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Minutes 2014-2015

Faculty Senate Minutes

4-1-2014

Faculty Senate Meeting Minutes – April 2014

Faculty Senators

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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

April 16, 2014 – Faculty Club - 3:00 pm
Approved Minutes

Attending: Estis, Gordon-Hickey, Kennedy, Morgan, Connors, Faile, Freed, Harrington, Haywick, Husain, Kozelsky, Lindeman, Marin, Mishra, Ni Chadhain, Poston, Schulze, P. Smith, Campbell, Landry, Finley-Hervey, Javier-Ferrell, Broach, Davidson-Shivers, Fregeau, Keshock, NORrell, Glover, Phan, West, Clanton, Tate, Alexeyev, Burnham, Cioffi, Gillespie, Liu, Ponnambalam, Rachek, Rich, Richards, Ruchko, Taylor, Gillis, Sharland, Woodford, Buckner, Fuller, Huey, Minchew, Riley, Vandawaa, Varner

Excused: D. Smith, Shaw, Audia, Bauer, Falkos, Noland

Unexcused: Benko

Faculty Guests: Carr, Loomis, Walls

Call to order with quorum at 3:05

Approval of minutes: March 2014 meeting

Moved & 2d; unanimously approved

Approval of agenda

Moved & 2d; unanimously approved

President's Report

- April Executive Committee meeting with Administrators

The Executive Committee had its usual monthly meeting with administrators last week but this is the first since President Waldrop took office. It is clear that Dr. Waldrop is trying to understand this institution and how it works. Talked about faculty survey results and used the survey as an opportunity to talk about creating a University mentoring committee.

We also talked about enrollment numbers – enrollment looks strong for next year on many levels - in terms of applications for housing, deposits paid, etc. Retention from fall to spring was strong. That coupled with new applications look like we may have a new record enrollment next year.

We talked a little about the transition. For scheduling reasons, meetings with units will occur in Fall not Spring. We have made inroads in having Dr. Waldrop meet with each unit's Senate caucus before meeting with the general unit faculty. The caucus will be involved in these meetings.

Dr. Waldrop is looking for opportunities to meet and get to know faculty and staff. We are working with administration to find opportunities for faculty on campus during summer to have opportunities to get to meet Dr. Waldrop informally.

- Status of Monitoring Resolution

This resolution dealt with monitoring of on-line courses. There has been a debate about the amount of access chairs have to on-line courses. We approved the resolution last month. The

Senate, for the first time, will be coming to the Dean's Council to present the resolution and answer questions. We hope this will become the regular practice.

- **Promotion & Tenure Resolution**

We passed a resolution several months ago. It was taken to the University Academic Affairs Policy Committee and passed unanimously.

- **Faculty Survey Results**

Final respondents: over 400. The final survey results document runs about 196 pages. We are about to publish a summary on the Faculty Senate website. President Waldrop has received all of the data. The deans will receive information regarding their college (including results about the Dean and Asst/Assoc Deans). Deans will not receive data on other deans.

A couple of interesting points: (1) percentage of faculty who found teaching performance important/very important to job satisfaction was higher than the percentage who said research was important/very important to job satisfaction; (2) #1 answer on mentoring was "there's a mentoring program?"

- **State Budget**

There has been some "back and forth" on the state education budget. The Governor proposed a 2% increase for higher education. Senate wanted to reduce but keep some increase; the House wanted to nix any increase. The final result is a 0.7% increase for higher ed. It is about \$700,000 in increased funding for USA for next fiscal year.

- Late breaking news – yesterday Senate leadership met with the new webmaster for our webpage. It is going to be a very useful site. Trying to make it a page that faculty members will visit if they need info.

Announcements

- **Archaeology Museum Exhibit related to USA Common Read:**

Nicole Carr asked that we announce: USA's common reading initiative, Common Read/Common World, is using the text "Half the Sky" for the 2013-14 academic year. Barbara Fillion led the development of a grant and subsequent exhibit related to the book. Faculty across campus have been involved with the program; we want to make sure everyone is aware that exhibit is now open at the Archaeology Museum and will remain open until September 1. The exhibit is outstanding. It is very engaging and interactive, and provides an experience for a variety of class discussions. A copy of the flyer is attached at the end of the minutes.

- **MCOB Dean Search Update**

The Senate officers and executive committee have been asking for more participation in hires on campus. Last week, that was put to a test, but the Senate leadership was given an opportunity to meet all four candidates for the MCOB Dean position. The Senate Leadership had a 45 minute Q&A session with each candidate. It was a very impressive group.

- **University Committees**

We are trying to develop a comprehensive list of University Committees – standing, ad hoc, and special. If you are on a University Committee, please email Kelly Woodford (kwoodford@southalabama.edu) so we know (a) the committee exists and (b) which Senate members are on the committee. If you are on a University Committee, we ask that when the committee meets, send a short summary of the meeting that can be included in the next Senate announcements.

- **Faculty Senate Banquet – Tonight!**

6:30 – Moe’s Downtown – 707 Springhill Avenue (where Springhill meets Dauphin)

- **2014-2015 Meeting Dates**

Wednesday, April 16

Wednesday, May 14

Wednesday, August 20

Wednesday, September 17

Wednesday, October 15

Wednesday, November 19

Wednesday, December 17

Wednesday, January 21, 2015

Wednesday, February 25

Wednesday, March 18

- **National Poetry Month – J. Finley-Hervey**

Dr. Case is working hard to instill a love of poetry during National Poetry Month. There are poems on the front table. Please take one with you.

Elections

- **Officers – President, Vice-President, Secretary**

Proposed Slate: President – Julie Estis; Vice-President – Kevin West; Secretary – Kelly Woodford

Call for Additional Nominations from the Floor

Motion to Close nomination made and 2d.

Call for Vote; made, seconded and carried.

Slate unanimously carried.

- **Executive Committee**

Proposed slate:

Academic Development & Mentoring	Tom Rich
Handbook	Mara Kozelsky
Evaluation	Mark Gillespie
Technology	Mary Anne Connors
Research	Ellen Buckner
Salary & Benefit	Susan Gordon-Hickey
Environmental Quality	Doug Haywick
Planning	Bill Gillis

Call for Additional Nominations from the Floor

Call for Vote – made and 2d; carried

Election – carried.

Old Business

- **Special Resolution Commending John Smith – Attached**

Motion made & 2d

Carried unanimously

New Business

- Resolution to Amend Bylaws to allow for special committees -- attached
- Resolution to Create Special Committee for Adjunct/Part-Time Faculty – attached

E. Loomis (2013-2014 Handbook Committee Chair): Both resolutions are stemming from attempts to get more representation/voice for adjunct faculty. The overwhelming sentiment was to have a special committee that would advise the Senate of adjunct faculty issues. The committee would be composed primarily of adjuncts and they would bring issues to the FS Executive Committee, who would then determine how to proceed. To do this need to do 2 things: (1) amend bylaws to provide for special committees. Currently can have standing and ad hoc committees. Adjuncts cannot be on standing committees. Standing committees are composed solely of Senate members and adjuncts cannot serve in the Senate. Ad hoc generally are not on-going committees so what we want to do does not fit well in the category.

So the first resolution would amend the bylaws to allow for this type of special advisory committee.

The second resolution would create the special committee for adjuncts with a composition of 9 adjuncts, hopefully one from each college. Term of service would be 2 years. Would be nominated by Senate at large then, with consultation of Ex Comm, will be appointed by President of the Senate. If we pass these in May, we could get this rolling over the summer so it would be in place for fall. Please look at these before meeting in May.

D. Marshall ceded floor to Julie Estis

It has been an honor and privilege to represent the faculty here at USA. I want to first recognize our past president. He has worked tirelessly to see things move forward. If any of you have served in the past, you know that faculty senate is very different now. We have a lot of interaction with administrators and a lot of the credit for that goes to Phil, and to Doug. The past year was a big year. Hopeful that the coming year we can facilitate a good working relationship with the new president and be an effective voice for the faculty with him. We have a lot of work to continue – the salary survey for the salary benefits committee, the wellness initiative, the representation for adjunct faculty, a mentoring program, evaluation of administrative leadership, collecting information including tracking resolutions on the FS website. If you have any ideas (e.g., FAQs) for what should be on website to make it useful, send to JEstis@southalabama.edu.

We have a few things to do. Each senator is assigned to one of the 7 standing committees. We are passing around a sheet to rank your top 3 committees. We try to put senators on the committees on which they have interest but please understand that you may be assigned to a different committee for purposes of cross unit balance. We try to have as many different units represented on each committee as possible.

The other thing we need to do is to elect caucus leaders for each unit. If the caucuses could get together and make those elections and let K. Woodford know the results.

A&S – Sinead ni Chadhain

Continuing Ed – Joycelyn Finley-Hervey

Computing – Jeff Landry

MCOB – Tom Noland

COM – Tom Rich

Library – Clista Clanton

Nursing – Tricia Huey

Eng'r – Grant Glover

Education – Ellen Broach

AHP – Elisa Kennedy

Guest Presentations: President Tony Waldrop

One of the things I've told some – I was happy in my physiology laboratory and never intended to go into administration. I was tricked. I did not want to lose touch with students and faculty. The further up the chain you go the harder that is. One of the things I hope we can do is to talk about the good and the things that need improving. Working together we can expand where we are doing a job and improve where we could do things better.

Turn it over for questions:

How do you see South as an institution in the State of Alabama that can compete with our existing top tier institutions? The long established ones – to think we can't compete with them would be ridiculous but to think we can compete on all fronts would also be ridiculous. We need to focus on what we do well. At my former institution we were competing with the longer established universities but when students visited UCF they felt welcome and I hope they feel the same way here.

There was explosive growth at UCF. What lessons did you learn from that experience that you can bring to USA? Growth is good if done correctly. UCF had a good plan but the plan did not work. There were plans to hire faculty and staff but when 2008 hit, the money wasn't there to hire that additional faculty and staff. But the president at UCF has been masterful in working with the community for collaboration that helps both sides. We have similar opportunities here – for growth and collaboration. Growing is good if you do it the right way.

Did you meet with the Governor last Friday – lunch at the Dew Drop? Yes, I did. There were many people having lunch with the governor. I had gumbo and it was great.

UCF had a summit on hospitality and tourism. Continuing Ed has started that type of program. What advice can you give to us as we start that new program? The hospitality and tourism program was a very small college until a wealthy donor donated the land to build the campus and gave the money to build that campus. If you know someone like that, we can definitely get you to the same level quickly.

You mentioned that Universities should grow in the right way, including planning for the faculty and staff to meet student needs. Thoughts on how to proceed in that direction during the first year – add that A&S faculty size has decreased while student body has grown? There are ways to explore and I have started talking to Dr. Johnson and some of his people. It would be premature to say more than that.

I was told you were instrumental in getting the medical school at UCF accredited; what lessons learned from that? Instrumental would be giving me too much credit. But I do have med school experience. My perspective is a team effort is needed. That is what they did; rallied around the dean and worked as effective team to get it done.

Proud of Health Science Center – what is your vision to get it to grow? It is critical for education and care in this area to find a way that financially we can do that. This is the only university in region and it is a big region to serve. The indigent care comes at an expense but it is a big thing we do.

Growing the student body can be a concern for research universities because a significant portion of people who come to research institutions come from the middle or upper middle class families and we need to watch for that so we continue to serve the region as a whole.

We hear that the Library is the heart of the university – do you believe that? I believe information is the heart of a university but information is no longer just books. It is critical to provide knowledge and advance research. I see the library as information facilitators, not the old fashioned library. John Hitt

developed a model before online journals to put information in the direct reporting line. The Asst Provost was responsible for IT and the Library. As we move away from books, I worry that some publishers are making things very expensive.

Can you speak to the Student for Life case? I can't say too much because of the on-going lawsuit. I can say we are reviewing policies and procedures to ensure there are appropriate outlets for speech and that we are allowing for free speech the right way. At a prior university, there were complaints about animal abuse. What I decided to do was to take reporters through the animal facilities to let them see what was going on. To see that we were not doing what we were accused of doing. The complaints caused us to get better but we were never doing the atrocities of which we were accused. Complaints can be a vehicle for doing things better.

How are you gathering information to assess the state of research at this institution? I am just starting that process. I have been meeting with the VP of Research and unit leaders. I've been VP of Research. We have to work out a plan.

Can you speak to MCI – Director answered directly to President Moulton. How should MCI interact with the University? We are trying to sort that out. It is one part of the health side so we want to make sure we do the right thing. Every university is different. Have to carefully get information before making changes. [R. Franks added that the reporting relationship will be less of an issue because the new director is a more collaborative person and will be working with other areas of health science.]

What is your agenda while we are on summer break? I'm meeting a lot of people inside and outside of the university. I've seen provosts come in and changing things immediately. They don't last long. Where there are things that need to be fixed and do not have luxury of time, I'll fix them. For example, we have a lot of problems with our utilities. To do all of that is going to be a big expense and we can't do it all at one time. Already working to get a consultant to create a plan for making that better. Buildings can be pretty but doesn't do us any good if you can't heat or cool it.

With the caveat of limited time on campus, what else stands out as the need for improvement? Utilities are one. Another is graduation and retention rates. Had meeting yesterday about that. That is going to be a big priority. I believe strongly in it; state funding depends on it; parents look at it; and it is the right thing to do. Need to get more students out, get them out sooner, and do it in way that costs them less.

I come to University after 17 years out of academia, Mobile is such a growing city. Sporadically see integration between the community and the university. The population as a whole does not feel they live in a university city. How do we change that? I totally agree with what you said. It is right thing to do. By finding ways to integrate the university and the community, we gain and the community gains. And having impact in community is something legislators understand. I want us to feel like we are the university of the community but the change in perception does not happen overnight.

Motion to adjourn made seconded and approved at 4:29

Caucus Reports – Submitted in Writing

Mitchell College of Business

None

School of Continuing Education & Special Programs

- *SCESP Celebrates National Poetry Month on Campus*

April is National Poetry Month, and Carol Case, Language Arts Instructor and Advisor, along with the Department of Developmental Studies volunteer students are placing one thousand poems on and around campus as a way to celebrate and encourage people to read poetry. Carol Case says she wants “to encourage the Arts and Literacy and instill the thrill and joy of poetry” in others. More details about National Poetry Month are noted below:

Poem in Your Pocket Day will be held on Thursday, April 24, 2014. On this day, the Academy of American Poets is encouraging people to read poetry, write poetry, carry poetry in your pockets, and share poetry with others.

You may also Tweet your favorite poems on Twitter by using the hashtag #pocketpoem.

For more ways to celebrate National Poetry Month, please check out their website at npm@poets.org.

Throughout history, poems have been stowed in pockets in a variety of ways, from the commonplace books of the Renaissance to the pocket-sized publications for Army soldiers in World War II. Have a story about the marriage of the poem and the pocket? Send them to npm@poets.org.

For more information, contact Carol Case in Departmental Studies, School of Continuing Education and Special Programs: ccase@southalabama.edu.

- *Pearson Acknowledgement of SCE&SP Department of Developmental Studies*

Pearson Publishers are acknowledging the work of the Department of Developmental Studies Math faculty - who worked hard to redesign the math courses. In a Pearson white paper, Leslie Whiston, Interim Cochair of Developmental Studies, states:

The University of South Alabama’s redesign taught the school’s faculty the importance of never giving up. In 2010, the Math department redesigned from a face-to-face, lecture format to a full emporium model that was completely self-paced with an open lab and no hour requirements. When the results were not satisfactory, the course was adjusted to a full mastery-based model. When the results were not as desired, the school modified the redesign once again by adding test deadlines and implementing clickers and class activities in lecture. Today the school believes it has “hit the mark,” and its results show that to be true.

- *SCE&SP Department of Developmental Studies Completion Ceremony*

On Thursday, May 1 (from noon to 1pm), the Department of Developmental Studies will recognize students who have completed their special courses requirements and have successfully exited the program. Dean Vaughn Millner will recognize their accomplishments with a Pinning ceremony.

Year- End Committee Reports for 2013-2014 (Submitted in Writing)

Environmental Quality

Submitted by Doug Haywick, Chair

The Faculty Senate Environmental Quality Committee had an exceptionally quiet year and only formally met once. Some business was conducted via e-mail, but much of the committee's mandate was put on the back-burner due to the presidential search.

At the beginning of the year, the EQ Committee was tasked with determining support for making the USA campuses smoke-free. Had the Presidential Search not taken precedence over much of the Senate's business this year, it is likely that several questions gauging support for a smoke-free USA would have been added to the annual faculty survey. That will be one of our roles for next year. It will also be necessary to work with staff and student groups in order to determine campus wide support for a smoking ban at USA.

Speaking of student groups, in many ways they are more effective than the EQ Committee when it comes to environmental matters on campus. We have a very positive relationship with students on campus, particularly when it comes to recycling issues. Student groups like the Sustainability Council have proven very effective at promoting recycling in student dorms. The EQ Committee works with university officials to promote recycling in the other buildings on campus.

As was the case last year, the gully area between the Library and Humanities buildings on the main campus is still an area of concern on the Main Campus. Earlier this semester, the University improved drainage from the Student Center and adjacent parking lots marginally improving the adjacent HUMB-side of the area. However, no further changes have occurred. It should be noted that comprehensive plans exist for the entire gully from both the university-side and from student groups (e.g., 2013 USEPA Rainworks Challenge Team). This will doubtless be a major area of interest on campus, especially now that we have a new President with, one presumes, a new vision for the campus.

Evaluation

Submitted by Sam Fisher, Chair

The evaluation committee conducted three surveys of faculty over the past year. We conducted two surveys about the presidential search that effectively communicated the faculty's position on the presidential search. The annual faculty survey was just completed this spring and the results are in the process of being distributed.

Handbook

Submitted by Eric Loomis, Chair

The Faculty Senate Handbook and Policy Committee for 2013-4 consisted of: Dr. Gayle Davidson-Shivers, Dr. Joycelyn Finley-Hervey, Dr. Eric Loomis (Chair), Dr. Mihaela Marin, Dr. Sinéad Ni Chadhain, Dr. Joyce Varner, Ms. Vicki Tate, and Dr. Leslie Whiston. The Committee was very active, with four face-to-face meetings and multiple business items conducted by email. The Committee prepared a total of five resolutions and one policy proposal. The Committee also considered a variety of other issues.

The resolutions authored by the Committee are as follows, along with a statement of their status as of this report:

- 1. Resolution Endorsing a Revision to the Faculty Handbook Policies Governing Emeritus Faculty.** This resolution incorporated an earlier proposal from an ad hoc university committee to streamline the emeritus faculty nomination process and better clarify the benefits of emeritus faculty status. After numerous revisions and friendly amendments, the Committee unanimously voted to present the proposal to the Senate. It passed the Senate and is likely to be approved to become university policy.
- 2. Resolution Endorsing a Revision to the Handbook Procedures for Collegiate Tenure and Promotion Review Committees.** This policy proposal was intended to improve the independence of

Collegiate tenure and promotion Committees. After drafting it, the Handbook Committee voted unanimously to send it to the Senate. It was approved by the Faculty Senate and is currently under review by the University Administration.

3. Resolution Endorsing a Policy for Supervisors' Observation of Online and Traditional Classrooms. This policy proposal arose in response to numerous concerns about Department Chair monitoring of faculty teaching, primarily in online classrooms. After considerable discussion, it was drafted by the Committee, which unanimously voted to send it to the Senate. It was approved by the Faculty Senate and is currently under review by the University Administration.

4. Resolution Endorsing an Amendment to the Faculty Senate Bylaws to Establish Faculty Senate Advisory Committees. This policy proposal was intended to create a category of Senate Committee upon which faculty who are not full-time faculty may serve. It was unanimously approved by the Handbook Committee and sent to the Senate in April 2014.

5. Resolution Endorsing an Amendment to the Faculty Senate Bylaws to Establish an Adjunct Faculty Advisory Committee. This policy proposal was intended to create a new Faculty Senate Advisory Committee which would represent part time and adjunct faculty. It was unanimously approved by the Handbook Committee and sent to the Senate in April 2014.

In addition to the above resolutions, the Committee discussed the following policy proposal, which Dr. Loomis authored and, at the request of Vice President for Academic Affairs Dr. David Johnson, was presented to the University Administration:

Spousal Hiring Policy Proposal. This proposal would create an exception to allow for the appointment of spouses in exceptional cases. It was revised and has been approved by Acting President Smith as an extraordinary hire policy.

Finally, the Committee considered a variety of other proposals and business items:

- i. The Committee drafted a proposal to the Administration to support a Retired Faculty Association at the University. A proposal was presented to the Senate and discussed with Dr. David Johnson and Dr. Ron Franks at a subsequent meeting.
- ii. The Committee considered a proposal to modify Handbook language on Department Chair appointments. The Committee discussed the AAUP guidelines on such appointments, and considered possible revisions to the University Handbook language on Chair appointments. After drafting two possible revisions to the Handbook, the Committee ultimately decided to postpone further action on this item for the 2013-4 academic year, due to complexities introduced by the delayed appointment of a new University President.
- iii. The Committee was asked by the Faculty Senate Officers to review a proposed revision to the Student Academic Conduct Policy on behalf of the Faculty Senate. This revision had been sent to the Faculty Senate by the Academic Affairs Policy Committee for input. The Handbook Committee reviewed the proposal and subsequently submitted a brief report to Dean Andrzej Wierzbicki, Chair of the Academic Affairs Policy Committee.
- iv. The Committee considered a holdover issue from the 2012-3 Committee involving faculty workloads, which concerned some faculty teaching workloads being out of proportion to the workload of other faculty. After discussion, the 2013-4 Committee decided to suspend further consideration of this

issue for the time being, owing primarily to difficulties surrounding the ability to assess appropriate workloads between departments and across different colleges.

Salary & Benefits

Submitted by Susan Gordon-Hickey, Chair

During the 2013-2014 academic year the Faculty Senate Salary & Benefits Committee completed several objectives aimed at evaluating the status of current faculty compensation. The Faculty Senate has expressed concerns that USA is losing faculty due to compensation issues and is also losing potential new hires due to these same issues. The committee reviewed the 2004 external peer review of salaries and has compiled recommendations for a 2014 external peer review of salary. The recommendations include a list of comparable Universities, data requested, and questions regarding the process for calculation of salary adjustments. In addition, the Salary & Benefits committee initiated a survey of 403b matching benefits offered at comparable Universities. This was undertaken because USA stopped matching 403b contributions for faculty hired after 2007. It was also called to the attention of the FS Salary & Benefits committee that faculty reimbursement for tuition at USA is no longer a significant benefit. During summer of 2014, we plan to pursue more information regarding this and compile a complete report.

In addition to efforts aimed at evaluating faculty compensation issues, the Salary & Benefits committee discussed and pursued the Wellness Initiative idea of Phil Norrell, a faculty member in the Department of Health, Physical Education, and Leisure Studies. This was discussed with S. Simmons who requested that the committee form a list of key University personnel to be involved in exploring the wellness needs of the University community as well as the interest of the University community in exploring this possibility. Based on these suggestions and with input from upper Administration, Acting President, John Smith, agreed to appoint a committee to explore the Wellness Initiative.

Research

Submitted by Ellen Buckner, Committee Chair

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Technology Utilization

Submitted by:

Kevin N. West, Chair – Technology Utilization Committee

The Technology Utilization Committee had several goals for the year that centered on improving communication between the Senate and the Innovation in Learning Center (ILC, where the online learning tools are managed) and developing better documentation of technology resources available to faculty (part of a planned major update to the Faculty Senate webpage). The former was accomplished by the establishment of regular informal meetings with the ILC director, Jack Dempsey, which greatly improved the dialog between the senate and the ILC. This resulted in several issues brought up by committee members, such as the availability of features in Sakai (saving video when using Big Blue Button, the Sign-up tool, etc.) being resolved quickly. Such informal meetings are expected to continue next year and it is expected that they will provide a vehicle for improved communication.

Another goal of the committee was to update the Faculty Senate web page to improve communication with the faculty, provide the faculty with timely information about Senate action and be a primary information portal for the faculty. Over the summer, the chair received approval for Andrea Wright (Assistant Professor, Library) to become webmaster for the senate's page. However, during the fall semester, web services underwent significant restructuring, delaying final approval. In late fall, when control of the page was turned over, the Senate leadership decided to wait until the University's new webpage templates were released to make significant changes, a process that is now underway. It is expected that the updated Faculty Senate web page will be released in the early summer.

Also, the chair of the Technology Utilization Committee represented the Faculty Senate on a number of standing and new committees this year. Below is a summary of these activities.
Committee highlights:

- University Committee on Electronic Learning (standing committee)
 - Discussion, revision and approval of the Academic Communications Policy (*see* below)
 - Discussion of Quality Matters program – quality assurance program for online course design
- University Teleconferencing Committee (new committee)
 - Discussion of current/potential teleconferencing software utilization
 - Pros/cons of various programs (Skype, WebEx, Go-To-Meeting, etc.)
 - Computing center is still evaluating needs/capabilities
- USAonline/Sakai Advisory Committee (standing committee)
 - Discussion of Sakai portal update
 - Update on tools available in Sakai
 - Brief discussion of Online Instructor Evaluation – the ILC is waiting on the administration's response to the Senate's proposal

Attachment to Research Committee Report

NEW INTRAMURAL GRANT PROGRAMS ANNOUNCEMENTS

Office of Research is announcing four new grant programs for USA faculty. These programs will supplement, not replace, the \$5000 Faculty Development Grants offered through the Graduate School.

1. **Small Grant Program in Support of Arts and Humanities**

The Small Grant Program in Support of Arts and Humanities will provide funding to help support faculty research and scholarly activities. \$15,000 will be allocated annually for this program. The purpose of the program is to assist faculty in building their career and contributing to their discipline by exploring new scholarly, creative and research activities.

Start Date: March 1, 2014.

2. **Research and Scholarship Development Grant**

The Research and Scholarship Development Grant (RSDG) program will provide tenure *and* non-tenure track faculty with seed funding to help build their research and scholarly career. Four awards annually will be awarded at approximately \$25,000 each. The funds are to be used to:

- provide seed funding for new research projects
- provide resources for planning for major grants

RSDG grants are intended to stimulate interactions across disciplines, departments, colleges, and programs. The funding is designed to facilitate attracting external funding, so a requirement for each RSDG proposal is to demonstrate how funding for this project will directly lead to the external funding requests.

Start Date: March 1, 2014

3. **Faculty Productivity Grant program**

The purpose of the Faculty Productivity Grant program (FPG) is to provide concentrated time for faculty to generate pilot or preliminary data that will enhance their competitiveness for a major grant or contract. The Office of Research and Economic Development (ORED) will provide funds for ten (10) faculty “buy-outs” from teaching for fall or spring semester annually.

Start Date: March 1, 2014

4. **USA Interdisciplinary Incentive Program**

The USA Interdisciplinary Incentive Program replaces the USA Incentive Plan (formally VPIP). This new program was created to support faculty in seeking funding for research across disciplines. A total of \$3,000 will be provided to Principal Investigator(s) (PIs) and Co-Investigator(s) for each funded proposal that complies with the eligibility requirements

Start Date: May 1, 2014

NOTE: the start date for the USA Interdisciplinary Incentive Program is delayed because the current VPIP program must remain in effect for 90 days after terminating the program. The official termination will be February 1, 2014. Any proposals sent in between February and May 1 2014, will fall under the current VPIP. Awards made based upon proposals submitted prior to May 1, 2014 will fall under the current VPIP program.

For further information and guidelines, contact the Office of Research and Economic Development (ORED), Ms. Sandy Corry, Executive Assistant, scorry@southalabama.edu

Attachment to Technology Committee Report

**Policy referenced in Technology Report under University Committee on Electronic Learning
USA Academic Communication Policy
Effective Date: March 19, 2014**

The University community is required by FERPA to protect students' educational records, which include: files, documents, and materials in whatever medium, including those posted on the Internet, that contain information directly related to students and from which students can be personally identified. The University provides faculty, students, and staff with a learning management system, university email, and other software tools to promote communication and learning in a protected environment and these should be the software tools of choice for all course-related electronic network communication.

When course content dictates that the instructor supplement the University standard software tools, faculty members are required to exhibit due diligence to ensure that the selected supplemental software tools protect students' privacy consistent with FERPA guidelines.

Access by anyone outside the course must be in accordance with FERPA guidelines.

Bring your class to visit

Half the Sky

Open until September 1, 2014

The **Archaeology Museum's *Half the Sky*** exhibit is now open. We invite you to bring your classes to see this innovative exhibit.

The exhibition, is part of USA's Common World / Common Read Initiative, which encourages the entire University community to read to the book *Half the Sky: Turning Oppression into Opportunity for Women Worldwide*. The exhibit provides a visual, tangible, and dynamic examination of the global oppression of women through the use of personal stories and cultural artifacts that demonstrate how women and girls are effecting change.

We hope that you can bring your classes or encourage your students to visit.

Resolution

Commending Dr. John W. Smith

For His Service To The University Of South Alabama

In The Role Of Acting President

WHEREAS, Dr. John W. Smith has very ably served the University as Vice President of Student Affairs since coming to the University in 2008, earning the enduring respect and affection of students, faculty, and staff for his exemplary performance and dogged promotion of student interests in that role, and

WHEREAS, Dr. Smith did double duty from 2010 to 2013, serving as Special Assistant to President Gordon Moulton in addition to his role as Vice President of Student Affairs, simultaneously performing both sets of duties with enviable skill and energy, and

WHEREAS, Dr. Smith served as Acting President of the University of South Alabama for more than a year, from February 2013 through March 2014, successfully leading the University through a difficult but critical period, including its 50th Anniversary, with his characteristic proficiency, quiet grace and good humor, and

WHEREAS, Dr. Smith has repeatedly proven himself to be a true friend of the faculty throughout his time at the University of South Alabama

THEREFORE, BE IT RESOLVED on this 16th Day of April 2014, that Dr. John W. Smith has earned the sincere esteem and gratitude of the Faculty Senate, and is thus hereby acclaimed an honorary member of the Faculty Senate, with all the rights and responsibilities thereunto appertaining.

Resolution to Amend Bylaws to Allow for Creation of Special Advisory Committees:

WHEREAS, the University of South Alabama Faculty Senate Constitution states, in its Second Article, section 2.1, that “the Faculty Senate Represents the University Faculty at large”, and,

WHEREAS, as a part of this representation, the Faculty Senate has recognized the need to better represent members of the faculty at large, such as Adjunct Faculty or other part-time Faculty, and,

WHEREAS, Adjunct or other part-time Faculty cannot serve on the Faculty Senate, since the Faculty Senate Constitution restricts eligibility to full-time Faculty (Article II, section 2.1), and,

WHEREAS, Adjunct or other part-time Faculty consequently cannot serve on any standing committees of the Faculty Senate, membership on which is restricted by the University of South Alabama Faculty Senate Bylaws to Faculty Senators (Bylaw 3, Section 1.1), and,

WHEREAS, Faculty Senate *ad hoc* committees are limited to specific issues and are of limited duration, and are thus not suitable vehicles for representing the ongoing interests of Adjunct or other part-time Faculty, and,

WHEREAS, the establishment of a new category of standing Faculty Senate Committee, which allows for the inclusion of Faculty Members who are not, or are not eligible to be, Faculty Senators, would enable the Faculty Senate to better represent such Faculty Members,

THEREFORE BE IT RESOLVED, that Bylaw 3 of the University of South Alabama Faculty Senate Bylaws shall be amended to include a Ninth Section as follows:

Section 9. Advisory Committee Establishment and Structure

9.1 The Faculty Senate may establish Advisory Committees to deal with issues that are not addressed by Standing Committees or *ad hoc* Committees. Members of the Faculty Senate as well as other qualified persons from within the University community may be requested to serve on these committees. Motions to establish Advisory Committees shall include the name of the committee, its charge, the term of service of committee members, and its size and composition. Following discussion by the Senate Body at a regular or special meeting of the Faculty Senate, a vote will be taken and the Faculty Senate Advisory Committee will be established if a two-thirds majority of a quorum at the meeting is reached. Members of Advisory Committees shall be nominated from the Faculty Senate at large, who shall submit nominations to the Secretary of the Faculty Senate. The President of the Faculty Senate, in consultation with the Executive Committee, shall appoint Advisory Committee members from the pool of nominees.

BE IT FURTHER RESOLVED, that Bylaw 3, Section 1 (“Committee Structure”), sub-section 1.1, shall have its first sentence amended to read as follows:

1.1 The Faculty Senate shall establish Standing, *ad hoc*, and Advisory Committees that represent faculty interests.

BE IT FURTHER RESOLVED, that Bylaw 3, section 7, shall be amended to read in its entirety as follows:

Section 7. Dissolution of a Faculty Senate Standing or Advisory Committee

7.1 If a Faculty Senate Standing or Advisory Committee is no longer considered to be necessary it may be dissolved following presentation, discussion, and a simple majority vote of members at a general or special meeting of the Faculty Senate.

Resolution to Create Adjunct Advisory Committee

WHEREAS, Adjunct and non-adjunct part-time Faculty members at the University of South Alabama form an essential component of the University's teaching faculty, and are a significant and valuable element of the faculty as a whole, and,

WHEREAS, Adjunct and other part-time Faculty members may have needs, concerns, or issues that are unique to their position, and,

WHEREAS, addressing such needs, concerns or issues may in many cases benefit Adjunct and other part-time Faculty, as well as the University as a whole, and,

WHEREAS, the University of South Alabama Faculty Senate Constitution states, in its Second Article, section 2.1, that "the Faculty Senate Represents the University Faculty at large", and,

WHEREAS, Adjunct or other part-time Faculty cannot serve on the Faculty Senate, since the Faculty Senate Constitution restricts eligibility to full-time Faculty (Article II, section 2.1), nor can they serve on any Standing Committees of the Faculty Senate, membership on which is restricted to Faculty Senators (Bylaw 3, Section 1.1), and,

WHEREAS, the Faculty Senate desires, in conformity with its Constitution, to better represent Adjunct and other part-time Faculty, and,

WHEREAS, an Adjunct Faculty Advisory Committee, if constituted as below, would provide a vehicle through which such representation could be better achieved,

THEREFORE BE IT RESOLVED, that Bylaw 3 of the University of South Alabama Faculty Senate Bylaws shall be amended to include a Tenth Section as follows:

Section 10. Advisory Committees

10.1 Adjunct Faculty Advisory Committee: The charge of this Committee is to represent the particular needs, concerns, and issues of Adjunct and non-adjunct part-time Faculty at the University to the Faculty Senate Executive Committee. The Adjunct Faculty Advisory Committee shall meet at least once each regular semester, and shall report any part-time faculty issues deemed worthy of action to the Executive Committee in writing at least once per academic year. The Executive Committee may, at its discretion, pursue appropriate action in response to the Advisory Committee's reports.

The Adjunct Faculty Advisory Committee shall consist of nine part-time or full-time faculty members. Committee members shall be nominated by members of the Faculty Senate, and appointed by the President of the Faculty Senate from the pool of nominees. To the extent possible, the President shall select one faculty member from each of the nine colleges and schools at the University. Where this is not possible, the President shall select members from the Faculty at large. The Committee shall always include a majority of at least two-thirds part-time faculty as members and, to the extent possible, representation of part-time faculty on the Committee shall include both part-time teaching faculty who work as full-time employees of the University in other capacities, and part-time faculty who do not. Committee members shall serve a two-year term. If, during their term, a Committee member resigns, or ceases to be employed by the University as an Adjunct or other part-time Faculty member, they must promptly notify the

Faculty Senate President, who shall appoint a replacement Faculty Member to complete their term.