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Faculty Senate Meeting Minutes – April 2013

Faculty Senators

University of South Alabama

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April 17, 2013 – Faculty Club - 3:00 pm

MINUTES

Present: Estis, Kennedy, Morgan, Smith, Benko, Carr, Connors, Fisher, Haywick, Husain, Kozelsky, Loomis, Marin, Marshall, Mishra, Richards, Schulze, Shaw, Smith, Campbell, Landry, Finley-Hervey, Whiston, Davidson-Shivers, Stefurak, Glover, Phan, West, Britton, Tate, Audia, Cioffi, Falkos, Gillespie, Rachek, Rich, Hunsader, Noland, Woodford, Buckner, Fuller, Minchew, Varner

Excused: Gordon-Hickey, Faile, Ni Chatham, St. Clair, Broach, Norrell, Gupte, Alexeyev, Burham, Huey, Walls

Unexcused: Taylor, Richards, Ruchko

Call to order The meeting was called to order at 3:00pm with quorum.

Approval of minutes: S. Fisher made a motion to approve minutes from the March 2013 meeting. L Minchew provided a second, and the minutes were unanimously approved.

Approval of agenda S. Fisher made a motion to approve the agenda for the April 2013 meeting. L Minchew provided a second, and the minutes were unanimously approved.

President's Report—Phil Carr

SACS site visit went extremely well. An official report will be presented soon. We had one recommendation from the site visit committee. This was an excellent outcome. The site visitors loved the QEP: TeamUSA. The administration expressed appreciation regarding faculty involvement.

The Executive Committee discussed raises with administrators during our April meeting. There was a commitment to the raises presented by President Moulton. Several caveats remain, namely state appropriations and student enrollment. The issue of merit raises versus across the board raises was discussed. It appears at this point that an across the board raise would be most likely.

Announcements

- 50th Anniversary Celebration—May 3, 2013, Moulton Bell Tower

Old Business

- Ombudsperson
The creation of this position was approved for a one-year trial period. A search committee to identify an ombudsperson is in place, and the position should be filled for the Fall semester.
- Presidential search
A general faculty meeting was held April 10, 2013 to discuss the Presidential Search process. Jim Yance, Board of Trustees Chair Pro Tempore, described the process and responded to questions from the audience. Feedback was solicited from faculty and compiled by Sam Fisher for report back to the search committee and to the search firm, R. William Funk and Associates. M. Gillespie asked if there was a summary statement about the negative comments regarding the meeting last Wednesday. P. Carr responded that there was too much presentation and not enough Q & A. There were additional concerns about diversity on the search committee. D. Marshall described the input from the faculty received through the survey. The desire for an external candidate was prevalent throughout the responses. Also predominant was emphasis on vision for the university. Other issues were: politically savvy

with good public relations and fundraising abilities, importance of academic background, strong leadership skills, and character/integrity. M. Gillespie stated that a vision that is shared with the faculty vision for increased scholarship/research is desired, not just someone with a vision. S. Fisher added that there were many comments related to communication and shared governance with Faculty. D. Marshall stated that he will compile the results of the faculty input and distribute those.

- Resolution on Administrative Hiring Procedures
Officers met with VP for Academic Affairs to discuss our response to their feedback on the Resolution on Administrative Hiring Procedures. Dr. Johnson stated that the items regarding the presidential search are between the Faculty Senate and the Board of Trustees.
- State of the University Report
S. Fisher made a motion to approve the State of the University Report, T. Shaw provided a second, and the State of the University Report was unanimously

New Business

- Elections
President - Doug Marshall
Vice-President- Julie Estis
Secretary- Kelly Woodford
Environmental Quality Committee - Doug Haywick
Development and Mentoring - Thomas Shaw
Evaluation - Sam Fisher
Salary and Benefits - Susan Gordon-Hickey
Technology Utilization - Kevin West
Planning and Development - Mark Gillespie
Policies and Handbook - Eric Loomis
After no additional nominations from the floor, the above slate of candidates was unanimously approved. V. Tate recommended that the slate of candidates be presented prior to the meeting. The officers replied that the elections took place according to the bylaws, and the bylaws could be revised change future elections.
- Committee Preferences
Senators were asked to rank top three committee preferences on the provided form and return to Julie Estis.
- Caucus Leader Selections
Caucus leaders were selected by each unit.
Allied Health- Elisa Kennedy
Arts & Sciences- Mara Kozelsky
Computing- Jeff Landry
SCESP- Joycelyn Finley-Hervey
Education- James Stefurak
Engineering- Grant Glover
Library- Vicki Tate
Medicine- Judy Burnham
MCOB- Tom Noland
Nursing- Elizabeth Fuller
- First Year Advising—Thomas Shaw
Retention Task Force met this morning. Plans are needed to improve advising students for first year students. Deans suggested utilizing faculty members who relate well to students. There would be some incentive for faculty participation. Please let Thomas know if you have thoughts, suggestions, or concerns.

Guest Presentations:

- Nicole Carr, Director of Student Academic Success and Retention
Dr. Nicole Carr and Dr. Peggy Delmas introduced the upcoming Common Read initiative for Fall 2013. All students, faculty, and staff are encouraged to participate Common Read/Common World, USA's voluntary Common Read Experience. During the fall, *Half the Sky: Turning Oppression in Opportunity for Women Worldwide* may be used in First-Year Experience and various courses of the faculty's choosing. There will be events surrounding the book and its topics during the academic year, including lectures, discussions, films, and performances. For additional information, see <http://www.southalabama.edu/commonread/index.shtml>.

Committee Reports

Please see attached year-end committee reports.

Caucus Reports

- Arts and Sciences (Genevieve Dardeau)—no report.
- Continuing Education (Joycelyn Finley-Hervey) —no report.
- School of Computing (Jeff Landry) —no report.
- Education (Gayle Davidson-Shivers) — Faculty Excellence in Teaching Awards Ceremony will be held on April 27, 2012 at the Faculty Club. Three awards are made annually in the areas of Distinguished Career Award, Early Career Award, and Outstanding Innovation to deserving COE faculty members. The 35th Annual Honors and Awards Reception will be held on May 4, 2012 at the Mitchell Center. Individual students in graduate or undergraduate programs within the College will be recognized for their achievements. Students are selected by faculty members in each academic program.
- Engineering (Kevin West) —no report.
- Library (Vicki Tate)

"It is National Library Week with various events planned at the library.

While nothing is definitely decided yet, it is looking more likely that a Starbucks will be going in the Library where the ARC lab and the IMC work area are currently located. This would necessitate the relocation of the ARC lab, hopefully to the PETAL area on the 3rd floor. The IMC would lose most of its work area and its service counter due to the construction so AV materials would need to be checked out at the Circulation Desk. If this change to the library does occur, it is hoped that construction will be completed in time for the fall semester. It looks like the university library is still being considered as the primary location for the McCall collection (Archives) if the university does not find a benefactor for funding a new building. A decision needs to be made soon since the plan is to have the old SHAC hospital building demolished in the next year. The fate of the bound periodicals currently location in the space is unclear. There is a lot of concern about relocating Archives within the library since it would mean that there would be no space for growth of the Archives collection and it would also result in the loss of the majority of the bound periodical collection as well as a lot of study space for students. There is additional concern about the safety of the library with the addition of materials associated with the photograph collection and the production of prints, which can be highly flammable. Lastly having the Archives in the Library would also hinder the non-university patrons of the special collections since parking would be an issue for them." E. Loomis asked if departments might be given the opportunity to get those periodicals. A senator asked if another library would take the materials and then offering them through interlibrary loan. M. Kovalesky expressed concerns this decision, particularly since the archives may not remain in that space long-term. The

Development Office has been working to find donors to build an appropriate building. G. Davidson-Shivers asked why space is allocated for a Starbucks but not for materials.

- Medicine (Judy Burnham) —no report.
- Mitchell College of Business (Ken Hunsader) —no report.
- Nursing (Ellen Buckner) —no report.
- Pat Capps Covey College of Allied Health (Susan Gordon-Hickey) —no report.

The meeting was adjourned at 4:05pm.

Respectfully submitted by Julie Estis.

Planning & Development Committee Report

Chair: Leigh Minchew

The Planning & Development Committee is proud of all of our accomplishments over the last year. We recently celebrated the 2012-2013 Annual Faculty Senate Banquet Saturday, April 13th where we recognized this year's award recipients at the Fairhope Yacht Club.

Semoon Chang Humanitarian Award: Dr. Jim Connors

Outstanding Teaching Partners: Ms. Patti Fassbender, PT-ADPH/Children's Rehab Services, Mobile, AL; and Dr. Deidre Dees-Poarch Band of Creek Indians Archives & Museum, Atmore, AL.

Outstanding Research Partners: Weeks Bay and Grand Bay National Estuarine Research Reserves, Fairhope, AL and Moss Point, MS

Outstanding Community Partners: Mobile Loaves & Fishes/15 Place and the Dora Finley Franklin African American Heritage Trail of Mobile, AL

The committee also completed the task of selection, notification and publication of the Faculty Senate's 50 Outstanding Faculty awardees. The committee wishes to thank the USA Alumni Association and the USA Student Government Association for its input during the selection process and continue to thank the Office of Public Relations for assistance provided throughout the publication process.

The Planning and Development Committee has also continued involvement on the University Planning, Assessment, & Finance Committee along with several of its subcommittees.

It has truly been a pleasure serving on this committee and being instrumental in the recognition of our past and present colleagues and community partners who assist us in making USA a great university.

Respectfully submitted,

Leigh Minchew

Chair

Policies and Handbook Committee

Chair: Sam Fisher

The committee considered five items over the course of the academic year: a proposal for a university ombudsperson, a new clinical appointments policy for the College of Education, sexual harassment policy, commencement attendance policy, and faculty workload. The committee also reviewed the newly edited faculty handbook. A formal proposal for an ombudsperson was reviewed by the committee, presented to the full Senate which approved the proposal, and received by the administration. The administration made changes in the policy that were accepted by the Faculty Senate. These changes were minor and did not alter the primary intent of the policy.

The College of Education made change to the policy on clinical appointments. The committee reviewed and supported the new policy. The committee took part in the broader Senate discussion of sexual harassment policy at the University. The current university policy on sexual harassment incorporates some of the suggested wording by the Senate. Faculty came to committee expressing concerns about the commencement attendance policy. The committee chair met with Senior Vice-President for Academic Affairs concerning possible modification of the policy. The current policy remains in place.

Concerns about the faculty workload as measured by number of semester hours and contact hours were brought to the committee. The committee is reviewing the issues related to workload and how practice comports to the stated handbook policy. At this point the committee is not yet in a position to make any decision to make or not make recommendations to the full Senate. This will be left up to the 2013/2014 committee.

Submitted by Sam Fisher

Academic Development and Mentoring Committee Report

Chair: Thomas Shaw

The following were the goals outlined for the Academic Development and Mentoring Committee for the 2012-2013 Session:

- 1) Obtain a meeting with the Dean's Council and explain the objective of creating a common location for faculty to be able to access development opportunities from across the campus. Alert the Dean's that members of the committee will be contacting them throughout the semester to acquire this information.
- 2) Contact the Dean's regarding development opportunities in their college and then put this information together for presentation on the Faculty Senate web page.
- 3) Prepare the mentoring best practices gathered in 2011-2012 for presentation on the Faculty Senate web page.
- 4) Develop a voluntary mentoring program (operated through the Faculty Senate) to have available for presentation on the Faculty Senate web page and during 2012-2013 New Faculty Orientation.
- 5) Create an ad hoc subcommittee on creating/sustaining a positive work environment. This subcommittee will work on two additional goals:
 - a) Establish what does and/or does not constitute a positive work environment.
 - b) Establish what other similar universities are doing to create/sustain positive work environments.

Goals 1 and 2 were not met. Although Faculty Senate President Phil Carr discussed meeting with the Dean's council, Dr. Johnson recommended looking for the development information in the materials being developed for the SACs review. This is still on ongoing process and has not moved forward primarily due to a lack of time.

Goals 3 and 4 were successfully carried out. A voluntary mentoring program with appropriate documentation has been developed and four mentoring relationships are currently ongoing. Mid-year reviews of these mentoring relationships all revealed very positive feedback. A key goal for next year will be to carry this program forward. To that end additional documentation such as a one-page on key things to discuss at the first mentoring meeting should be developed. The Faculty Senate President and Chair of the Academic Development and Mentoring Program should also meet with new faculty during orientation again to further the program.

Goal 5 was not met. This goal was difficult to obtain given that Senate committees were further reduced in size with the addition of the ad hoc committee on Research that will eventually become a standing committee. I would recommend that the Faculty Senate President take this goal under advisement and determine if it is still something that the Senate wants to pursue. If it is, I would propose establishing an ad hoc committee on the issue with a specific commission and timeline from the President.

Environmental Committee Report

Chair: Doug Haywick

The Faculty Senate Environmental Quality Committee had a relatively quiet year. We met three times to discuss primarily main campus issues dealing with erosion, landscape improvements and future environment improvement issues.

Of main concern this year was excessive water runoff and soil erosion. The University has been actively trying to correct these problems (e.g., establishing raised terraced east of Meisler Hall to increase water infiltration), but there are still several problems on campus. Most notably is the periodic flooding of a portion of the Visual Arts complex. Sandbags were erected sometime in the past to prevent water infiltration into the sculpture lab, but it was only after Maintenance replaced sewer covers that improvements were noted. The EQ Committee has been working with Maintenance to identify other areas of excessive water runoff and erosion and is actively encouraging their mitigation.

In the Summer of 2012, representatives of the USA Recreational Center approached us to discuss establishing a rip line/wilderness activity trail west of the Rec. Center. As a student activity, this was not entirely covered by the mandate of the Faculty Senate, but we were invited to participate in an advisory capacity because part of the planned project would impact the area between the Faculty Club and the Rec. Center. All of the faculty invited to the meeting (including many not in the Faculty Senate) agreed that the rip line should be moved as far away from the Faculty Club as possible. We were concerned that non-faculty would park at the Faculty Club and want to use the building as a staging area for their activities. That close to the Faculty Club would also result in more tree removal than was

judged necessary. While touring the proposed activity trail/rip line, we noticed that there had been some recent clearing in the gully near the Faculty Club and that rip-rap had been added to shore up part of the slope. Rip-rap is a quick and dirty as well as cheap method of reducing erosion and in a relatively attractive wooded area, should be avoided like the plague. We held discussions with representatives from the Grounds Department and received mixed signals about our concerns. Cost is an issue. According to them, if more money was available for environmental landscaping, more could be done. Regardless, rip-rap should only be used as preferably, a *temporary* mitigation technique.

The gully area between the Library and Humanities buildings on the main campus has been a source of contention for several years. Admittedly, there was a safety issue associated with lighting, but the University's solution of deforesting the whole area was not well received by faculty or students. There is a plan to mitigate the site to improve drainage from the Student Center and adjacent parking lots (this is currently taking place), and to enhance the entire gully area by adding some fixtures (glass in the Library pond?) and possibly a natural amphitheatre facing the pond. But the plan faces competition! Earlier this year, the EQ Committee invited representatives from a student-led group that participated in the USEPA Rainworks Challenge. This national competition required students to identify a problem area on campus (the gully) and to come up with an environmental solution to mitigate the issue(s). The members of the EQ Committee that attended this meeting were rather pleased by the presentation and video that the students produced as their plan, with a bit of modification, could be both environmentally sensible and educationally relevant. See more about their USEPA submission on the following faculty website:

<http://www.usouthal.edu/geography/fearn/index.htm> (look for the Rainworks link)

The last meeting of the EQ Committee occurred in late March at the invitation of Dennis Campbell and Richard Hayes of the College of Education). They presented a summary of an exciting project that the College of Education would like to see developed on the USA campuses. In September 2014, the World Leisure Organization¹ will be holding their biannual congress in Mobile. The College of Education is working with them in planning the event. This is the first time that the WLO group has held their meeting in the United States, but recently, they have held congresses in Australia, Canada and Italy. With 2000 international delegates, this will be the largest convention held to date in Mobile. The congress will be chaired by Hank Aaron and on Wednesday September 10, the whole group will shift their meeting to the USA campus. Michelle Obama may also attend the meeting at this time.

The following is a link to the WLO "about" page:

<http://www.worldleisure.org/template.php?id=104&Who+Are+We+Home>

As part of their mandate, the WLO likes to leave behind legacy projects at the cities that host their congresses. According to Hayes when the WLO met in Toronto (2011 I think), they developed a park. For Mobile....., well this is where the College of Education and ultimately the Faculty Senate comes in.

The theme for the 2014 congress is "*Improving the human condition through leisure*" and there are several subthemes that will be promoted at the meeting like economics and technology. The USA component will be "technology" and as an example of the content, might involve programs or keynote addresses of a medical theme (e.g., how knee replacement makes leisure more universal etc). Hayes and Campbell outlined their vision of what a possible legacy project might be for USA. They suggested that

¹ According to Dr. Hayes, the WLO was founded in 1952 and was later designated as a division of the United Nations (I have not been able to confirm this). According to their website, World Leisure is "a world-wide, non-governmental association of persons and organizations dedicated to discovering and fostering those conditions best permitting leisure to serve as a force for human growth, development and well-being."

we consider Australia's "Olivia's Place" playground. This is a park that was made universally accessible for all children regardless of disabilities. The playground was not simply converted to make it disability friendly (e.g., adding wheelchair ramps), it was designed to be accessible to everyone from the ground up. It was multisensory; sounds, smells and visual stimulation were all present. And all were able to use the facility without the need of providing multiple entry points. The example Hayes provided was a zero entry pool. This style of design means that everyone enters the water at the same place. There is no visible stigma of a separate entry point for those that can't get into the water by themselves.

On the USA campus, Shelby Hall was designed in this way. The shortest entrance to the building is via the ramps. If a group of people, one in a wheelchair, were trying to get into the building, they would likely all go up the ramp together. They would not have to part company as they would be entering most buildings where ramps were added as afterthoughts in less convenient and usually less desirable locations. Why is this important? Because disabilities commonly disrupt interactions and by eliminating the "we are different" stigma that disabled individuals frequently face, it enforces equality and promotes better conversations, interaction and collaboration.

We all agree that the USA campuses should be as universally accessible as possible. But if we strived to do this and to make it part of our mission, we might attract the very high quality faculty and students that we seek, many of whom just happen to be disabled. Why not convince them to come here because this is the best place for them to learn or teach or do research?

We can't retrofit the entire campus (particularly our older buildings), but we can easily improve the environment between buildings. The legacy project that Hayes envisions would create an ethic of equality at USA and involve multiple sites developed on the main campus and other satellite locations (e.g., USA Medical Center, the Woman's and Children's Hospital). All would follow rules of universal design and promote accessibility, conversation etc. He suggested that the JagTran could be used as a transport system to move people between sites. Bus stops would be added near each of the sites. This is not a 1 year project. Hayes talked about establishing these sites over possibly a 10 year time frame, but one or two should be identified and developed soon. The WLO does NOT provide funding for their legacy projects, so sponsors would have to be found to cover costs. But this is not an insurmountable problem. Many student organization or local firms might want to have their name associated with significant projects with potential mitigation relevance (e.g., Alabama Power).

The first site that sprang to mind when we heard the presentation was the before-mentioned gully area between Humanities and the Library on the main campus. Since there are at least 3 different groups (Faculty, Students, Administration) that are all interesting in improving this area, it is vital that all of them come together for a unified vision for this area. Why not also make it the first of the universally accessible legacy sites on campus? This area is likely to be the main focus of the Faculty Senate Environmental Quality Committee for the year 2013-14.

Additional items that should be addressed by the next EQ Committee include:

- 1) going more paperless. Do we really need hardcopies of memos, reports and the *Midweek Memo* delivered to all faculty at USA (most are available online or through e-mail)
- 2) consideration of a smoke-free campus.
- 3) assessment/improvements of recycling efforts on the main campus and other USA sites.

Submitted April 16, 2013

D. Haywick (EQ Committee Chair)

Evaluation Committee Report

Chair: Laura Moore

The work of the Evaluation Committee was primarily focused on the Faculty Survey. The results of the 2012 Survey were summarized and provided to the appropriate recipients:

- Results for senior administration summarized for the Board of Trustees in June 2012
- Full Survey (without comments) in 5-year comparison posted on Faculty Senate website
- Full Survey (with comments) organized by unit distributed to deans and their respective Vice President

The committee met to edit the Survey for the 2013 year. The Survey was also edited by members of the Executive committee, and was administered by the USA Polling Group. The 2013 Survey was sent to the faculty in the beginning of April 2013, and closed on April 12. The decision was also made this year to administer the Survey in the fall of the academic year in the future, so that information from the Survey can be incorporated into the Faculty Senate "State of the University" report.

The Evaluation Committee extended its purview to include items related to evaluation, tenure, and promotion. Committee Chair Laura Moore met with Cecelia Martin to discuss the faculty concern of low participation rates in student evaluations, particularly in those units without paper evaluations. Ms. Martin has subsequently met with individual units to discuss methods of raising these participation rates.

Technology Committee Report

Chair: Kelly Woodford

Mission: Represent faculty in matters relating to use of computing and other technological facilities.

2012-2013 Progress Towards Goals:

Goal 1: Represent faculty in discussion of on-line learning technology, particularly resources for testing and authentication in on-line classes.

Members of the committee served on a variety of university related committees involving technology. As part of those committees, Faculty Senate representatives weighed in on a number of technology issues including the conversion of on-line resources in to disability-accessible formats and assurances that the burden of making those conversions would not fall on faculty. Next year's committee will need to closely monitor the issue as services are currently available for conversion of materials located on Sakai only. To date, services are not available for faculty who house on-line materials on other platforms such as iTunes, though promises have been made that conversion services for other platforms will be available soon.

2. Partner with University and Bio-Medical Library to seek funding for 2d Technology Fair.

The Chair of the committee and members of the Bio-Medical Library met with a potential outside funding source for a technology fair. The Bio-Medical Library has taken the lead on applying for the

grant. If funding is received, next year's committee will likely be involved in the actual planning and execution of a technology fair.

3. Represent faculty in discussions of office computer technology, particular updated technology for those teaching on-line and blended courses.

The committee also played a role in representing faculty in dealing with administration on internet filtering. While the committee was not able to convince administration to cease filtering entirely, significant changes were made in both the nature of the filtering and the means to have blocked sites re-opened.

4. Work with Faculty Senate Officers and Web Services to facilitate useful, up-to-date Faculty Senate website.

Significant modifications were made to the "new" website with the help of Web Services. A number of "old" website pages have been converted to the new format to make the site visually appealing. Efforts have also been made to update the information stored on the website to keep it as current as possible.

KCW

Ad Hoc Research Committee of the Faculty Senate

Chair: Ellen Buckner

The Research Committee was begun this academic year as an ad hoc committee. Members were appointed as follows: Mikhail Alexeyev (COM), Ellen Buckner (CON), Mark Gillespie (COM), Harry Roddy (A&S), Susan Gordon-Hickey (CAHP) James Stefurak (COE) with Phil Carr (A&S), President of Faculty Senate, Ad Hoc, and Doug Marshall, VP/President-elect of Faculty Senate Ad hoc.

The committee met monthly from October to March in the 4th Floor Conference Room of Health Sciences (Nursing side) at 4:00 PM on the Tuesday one week before Faculty Senate. VP for Research and Economic Development, Lynne Chronister, met with us for most of the meetings. Dr. Buckner, Chair, was invited to meet with VP Chronister and the College Research Council (CRC).

Agenda items addressed this year were:

1. Research Reports--Lynne Chronister gave reports on the state of research at USA including faculty research orientation, incentives, removing barriers, economics of research, reorganization of the office, search for Assistant VP, and other topics. She is looking to invite a consultant to help build incentive programs for grantsmanship that are compliant with federal law
2. Discussion was held on clinical and translational research opportunities, Restore Act priorities in USA, and the Center for Coastal Resource & Resiliency Center. Several initiatives are underway.

3. The committee supported the presentation by Dr. Anne Bonham from AANC, the Chief Scientific Officer, who presented on February 14, 2013.
4. The Committee supported the 50 Outstanding Research/Creative Works for the 50th Anniversary. We created announcements, recruited applications, participated with others in the reviews and final decisions. This was well received by faculty and recipients and a reception will be held on May 3rd prior to the Anniversary event to celebrate the accomplishments!
5. Discussion was held on ways to increase interdisciplinary collaboration. Several Faculty Senate members have participated in developing a consortium between the Mitchell Cancer Institute (MCI) and Faculty research interests. A grant initiative by Abraham Mitchell was sent out in mid-March, with pre-proposals due April 8th. Over 20 were received in each of the areas of basic, clinical, and control/prevention. Other areas for interdisciplinary collaboration include telehealth, school health, and core science laboratories.
6. One area we have not yet developed and hope to move forward in the next year is the need for a common database for grants (internal and extramural). Such a database would allow more effective linkage among researchers, would identify faculty areas of scholarship for future RFP's, and would encourage collaboration. The biomedical librarians are working to follow up and get information back about Digital Measures.
7. The Research Committee has participated on the development of the 5-Year Strategic Plan for University & faculty research/creative works. Input was given at several meetings. The current draft plan is attached.

The committee would like to thank Sandy Corry for support of this committee through VP Chronister's office.

Respectfully submitted,
Ellen Buckner, Chair