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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate
Approved Minutes
11 February 1998

1 and 2. Call to Order and of Roll

The regular meeting was called to order by Suzanne McGill, Chair, at 3:00 p.m. in Library 5. The Secretary called the roll:

Present: Allison, Arata, Aucoin, Ballard, Chrysee, Daughenbaugh, Davidson-Shivers, Dilsaver, Engebretson, Frederick, Hain, Hamm, Haywick, Honkanen, Labbe, Lally/ Langan, LeDoux, Matthews, McGill, Moak, Moore, Mulekar, Sauer, Swint, Sylvestre, Thurston, Van Haneghan, Vetroky, Vinson, C. Wilson, G. Wilson, Zhang

Absent (excused): Ardell, Bell, Brandon, Broadus, Cromwell, Donovan, Dorman, Douglass, Evans, Foster, Fruh, Honkanen, Isom, Izenburg, Kulkarni, Martin, McAfee, McIver, Parker, Rodgers, Simpson, Sweet, Tucker, Weston, Yeoman

3. Completion of Pending Business

Minutes of the regular meetings of 12 November 1997 and 14 January 1998 will be reviewed for approval at the next special meeting on 25 February 1998.

4. Report from the Chair

Suzanne McGill reported on seven recent administrative promotions and concomitant 15% raises: one associate vice president, five assistant vice presidents, and one director. McGill invited John Filer, special assistant to the president, to address this issue. Filer reported about the most recent four such personnel actions, all in the area of services and planning. Filer reported that a memorandum from the vice president responsible for that area had been sent to the president and approved on or about 19 December 1997. The raise was not specified in the memo, but 15% has been standard for such promotions. Filer said that all the vice presidents are interested in rewarding the administrators reporting to them when they have been doing a good job, and especially when they have competing offers from other institutions, as was the case with two of the four most recent personnel actions. In this way, the vice presidents are all competing for presidential approval.

A lengthy general discussion focused on the four most recent promotions/raises, with interest expressed about the following issues among others: whether or not the president had specifically approved the 15% raises and/or signed the personnel action forms; on the lack of and the desirability for a rigorous promotion review process for administrators analogous to that for faculty promotions; on the perceived

inequity of 15% administrative promotion raises when a policy for 10% faculty promotion

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raises proposed by the senate had been recently considered and rejected; on the lack of a policy for dealing with "competing offers" and whether or not allowing administrators to take such offers may provide the institution with an opportunity to hire in fresh new talent.

The senate suspended its rules to deal with this personnel matter as reported below.

Filer was invited to address topics of interest to the senate. The "buy-out" arrangement for the retirement of George Smith, director of public relations, was explained in terms of leaving the position vacant for a few months and using the lapsed salary for Smith's reported \$40,000+ buy-out. Filer then turned to the topic of football, reporting that UAB is losing three million dollars a year on its new program. Football being the religion of the state and region, losing programs are not acceptable, and once a program is initiated, it is very expensive; nationally, only a handful of programs pay their own way and even fewer produce a positive revenue flow. Filer said the president prefers to invest in academic excellence rather than in football. McGill asked if the alumni association planned on presenting a resolution to the trustees in favor of football in March.

McGill reported that the windfall from the new accounting procedures used in the retirement, plus a four million dollar increase in funding, would not generate sufficient funds for an 8.5% raise at USA. McGill reminded senators of the recent senate resolution noting that a 15% increase in state funding is needed for an 8.5% raise at USA. The university of Alabama, and perhaps Auburn University also, has committed the windfall to a salary increase. McGill felt USA should commit the windfall to salaries; otherwise, the money might be "recalled" in a few years if the windfall disappears. McGill has attended budget hearings on Montgomery to represent the faculty.

McGill urged all faculty to attend the presentations of the candidates for senior vice president for academic affairs.

5. Reports of Senate Standing Committees

Deferred until next meeting.

6. Reports of Caucus Leaders

Deferred until next meeting.

7. Old Business

Deferred until next meeting.

8. New Business

McGill proposed that the rules be suspended so the senate could consider resolutions regarding the administrative personnel actions discussed above. Following discussion, Douglas Haywick agreed to draft a resolution regarding the need for a policy on administrative promotions and raises, and to forward this draft to the appropriate senate standing committees for review and action. McGill and Tim Lally agreed to draft a resolution with regard to the circumstances of the specific cases discussed today, and to present it to the senate for consideration at the special meeting called by McGill for Wednesday, 25 February 1998, at 3:00 p.m. in Library 5.

9. Communications from the President

No communications were reported.

9. Adjournment

McGill adjourned the meeting at 4:30 p.m.

Respectfully submitted,
T. Lally, Secretary

Approved for distribution to the University Faculty at the regular meeting 8 April 1998.