

University of South Alabama

JagWorks@USA

Faculty Senate Newsletters

Faculty Senate

Fall 2004

Fall 2004 Faculty Senate Newsletter

Faculty Senators

University of South Alabama

Follow this and additional works at: https://jagworks.southalabama.edu/fs_newsletters

Recommended Citation

Senators, Faculty, "Fall 2004 Faculty Senate Newsletter" (2004). *Faculty Senate Newsletters*. 2.
https://jagworks.southalabama.edu/fs_newsletters/2

This Article is brought to you for free and open access by the Faculty Senate at JagWorks@USA. It has been accepted for inclusion in Faculty Senate Newsletters by an authorized administrator of JagWorks@USA. For more information, please contact jherrmann@southalabama.edu.



FS News

FACULTY SENATE NEWSLETTER

www.usouthal.edu/usa/fsenate

FALL 2004

Inside This Issue:

How do raises work?1

News and Issues2

Committee News and Reports3

Senate Goals for 2004-20055

Structure and Function of the Faculty Senate (FS)6

2003-2004 Faculty Survey7

2004-2005 Senators8

How Do Raises Work?

According to the Administration, each department is allocated 5% of salaries in the department for merit raises. Chairs produce evaluation scores, rankings and raise recommendations based on the Faculty Activity Reports. This information is then forwarded to the Dean who reviews the material and may even replicate the analyses. The Dean follows the rank order provided by the chair and can make minor adjustments to smooth out the amounts or, in some cases, based on her/his own judgment. Adjustments at the Dean's level are relatively small. Though formula may differ among colleges, the guiding principle issued by the Vice

President for Academic Affairs is that no person getting a higher evaluation should get a raise lower than someone with a lower evaluation.

These raises are based wholly on merit so the minimum increase can be 0%. Raises less than 2.5% or above 7.5%,

however, must be reported to the Budget Council.

Internal equity adjustments (a quarter of 1% of salaries) for faculty follow a strict formula that is applied at the VP's level. The methodology focuses on a comparison of salaries within the same discipline and rank, and only faculty with meritorious service over the past five years can qualify for equity adjustments. Any special adjustments over and above the formula are made by the VP based on recommendations from and in consultation with the Deans. Such special adjustments are based primarily on questions of outstanding performance and market considerations. All equity adjustments are reported to the Budget Council.

No formal mechanisms are currently in place to address inequities across departments. Differences among departments is not part of the equity adjustment methodology.

Raises are effective October 1 and will be included in the November 1 paycheck. Notification of salary increases are via the standard letters from the Dean upon completion of all the processes and reviews.



Faculty Welcome – Dr. Douglas Haywick, Chair-Elect of the Faculty Senate, gives incoming freshmen tips for having a successful well-rounded college experience.

F S N E W S & I S S U E S

Getting More Money to Faculty

The Administration and the Senate are currently considering two important initiatives to monetarily reward faculty performance. Both come out of the Administration. The Faculty Grant Incentive Plan seeks to enable faculty to earn a supplement to their salary by including all or a portion of base salary in a grant. This supplement would be restricted to the redistribution of available unrestricted funds generated by a faculty member from current lapsed salary revenues from competitively funded extramural grants and contracts. The plan would be implemented on a pilot basis and would be reviewed after two years. The Teaching Excellence Recognition Plan, a separate program, envisions the creation of additional teaching awards in each college for \$3,000 per award. Selection would be made by faculty peer-review committees. Both initiatives were discussed at the Senate meeting in September. Dr. Covey will attend the October meeting to continue the discussion and evaluation of the two proposals.

Executive Committee Meets with USA Foundation Officials

Prior to the end of the academic year, the new and the old executive committee had lunch with the new director and executive director of the USA Foundation (Maxey Roberts and Asa Green) at their beautiful office downtown. Allen Tucker, the faculty representative on the Foundation, was also present. The Foundation clearly wants to improve its image and legitimacy, particularly among the faculty. Despite the pleasant encounter, our two-pronged approach toward the Foundation remains

unchanged. First, we wish to remain neutral in the so-called division between the Foundation and the Administration, recognizing that there is only one side to take: the wellbeing of the institution. Second, we contend that the University with faculty input should make decisions regarding the use of any non-dedicated funds coming from the Foundation. The faculty should not channel its ideas or requests directly to the Foundation, nor should the Foundation make the decisions on how best to use the funds. Allen Tucker fully understands and articulates our position. Even so, we do hope that the current easing of tensions between the Foundation and the Administration will continue. The executive committee has accepted an invitation to meet and lunch with the Foundation again in late October.

FS Receives Presentation on the JAGTRAN System

Keith Ayers, the Director of Public Relations, presented a written report and attended the Senate's September meeting to answer questions about the new campus transportation system. Designed to ease traffic congestion and funded by federal grants, the new system will be phased-in over the spring semester. Faculty will continue to park in our designated blue spaces in any lot on campus. Ayers' office will be unveiling a full-scale marketing campaign directed at students later in the semester.

FS Acquires Office Space and Office Assistance

The Senate now has a place to store all its documents: the Library, Room 313. The hope is to turn the office into a resource center not just for

Senators, but for all faculty wanting information on faculty matters. Having a physical space enhances visibility. The Senate also has hired a student assistant to help sort through the documents and set up the office.

Publication of the Senate's Presidential Report

Bound copies of the Senate's evaluation of presidential performance, completed in conjunction with the Board of Trustees five-year evaluation of the president, were distributed to all academic departments this past spring. Copies are also available on-line. The report was well-received by the Board and prompted the Board to permanently implement a periodic review of the president and university progress. If you would like to see a copy, ask your department secretary or consult the Senate's web page.

Faculty Handbook Updated to Incorporate Changes Approved in 2003-2004

The Faculty Handbook has been revised to include the changes that the Faculty Senate approved in 2004, including the Non-Tenure Track Instructor Promotion Policy, the Sexual Harassment Policy, the Student Academic Conduct Policy, and the changes to the Faculty Grievance Procedure.

Link to "Turnitin"

The Senate web page contains a link to "Turnitin": a plagiarism-detection software package that the administration has acquired.

F S C O M M I T T E E N E W S & R E P O R T S

ACADEMIC DEVELOPMENT AND MENTORING COMMITTEE

2003-2004 Chair, Bob Coleman

2004-2005 Chair, John Kovaleski

Last year, this newly created committee established a mentoring program for junior faculty. Junior faculty were paired with faculty volunteers as a device to help orient the young faculty to the institution and the profession. The program was launched in the Spring with a reception at the Banana Docks Café. The Chair offered a brief presentation to incoming faculty this summer and has put together the pairings for this year. The (wine and hors d'oeuvres) reception for new faculty and mentors will be held sometime in October at Banana Docks. All new faculty will be invited to the event.

The committee is also looking into ways to enhance the faculty's role and involvement in commencement. Initiatives include offering a reception or luncheon for the faculty, recognizing faculty in the printed program, augmenting faculty input into the selection of commencement speakers, assistance in purchasing regalia, faculty recognitions, among other ideas.

ENVIRONMENTAL QUALITY COMMITTEE

2003-2004 Chair, Barry Nowlin

2004-2005 Chair, Vaughn Millner

Last year the committee addressed the following issues:

- Monitoring the Research Park and campus master plans for environmental impact
- Promote hiking, walking and bike trails; preservation of green space and wetlands
- Recycling program

This year the committee will continue to formulate both short-term and long-term goals. One short-term goal is to increase faculty, staff and students' attention to the University's unique environmental assets. Another goal is to identify ways the University can successfully meet environmental challenges.

FACULTY SALARY AND BENEFITS COMMITTEE

2003-2004 Chair, Len Aldes and Steve Teplick

2004-2005 Chair, Steve Teplick

The past and current committees have explored the following issues:

- An incentive program for participation in long term health care programs such as weight loss, exercise, and diabetic control.
- Measures to decrease the cost of the health plan by regulating its use, i.e. limiting the use of the emergency room as a clinic for non-emergency problems.

Other topics under discussion include:

- Revisit or complete research into salary inequities, i.e., women salaries, senior faculty salaries compared to new hires.
- Discuss setting up a mechanism for bonuses throughout the University.
- The Research Park and how it relates to the Faculty.
- Compare matching funds on retirement plans (e.g 401C3) with other universities.
- Revisit the dental plan.

FACULTY, STAFF AND ADMINISTRATION EVALUATION COMMITTEE

2003-2004 Chair, Bart Longenecker

2004-2005 Chair, Deborah Spake

The Evaluation Committee of the Faculty Senate is charged with assisting in the development and implementation of evaluation procedures. It further represents the faculty in matters relating to promotion and tenure (Faculty Handbook, 2003). The current issues to be addressed by the 2004-2005 Evaluation Committee include conducting the faculty survey, processing and analyzing the survey data, and producing the 2004 Faculty Survey Report. We are considering ways to make the survey easier and more accessible to faculty.

TECHNOLOGY UTILIZATION COMMITTEE

2003-2004 Chair, Harold Pardue

2004-2005 Chair, Jan Sauer

In 2003-2004, the committee sought to identify and explore technology issues and needs for teaching, research, and administration, monitor developments related to the Research Park and acquire information on Banner/PAWS.

For 2004-2005, the Senators agreed to focus on the following items:

- Explore and report on issues related to the use of Turnitin, the plagiarism-detection software purchased by the University: copyright, syllabus statements, use in teaching, technological support for, and actions resulting from its use.
- Explore and report on the possible development of wireless computing across campus—the teaching possibilities and technical issues surrounding it.
- Work on better co-ordination and publicity of faculty development sessions on technology—Faculty Fridays, PETAL (Program for the Enhancement of Teaching and Learning) seminars and workshops, Academic Computing classes, and others.
- Investigate the use of a non-intrusive electronic method for faculty to communicate and help each other with technology-related issues.

FS COMMITTEE NEWS and REPORTS continued.**UNIVERSITY PLANNING AND DEVELOPMENT COMMITTEE****2003-2004 Chair, Doug Haywick****2004-2005 Chair, John Sachs**

In 2003-2004, the committee contributed a number of ideas to the University's master plan and spearheaded the proposal for a University Faculty Club. Over the next year, the committee will undertake several other preliminary actions in support of the Faculty Club. These include:

- A survey of Faculty and Staff to gauge campus support of the Faculty Club
- Investigation of fund-raising activities for capital expenses (this would be done through Dr. Busta's office)
- Identification of a suitable location for the club

Table 1: Results of a quick and dirty survey of Faculty Clubs at select Alabama four-year institutions.

University	Faculty Club?	Comments	Cost
Auburn	Yes	Their club sounds more like a meeting area. It's housed in the Student Union Building and is available for meetings. Requests for additional information were not answered.	Unknown
UAB	No		
UAH	No		
UA	Yes	The UA club is open to Faculty, administrators, staff, alumni etc. They also have associate Members who have to be recommended by a regular member and pay \$300.00 one time fee plus \$20 per month. Their hours of operation are usually from noon and they are open in the evenings for drinks etc. Sunday Lunch is also available and many functions can be booked, even for breakfast. The club has a reading room and a meeting room that can handle receptions up to 400 people. The club is a separate corporation that contracts with a food service. They were just renovated to comply with code and put in an elevator using \$3.5 million of borrowed money. One person is actually a university paid employee.	\$12-\$15 month

UNIVERSITY POLICY AND HANDBOOK COMMITTEE**2003-2004 Chair, Roma Hanks****2004-2005 Chair, Marian Peters**

Last year the committee explored the sabbatical policy, concluding that the University policy is clearly stated and appears to be supportive, however, the culture around sabbaticals varies widely at the College level. The Faculty Senate may decide to work to change the culture by promoting the use of sabbaticals through dissemination of information across colleges at USA or from other universities. The committee also worked with Dr. Covey's office to craft the Non-Tenure Track Promotion Policy (approved by the Academic Affairs Policy Committee in May, by the Senate in July and the Board of Trustees in September 2004) and to revise the Tenure Denial and Grievance Process policy (approved by the Senate and the Academic Affairs Policy Committee in May 2004). Two other areas addressed but not acted upon include parental leave policy and hiring and retention of a diverse faculty.

SENATE GOALS FOR 2004 - 2005

by Chair, Stephen Morris (smorris@jaguar1.usouthal.edu)

The Faculty Senate (FS) represents the Faculty on matters relevant to the academic life of the institution. Though the Senate provides a forum for faculty to discuss issues affecting them, offers a channel of communication linking faculty and the Administration, and even participates directly in the decision making process, many observers feel that its presence, focus and impact remain limited. This year the Senate will try to address these problems. The three goals for the year include:

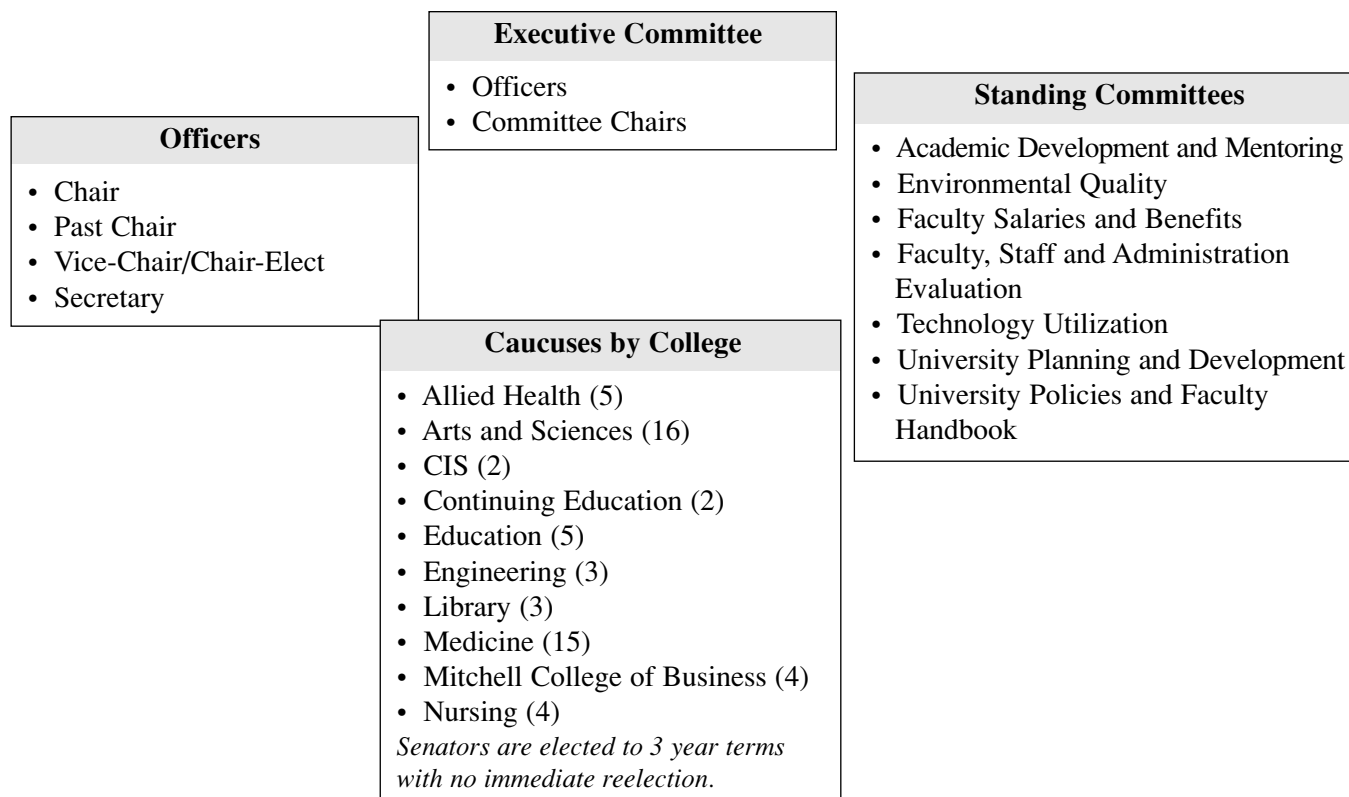
1. **Increase Visibility.** Many faculty know little about the Senate. This year the FS wants to increase its profile on campus and let more people know who we are and what we do. This Newsletter is one mechanism in pursuit of this goal.
2. **Become More Inclusive.** Few faculty bring their concerns or even themselves to the FS. The FS operates sometimes almost like an exclusive club. This year we want more faculty to see the Senate as a their representative body. We want the faculty to bring their concerns to the FS, seek information from the FS, and/or even bring themselves to FS meetings.
3. **Strengthen Relevance.** To cap it off, many faculty see the FS as powerless. Though this is a self-fulfilling prophecy that works to our disadvantage (if a faculty member thinks the Senate is useless, then their lack of participation and support helps make it so...), this year we want to strengthen the Senate's role in shaping university policy.

Clearly the three goals interact and reinforce one another. The more faculty know what the Senate does, the greater the likelihood that they might turn to the Senate to represent their demands. The more we can get faculty to use the Senate as a legitimate tool to articulate demands, the more the administration will take our views seriously and into account in setting policy. And the more influence the Senate has, the more effective it becomes.

I invite you to work with us in pursuing these goals. Let us know what we can do to represent you better.

ORGANIZATIONAL STRUCTURE

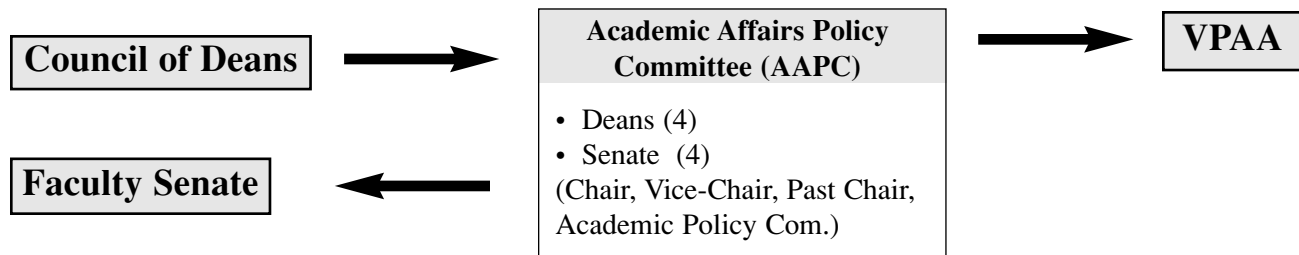
<http://www.usouthal.edu/usa/fsenate/index.html>



FORMAL POWERS and RESPONSIBILITIES

Policy: Changes to Academic Policy and the Faculty Handbook (direct input)

1. A proposed change to academic policy can originate in the Faculty Senate or the Administration through the Council of Deans.
2. The proposal is then considered by the AAPC.
3. If the proposal originated on the Administration side, changes approved in the AAPC must then be approved by the Faculty Senate before going to the Vice President of Academic Affairs.



Representation on all University Committees (standing, ad hoc and search) (direct input/oversight/accountability)

Voice and vote.

- Academic Affairs Policy Committee
- Budget Council
- Fringe Benefits Committee
- Honorary Doctorate Degree Committee
- Long-Range Planning Committee
- Space and Facilities Committee
- Other University Committees

Senate Resolutions (direct input/accountability)

The Senate can pass resolutions on any matter it deems relevant. All resolutions approved by the Senate are sent to the Administration.

Studies and Reports (indirect input/accountability)

The Senate can conduct studies on any matter it deems appropriate and produce official reports. In addition to its annual Faculty Survey, the Senate has published ad hoc reports on football, workload policy, the Five-Year Presidential Evaluation, etc. These reports are submitted to the Administration.

Direct Communication with the President, the Administration, the Board of Trustees, the USA Foundation, etc (direct input/accountability)

The Executive Committee conducts monthly meetings with the President, the VPAA and others to discuss items set out by the committee. Any item can be discussed at these meetings. In addition, the Senate executive officers attend the Board of Trustees meetings and meet periodically with the USA Foundation. The Senate can also invite administrators and others to our monthly Senate meetings to discuss issues.

Information (accountability)

The Senate collects information on all aspects of the institution impacting the faculty. This information is available to all faculty.

Information: The web site is chock full of reports, list of Senators, links to the Handbook, committee reports, etc.

<http://www.usouthal.edu/usa/fsenate/index.html>

2003 - 2004 FACULTY SURVEY

(selected results) (n = 210)

(1 = very poor, 5 = excellent)

President Moulton...	3.56
University leadership...	
Informs faculty of critical developments...	3.35
Honors all promises and commitments...	3.43
Seeks and dedicates ample resources to fulfill mission...	2.99
Provided with adequate resources to teach effectively...	3.70
Provided with adequate resources for research...	2.87
Satisfaction with opportunities to concentrate on what you do best...	3.11

A few of the Written Comments

(About a hundred pages of written comments were provided. See on-line version for more)

- “Administration does not know what it is like in the trenches; LISTEN TO YOUR FACULTY.”
- “We seem to see the same set of people on search committees. Is the same person appointing them? Allow the faculty senate the power to appoint half the members to college and university-wide search committees.”
- “I do not believe that the Board exercises authority over the university. Instead, they tend to do the president’s bidding...”
- “Isn’t the Foundation supposed to SUPPORT the University financially, or am I just confused? Get rid of the lawyers; get people in the same room (without sharp sticks) and don’t let ‘em out until they’ve straightened themselves and the situation out.”
- “USA’s faculty senate is and always has been a joke. The organization is extremely ineffective when it is compared to what happens at other universities.”
- “The University gives lip service to research, but seems to value teaching over research; there needs to be more balance, and more support for research.”
- The “lack of effective dental plan will turn off quality faculty who would otherwise consider a position at USA. Make an effective dental plan a priority.”

[the SENATE conducts the faculty survey annually with participation ranging from 210 in 2003 to a high of 335 in 2001. Full results can be found on the Senate web page]



New Faculty Senate Officers and Committee Chairs – From left seated are Senate Chair Dr. Stephen Morris, Professor of Political Science; Environmental Quality Committee Chair Dr. Vaughn Millner, Assistant Professor of Behavioral Studies and Educational Technology; University Planning and Development Committee Chair Dr. John Sachs, Associate Professor of Special Education; Technology Utilization Committee Chair Jan Sauer, Senior Librarian; and University Policy and Faculty Handbook Committee Chair Marian Peters, Assistant Professor of Maternal Child Nursing. From left standing are Academic Development and Mentoring Committee Chair Dr. John Kovaleski, Professor of Health, Physical Education and Leisure Studies; Faculty, Staff and Administration Evaluation Committee John Gamble, Chair of the Department of Management; Senate Secretary Dr. Ross Dickens, Professor of Finance and Economics; Senate Chair-Elect Dr. Doug Haywick, Associate Professor of Earth Sciences; and Senate Past Chair Dr. Richmond Brown, Associate Professor of History. Not pictured above is Faculty Salaries and Benefits Committee Chair Dr. Steven Teplick, Medical Chief of Staff for the USA Health System.

Faculty Senate Selects New Senators – From left seated are College of Nursing Senator Irene Rattie, Assistant Professor of Adult Health Nursing; College of Education Senator Dr. Irene McIntosh, Associate Professor of Behavioral Studies and Educational Technology; College of Allied Health Professions Senators Donna Wooster, Assistant Professor of Occupational Therapy; Dr. Robert Moore, Assistant Professor of Speech Pathology and Audiology; and College of Medicine Senator Jonathan Scammell, Professor of Pharmacology. From left standing are USA Library Senator Dennis Guion, Associate Librarian; Business Senator Dr. James Swofford, Professor of Economics; College of Arts and Sciences Senator Dr. Nicole Flynn, Assistant Professor of Sociology and Anthropology; College of Arts and Sciences Senator Dr. Susan McCready, Assistant Professor of Foreign Languages and Literatures; College of Allied Health Professions Senator Dr. Brenda Beverly, Assistant Professor of Speech Pathology and Audiology; College of Arts and Sciences Senator Matt Ames, Assistant Professor of Dramatic Arts; College of Medicine Senator Dr. Richard Whitehurst, Associate Professor of Pediatrics. Not pictured are College of Medicine Senator Dr. Barbara Burckhardt, Associate Professor of Medicine; College of Medicine Senator Dr. Melissa Costello, Emergency Room Physician at USA Medical Center; College of Medicine Senators Dr. Judy King, Associate Professor of Pathology and Dr. Ehab Molokhia, Assistant Professor for Family Practice and Community Medicine and College of Arts and Sciences Senator April D. Taylor, Instructor in the Department of Communication.



2 0 0 4 - 2 0 0 5 S E N A T O R S

Allied Health

- Brenda Beverly, Academic Development and Mentoring Com.
- John Jefferson, Salary and Fringe Benefits Com.
- Robert Moore, Academic Development and Mentoring Com.
- Bill Pruitt, Technology Utilization Com.
- Donna Wooster, Academic Policy and Handbook Com.

Arts & Sciences

- Matt Ames, Evaluation Com.
- Steve Brick, Technology Utilization Com.
- Richmond Brown, Past Chair
- Bob Coleman, Academic Development and Mentoring Com.
- James Davis, Evaluation Com.
- April Dupree, Academic Policy and Handbook Com.
- Nicole Flynn, Environmental Quality Com.
- Doug Haywick, Vice Chair/Chair-Elect
- Susan McCready, Salary and Fringe Benefits Com.
- Stephen Morris, Chair
- Barry Nowlin, Environmental Quality Com.
- Federico Perez-Pineda, Technology Utilization Com.
- Cornelius Pillen, Salary and Fringe Benefits Com.
- Justin Sanders, Planning and Development Com.

Computer and Information Sciences

- Tom Hain, Evaluation Com.
- Harold Pardue, Technology Utilization Com.

Continuing Education

- Stephen Bru, Environmental Quality Com.
- Elliot Lauderdale, Technology Utilization Com.

Education

- Rebecca Giles, Academic Policy and Handbook Com.
- John Kovaleski, Academic Development and Mentoring Com. (chair)
- Irene McIntosh, Academic Development and Mentoring Com.
- Vaughn Millner, Environmental Quality Com. (chair)
- John Sachs, Planning and Development Com. (chair)

Engineering

- Frank Donovan, Planning and Development Com.
- Martin Parker, Environmental Quality Com.
- Nicholas Sylvester, Salary and Fringe Benefits Com.

Library

- Dennis Guion, Evaluation Com.
- Justin Robertson, Academic Policy and Handbook Com.
- Jan Sauer, Technology Utilization Com. (chair)

Medicine

- Len Aldes, Salary and Fringe Benefits Com.
- Nick Aronson, Planning and Development Com.
- Barbara Burckhardt, Academic Development and Mentoring Com.
- Melissa Costello, Academic Policy and Handbook Com.
- Curtis Harris, Academic Development and Mentoring Com.
- Judy King, Evaluation Com.
- Arnold Luterman, Environmental Quality Com.
- Elizabeth Mancini, Salary and Fringe Benefits Com.
- Ehab Molokhia, Academic Development and Mentoring Com.
- Randall Powell, Planning and Development Com.
- Charles Rodning, Planning and Development Com.
- Jonathan Scammell, Evaluation Com.
- Steve Teplick, Salary and Fringe Benefits Com. (chair)
- Richard Whitehurst, Technology Utilization Com.

Mitchell College of Business

- Ross Dickens, Secretary
- Ed Harrison, Environmental Quality Com.
- Deborah Spake, Evaluation Com. (chair)
- James Swofford, Academic Policy and Handbook Com.

Nursing

- Alice Godfrey, Planning and Development Com.
- Marian Peters, Academic Policy and Handbook Com. (chair)
- Irene Rattie, Planning and Development Com.
- Rebecca Ryan, Technology Utilization Com.

