# FACULTY SENATE STEERING COMMITTEE MEETING

# FEBRUARY 12, 2019 – 3:00 PM - #213 AIME

# APPROVED MINUTES

**ATTENDING:** Barb Dahlbach, Rona Donahoe, Chapman Greer, John Vincent, John Petrovic, Amy Dayton, Steven Yates, Osiris Molina, Ibrahim Cemen, Janie Hubbard, Julia Cartwright, Andrea Glenn, Peter Johnson, Rainer Schad, Matthew Hudnall, Dan Meissner, Ajay Agrawal, Mike Kreger.

**ABSENT:** Mirit Eyal-Cohen, Haley Strickland**.**

**GUESTS:** Mary Lawhorn, Bob Pierce, Casandra Smothers.

The Faculty Senate Steering Committee meeting minutes of January 8, 2019 were approved.

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

Bob Pierce, Vice President of Advancement, began the meeting with updates from the Advancement office. A faculty/staff fund-raising effort will begin in February and end with Bama Blitz in April. Suggestions for faculty to give back to faculty and to pursue matching gifts came from the Steering Committee members. Seven funds were prioritized and Bryant Bank will match gifts up to $50,000. The funds are President’s Support Fund for Faculty; Development Innovative Research; Faculty Senate, OCTSA, PSA Joint Service Project Fund; Tide Together Student Support Fund, UA Scholarship Endowment, Graduate Student Enrichment Fund, Blackman-Moody Outstanding Professor Award; and Crimson Tide Scholarship Foundation Fund. We Are UA is the University’s faculty and staff giving campaign to support colleges, schools and programs across our campus to advance teaching, research and service at the highest level. A fund-raising consulting firm has been put in place and will be meeting with the Faculty Senate Steering Committee and possibly the full Faculty Senate to establish a vision, goals, focus and priorities of the campaign. President Donahoe asked if consideration of a child-care center could be included in the work-life-balance strategic plan and received an affirmative answer.

Mary Lawhorn, Director of Annual Giving, reviewed gift-giving processes and how to designate where the donor would prefer their gift be applied. We Are UA will kick-off on February 20 and conclude on April 11, 2019. Peer-to-peer communication by email, social media and personal communication to reach out to others were encouraged. Campaign ambassadors will be the Student Life and the Community and Legislative Affairs Committee co-chairs.

**President’s Report –** *(Rona Donahoe)* The Board of Trustees met in Birmingham at UAB’s institutional meeting. The Finance Committee approved the MS in Hospitality (Sports Events) degree to go forward to ACHE. The UA and UAH Ph.D. in Nursing Science degree program tuition of $403 per hour was approved. A review of physical properties included approval for 2nd Avenue overpass project, burial of electrical lines, Bryce campus area improved lighting, Paty Hall renovation, Theta Tau house renovation, the University archive storage facility, SAE house renovation, Crimson Standard softball stadium renovation and donor opportunities for Moundville State Park.

Interim Chancellor Finis St. John spoke at the meeting emphasizing three goals for the System – training students to meet the needs of businesses; meeting the health needs of citizens of the State of Alabama; and being good stewards of resources provided by the State of Alabama. Mark Crosswhite, Alabama Power, spoke and stressed three ways the UA System could help the State of Alabama increase the number out-of-state students who remain in Alabama after graduation; leverage alumni business leader connections to bring businesses back to Alabama; target faculty with expertise and entrepreneurial experience, talent and interest.

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

UA, UAB and UAH Faculty Senate Officers and Steering Committee members met following the Board of Trustees meeting. UAH Faculty Senate passed a resolution requesting advocacy for its pharmacy management agent, Prime Therapeutics, to fully disclose on an annual basis all incentive payments or other monetary or non-monetary benefits it received (whether via negotiation, gift, windfall, or other means) from pharmacies and drug makers for the direct or indirect purpose of encouraging, rewarding, or any other way incentivizing Prime to include a drug or pharmacy. UAB has a different pharmaceutical provider which has pharmaceutical rebates for putting their drug on the formulary list. These rebates go directly back to the health plan at UAB. This resolution will be forwarded to Bob McCloud, UA Chair of Faculty and Staff Benefits Committee, and other individuals in the Benefits Office.

Greg Vanderwal, Interim Director of the UA Counseling Center, requested specific input from the Steering Committee on theStudent Care and Well-Being website and printed materials. Sarah Tarnakow is the new Staff-Therapist-Suicide Prevention Coordinator in UA’s Counseling Center. Printed material was distributed to the Steering Committee members giving information about emergency contacts and how to take action when a student is in crisis. The Steering Committee felt there is not enough attention being given to suicide prevention on the Student Care and Well-Being website and printed materials. Steering Committee members were asked to send any suggestions to improve the website/flyers to President Donahoe who would then communicate these to Greg Vanderwal.

President Donahoe reminded committee co-chairs that end-of-year committee reports are due by April 15th and will be posted on the Faculty Senate website. Sarah Miesse has done a remarkable job in maintaining the Faculty Senate web page.

**Vice President’s Report –** *(Chapman Greer)* The General Education Task Force met last September and has met every two weeks. Part of their research will be to send out a survey to all faculty and staff to determine what the role of general education is and what is the role of UA undergraduates. Part of the research is benchmarking other institutions and box materials (1,400 pages). Task force members were asked to take up a subset and summarize the material. A development of a curricular map is underway (philosophy has 50 courses). The last piece is a constituency map of faculty, staff, Board of Trustees, community, students and multiple others. A quarterly report is posted on the website and opinions and insights are welcomed to post on the website. Work is being done on the bibliography for the website. UAB is undergoing a core curriculum review. The previous one was done 30 years ago. Primary actions that have been done is presenting case studies to identify best practices at other institutions in core curriculum and general education. Provost Whitaker expects meetings with faculty groups across campus for input into the process. Finishing touches on the survey were done yesterday and sent to the Provost for review. The committee is in the process of scheduling a listening tour beginning with deans and department chairs, separate meetings with different departments, forums/town hall meetings beginning after spring break. A meeting with Triple A advisory committee and a meeting with the Core Curriculum Oversight Committee will be held in April. There is a liaison group of twenty-two people. A list of all core classes is being pulled from OIRA. General Education Task Force members have made a four year commitment to the process.

**Secretary’s Report –** *(Barb Dahlbach)* The count for senator elections has been completed with Arts & Sciences gaining one seat, Culverhouse Business School gains one, Community Health Science loses one seat, ELI gains one, Law gains one, and Continuing Studies has one seat. All three Faculty Senate officers have submitted letter of intent to run for office. April 2 will be the date for the officers to meet to make committee assignments. New senator orientation will be held one hour before the April 16th full Faculty Senate meeting.

**Academic Affairs –** *(John Vincent & John Petrovic)* UA’s Student Government Association’s Vice President for Academic Affairs Andrew Ross D’Entremont has proposed a Grade Exclusion Policy.  The Academic Affairs Committee and the Steering Committee reviewed two versions of this two years ago.  The Academic Affairs Committee has concerns beginning with page four of the document titled “Arguments for an Exclusion Policy at UA: Institutional Benefits” claiming increased graduation and retention rates. The proposal states LSU’s four-year graduation rate increased 9 percent with the implementation of an exclusion policy and the six-year graduation rate increased 7 percent in three years.  It also states Florida International University’s four-year and six-year graduation rates increased 10 percent in three years following implementation.  Both schools undertook a comprehensive review of policies that could affect student retention and make a series of changes; changes in the grade exclusion policy were only one of these.  Thus, the large percent changes do not reflect the changes in the grade exclusion policy alone   The gist of the proposal is that a student could take retake three courses at the one or two hundred level and have their first attempt at the course sponged from their GPA calculations with only the second grade being used in the calculations.  It would be marked on their GPA calculations but would remain on their transcript.  Currently at UA everything is counted in the GPA.  The opinion of the Academic Affairs Committee is the same as it was when the document was first submitted.  The committee would like to look at all the policies related to grade exclusions together as part of a comprehensive review if there is truly a feeling on campus that such is needed.  The committee is basically against the Grade Exclusion Policy in its current form.  One of the biggest concerns is that the policy is not limited to first year of enrollment or to grades of D and F and, thus, is not really a retention tool, so much a tool for raising GPA.

The Graduate Council is proposing two changes to Appendix J of the revised faculty handbook – the time period of affiliate membership and who can serve as the faculty supervisor of graduate projects.  The Academic Affairs committee supports the former; however, the committee would like to have more data and evidence concerning the real need for the second change.

The Faculty Handbook vote will be taken at the next Faculty Senate meeting.  The Academic Affairs Committee is recommending an up or down vote on the entirety of the handbook.  The first regular annual review would be next year, and any minor issues can be addressed at that time..

**Community & Legislative Affairs –** *(Amy Dayton & Steven Yates)* Steven Yates has consented to be the new co-chair of this committee. The committee is in the process of scheduling a reception for Legislators and Faculty Senate Steering Committee members.

**Faculty & Senate Governance –** *(Ibrahim Cemen & Janie Hubbard)* The request for nominations for the Ombudsperson has gone out. Due to the lack of response President Donahoe will send an email to the deans requesting nominations. Faculty Senate officers now serving have consented to run for the office for 2019-20. Nominations can be taken from the floor at the February meeting. The commencement Marshal nominee for August is Ian Brown.

**Faculty Life –** *(Julia Cartwright & Andrea Glenn) C*ommittee members feel that abortion and miscarriage is already included in the maternity leave guidelines. It was suggested that medical issues are separate from parental bonding issues. The “*Proposed Resolution for a Revised Parental Leave Policy for 9-Month Full-Time Faculty Members at The University of Alabama”* will be presented for a vote by the Faculty Senate at the February 19th meeting. The committee will now focus on a parental leave policy for 12-month faculty.

**Financial Affairs –** *(Peter Johnson & Rainer Schad)* The Financial Affairs Committee will be reviewing UA faculty benefits. The review will include comparisons of SUG institution benefits, salaries and ratio of cost sharing between employee and employer and premium rates.

**Research & Service –** *(Ajay Agrawal & Mike Kreger)* The Research & Service Committee is in the process of organizing and developing a report from the research survey written comments. The committee will be meeting with the new Vice President for Research, Dr. Mumpet. Mumpet will be developing a strategy plan within the next ninety days. His focus will be on three areas: organizing or reorganizing the Office of Research so it serves the needs of everyone; establishing what is needed to be successful; and integrate the VPR’s office into academic units. Mumpet instructed the committee to compile a prioritized list of what they considered the most important research issues.

Compiling a comparison report concerning benefits offered among SUG institutions is the next project this committee will address. The University portion of supporting health care benefits will also be investigated.

**Student Life –** *(Alan Tidwell & Haley Strickland)* Alan Tidwell is the new co-chair for this committee.

Meeting adjourned 5:20 P.M.