SENATE STEERING COMMITTEE MEETING

# DECEMBER 4, 2018 – 3:00 PM - #213 AIME

# APPROVED MINUTES

**ATTENDING:** Barb Dahlbach, Rona Donahoe, Chapman Greer, John Vincent, Mirit Eyal-Cohen, Osiris Molina, Janie Hubbard, Amy Dayton, Ibrahim Cemen, Andrea Glenn, Peter Johnson, Rainer Schad, Dan Meissner, Ajay Agrawal, Mike Kreger, Donna Meester, Haley Strickland, Dominic Yeager.

**ABSENT:** John Petrovic, Julia Cartwright, Matthew Hudnall.

**GUESTS:** Cresandra Smothers, Strategic Communications.

The Faculty Senate Steering Committee meeting minutes of November 6, 2018 were approved with corrections.

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

**President’s Report –** *(Rona Donahoe)* Work days for the Brewer-Porch salsa garden project were Monday and Tuesday, December 3rd and 4th.  Rona Donahoe and Amy Dayton worked along with three people from TIAA and completed the project Monday afternoon.

President Donahoe submitted a proposal to University Advancement for a Crowdfunding Project. The timing of the project will occur before the Bama Blitz in the spring and will run concurrently with the Faculty/Staff fundraising campaign. One of the requirements from University Advancement is the appointment of ambassadors. President Donahoe will serve and proposed the additional ambassadors be the Student Life Committee and the Community and Legislative Committee co-chairs. The project will begin February 25, 2019. A goal of $10,000 has been set and would be the service project support needed for the next calendar year.

The Office of the Provost, the Office of Diversity, Equity and Inclusion, Student Life, and University Programs hosted a Winter Holiday Celebration-Around the World at the Ferguson Center Great Hall on December 4 from noon until 2:00 PM. This was an opportunity for students and others to learn and celebrate the holiday culture from around the world. The plan is for this to be a more inclusive and annual event.

The Provost has requested topics of interest from the Steering Committee for their joint meetings. The Collaborative Arts Research Initiative Open House will be at Maxwell Hall on December 5, 2018 from 4-6 PM. Part of the suggested topics could be on-campus field trips to locations such as the Collaborative Arts Research Initiative. Rebecca Saltzer from the Theater and Dance Department as part of this group has asked to speak to the Faculty Senate sometime in the spring. University Medical Center Services (Rick Friend, Interim Dean CCHS), Student Counseling Services (Lee Keys), and the Student Care and Well-Being Office (Tony Perez), Campus Master Plan and Building & Ground updates are other possible topics/presentations/speakers.

The Employee Assistance Program is now operated by Alabama Behavioral located in Birmingham, Alabama. More information is needed about the re-location of these services. The issues discussed were parking and locating office difficulties, distance and time involved to travel for assistance which could possibly be an emergency.

An incident involving damage to a Menorah located on the Penn State campus was reported.

**Vice President’s Report –** *(Chapman Greer)* Vice President Greer expressed great concern about the availability and access to the Suicide Prevention Center. The first step on the web site is to call UAPD and the national suicidal hot line. A central channel to properly direct the caller to immediate assistance and expansion of resources already available would be a positive response. A direct phone number/app to channel to the correct resource without delay is greatly needed. Part of the solution would be digital hygiene for students addicted to social media and additional counselor availability. The UAct office could possibly be the point of channeling emergency situations. Vice President Greer will work with the Student Life Committee on possible solutions. This issue will be discussed in the Steering Committee/Provost meeting.

**Academic Affairs –** *(John Petrovic & John Vincent)* The Academic Affairs committee forwarded a motion to the steering committee to create an Undergraduate Council. The proposed Undergraduate Council would mirror the Graduate Council as closely as possible including similar composition of the council. It would consist of elected faculty members from each college or school producing undergraduate degrees on the basis of one member for every 1,000 undergraduate majors with each qualifying college/school having at least two members. The Honors College would also select one member from its faculty. The SGA would have one student member appointed, and a non-Greek student representative would be appointed by the Vice President for Student Life. One faculty member would be appointed by the Faculty Senate. The committee suggested initially electing one-third of the council each year with staggered terms until the committee was fully composed after 3 years. The Steering Committee voted to send the edited document to the Faculty Senate.

The Graduate Council has suggested changes to Appendix “C” of the Faculty Handbook including changing “temporary graduate faculty” to “affiliate faculty member” and changing the term of “affiliate faculty member” from one to three years. A proposal for an exception for the College of Nursing to have anyone with non-terminal degrees direct graduate students was expressed. The Handbook Task Force and the Academic Affairs Committee are opposed to this change. The traditional approach has been to appoint a co-advisor who is a regular member of the graduate faculty.

The Academic Affairs Committee also forwarded some of its suggested changes for Chapters 3 and 4 of the proposed Faculty Handbook revision.

The Academic Affairs committee also reviewed a proposal from the Council of Assistant and Associate Deans to modify Appendix C of the Faculty Handbook, Academic Misconduct Disciplinary Policy. The Academic Affairs Committee recommended the document be forwarded to the Steering Committee with minor changes. The Steering Committee voted to forward the edited document to the Faculty Handbook Taskforce to get the proposed changes in the proposed Faculty Handbook revision.

**Community & Legislative Affairs –** *(Amy Dayton)* No report.

**Diversity, Equity & Inclusion –** *(Mirit Eyal-Cohen & Osiris Molina)* The committee suggested a formal definition of diversity be developed and placed on the University web page and in the Faculty and Staff Handbooks. There are non-discrimination policy statements on the web page but nothing that speaks proactively toward diversity. Discussion included drafting a statement/ resolution, meeting with Vice President of Diversity, Equity and Inclusion, a policy statement would have to be approved by the Board of Trustees and UA Systems Office, legalities involved and referring to other institution statements. The Diversity, Equity and Inclusion Committee will work on a proposed document.

The committee will be visiting the Holocaust Educational Center in Birmingham sometime in December to plan an event for the spring.

**Faculty & Senate Governance –** *(Janie Hubbard & Ibrahim Cemen)* Janie Hubbard will replace Angela Benson as co-chair while Angela Benson is on a Fulbright Fellowship next year. The term of Mediation Committee members was changed last spring to coincide with the academic year, rather than the calendar year. Joy Burnham and Stephen Hobbs have agreed to extend their terms until August of next year. An email will be sent to seek nominations for Ombudsperson for a January, 2019 election.

**Faculty Life –** *(Julia Cartwright & Andrea Glenn)* The Faculty Life Committee presented a “Proposed Resolution for a Revised Parental Leave Policy for Tenured and Tenure-Earning 9-Month Faculty Members at The University of Alabama”. Discussion included defining faculty responsibilities during parental leave, leave for both parents, paid leave benefit after one year of employment, teaching and obligation services, continuing advising graduate students, uneven application of University policy across campus, faculty with responsibilities on campus during time of leave, reduced workload, benefits for hourly and professional employees and guardianship/foster care. Amy Dayton proposed the wording change - “The faculty member shall be relieved of their teaching, research and service in some cases faculty members may choose to fulfill other responsibilities or modified duties especially those for which the faculty members is uniquely qualified”. The edited copy will be sent to Steering Committee members to review again and considered again in January for a vote to forward to the full Faculty Senate.

**Financial Affairs –** *(Peter Johnson & Rainer Schad)* The Financial Affairs Committee is monitoring the inclusion of faculty facilities and other issues in the development of Barnwell Hall’s $21 million renovation. The Recreation Department is self-sustaining with funding coming from rentals and membership fees. Their expenses are 50% salaries and the rest in maintenance. Usage is 80% students and 20% faculty/staff.

**Information Technology & Strategic Communications –** *(Matthew Hudnall & Dan Meissner)* The IT and Strategic Communications committee met with Strategic Communications to discuss the usage of the University logo.

**Research & Service –** *(Ajay Agrawal & Mike Kreger)* The results of the Research and Service faculty survey were presented with copies of the thirty-page report distributed to the Steering Committee members. Ajay Agrawal reviewed the report pointing out very interesting statistics about what issues faculty members consider priorities. The written question responses are in the process of being analyzed and will be presented at the completion of this process.

**Student Life –** *(Donna Meester & Haley Strickland)* The needs for student support and well-being was discussed. The location of the services was changed to a central location which provided a larger space and also serves Alabama Reach. Access is by ACT card. These services were moved to the responsibility of Academic Affairs. The Steering Committee feels the services should be separate and continued under Student Affairs. Support is being lost since the separation.

Meeting adjourned 5:50 PM