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Faculty Senate Meeting Minutes – August 2016

Faculty Senators

University of South Alabama

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August 24, 2016 – Marx Library - 3:00 pm
Minutes

Present: Jason Brooks, Elisa Kennedy, Ron Morgan, Tracy O'Connor, Cherie Pohlmann, Phil Carr, Rene Culler, Sam Fisher, Chris Freed, Nick Gossett, Ellen Harrington, Mara Kozelsky, Juan Mata, Laura Moore, Sinead Ni Chadhain, Andrew Pavelescu, Ted Poston, Matthew Reichert, Philliop Smith, Justin St. Clair, Sam Stutsman, Rebecca Williams, David Bourrie, Matt Campbell, JT McDonald, Leslie Whitson, Elizabeth Allison, Laureen Fregeau, Linda Reeves, Jim Vaneghan, John Cleary, Saami Yazdani, Michael Chinkers, Gene Cioffi, Tom Rich, Wito Richter, Mark Taylor, Bill Gillis, Terry Grant, Gwen Pennywell, Kelly Woodford, Sam Fisher, Amy Davis, Carolyn Dolan, Terrie Platt, Elizabeth Vandewaa, Kumar Palle, Gary Piazza, Clista Clanton

Excused: Chimene Gecewicz, Kevin West, Mark G., Neil Schwarz, Natalie Bauer, Donna Bennett Baldwin, Joyce Varner

Call to order at 3:05 by S. Fisher Fisher with Quorum

Approval of minutes: May 2016 meeting – **motion made to approve; 2^d: approved**

Approval of agenda: motion made to approve; 2d; approved

President's Report: Sam Fisher

Enrollment – 16690; up a little from last year. In addition to raising standards, the university capped enrollment at Nursing.

Budget – BoT will vote on Budget in September. One change is Getting rid of “tax”, a legacy of budget cuts in the 1990s as the university was trying to recoup money from colleges. Hopefully by October 1, all those positions that have not been filled in years will disappear. In the long run, this will be better for managing money and will give a more realistic budget outlook.

Summer pay – Still a work in progress.

Senator: I do not have the impression this is moving forward in a significant manner.

Conversations with Scott Weldon and admin indicated they see this as a multi-stage process that will take years to completely resolve. Currently colleges receive \$162 for every credit hour

taught, a number that was fixed in 2009 and has not risen as tuition has risen. To “fix” the issue, administration has indicated that every year the amount of tuition revenue returned to the college will incrementally increase. How quickly we progress in getting the revenue returned to the colleges so deans will have money to provide faculty full compensation for all classes taught depends upon how much faculty members want to push back on it. T. Grant opined that if the faculty is passive, we will not get much, not in the short run, not by next summer.

S. Fisher: Need to gather data on this. Right now they are tying payment to enrollment, not the class making at minimum enrollments. We have been arguing they need to raise reimbursement to colleges. I think we need will make progress, but ultimately, if you don’t like the pay, don’t teach the class. Between now and next summer, we’ll see what we can do.

Q: shouldn’t faculty still get a pro-rated amount if class is under-enrolled? FS suggested faculty have the option of teaching at the pro-rated rates, and admin seemed surprised by concerns raised about this.

K. Woodford confirmed M. Campbell’s understanding noting that some deans were offering pro-rated salaries for teaching under-enrolled classes; others were cancelling classes that faculty members would have been willing to teach because some income is better than no income.

Senator: The appearance of nickel-and-diming is tough for morale, for example, when one class is over-enrolled and one class is under-rolled, faculty should still get full pay, especially when volunteering time in A&S with independent and directed studies.

S. Fisher: The problem is the financial model currently employed. It costs the deans money to offer classes that do not generate enough revenue back to the college to pay the professor’s salary and so there is an incentive problem at that level.

Senator: Scott Weldon indicated the proposal will be finished in two weeks. If we need to put in a comment, we should do that soon.

Board of Trustees Performance Review—BoT met with executive committee to hear feedback on president in a formal process not followed in Moulton years. In sum, we said we were fairly satisfied, but wanted more money on several counts, and funding for projects. Also, there are rumors of a merit raise, but don’t go out and buy a new car. Administration and BoT all aware of need for raises.

Searches

Executive Director Library—Advertised as executive director, not a dean.

Dean, Honors College---Search for Dean of Honor's College.

Dean and VP, Graduate School---Search for Dean and VP GS underway.

Announcements

Town Hall meetings for all colleges---I've contacted all the Caucus leaders about dates of town halls. Get your faculty motivated and remind them of the meetings.

Research announcements—Tom Rich.

- Seed Grants for the Arts and Humanities announcement coming out. The more people who apply in October, the more an argument we can make for increasing the allocation for the next deadline in March.
- Also, the research productivity grant. Need to apply a semester in advance.
- Call out to NSF. White Papers due to University by end of month, so university can decide which proposals move forward since there is a 30% cost share.
- Research \$25,000 grants due in March.

Old Business

S. Fisher

T&P policy revision: we made some suggestions; Dean's council revised and then we countered. Changes: the applicant will meet with the chair to learn whether there is a positive or negative departmental recommendation. Applicant will have a week to submit alternative materials to counter or improve application. [Policy changes read aloud]

Q: Who will see the rebuttal? Policy does not clarify whether chair does or does not see the rebuttal.

Senator: policy does not specify. At other institutions this is not uncommon. Chairs not always brought into feedback loop. At some institutions, these things done electronically and chairs could check form.

Senator: supposed to go fully electronic in the next year. Last year was last time it was going to be both.

S. Fisher: We need to see what happens at the end of the year.

Q: who adjudicates a rebuttal?

S. Fisher: the College Committee.

[Discussion and clarification of current process ensues]

Q: Does candidate get feedback from anyone other than the chair?

S. Fisher et al: No. But we are getting there. Small steps.

Mid-Probationary review: Now mid-probationary review will go to college committee, so there is more feedback. We've added a requirement the committee consist of faculty as well as administrators.

S. Fisher: Motion to support the changes?

motion made to approve; 2^d: approved

Vote on Emeritus Status – Talbott

- Elisa Kennedy makes statement in favor. Dean Talbott grew programs, increased enrollment and quality of student body, open to faculty to initiatives. Member of several accreditation boards, which helps the department keep current and his presidency of professional organization helped lead us forward.

○ **Vote Passes in secret Ballot**

Special Business

S. Fisher

- Ellen Buckner is retiring from USA and taking a new position at Samford as Chair. I would like to commend her for developing the mentorship program. Has been a tremendous asset for the University. I would like to have a quick motion for thanks, and wishes for a fun time in Birmingham.

- **motion made to approve; 2^d: approved**

We have a nomination for Elizabeth Vandewaa as new chair.

- **motion made to approve; 2^d: approved**

Vote on FS Faculty Development and Mentoring Chair – Elizabeth Vandewaa

Vote carries. Vandewaa new D&M Chair.

E. Vandewaa: notification of mentee and mentee luncheon. If you are a mentor or mentee, our luncheon is scheduled for September 16. Will send out invitation. Very casual, just our committee there. DJ will come, and a few other administrators.

On the 21st on our next senate meeting, we will have our faculty fandango. Get the word out to your departments. Cash bar. Opportunities to meet and greet. 4-6.

New Business

Vote on Emeritus Status – Strada

Senator: speaks to Dean Strada, fixture at the CoM for many years, worked really hard for CoM, Major accomplishments include promoting research and we've grown as institution. In the last five years, instrumental in restructuring CoM program. Overall his mentorship and guidance has done an outstanding job.

T. Rich: as many deans not necessarily popular, even his most ardent detractors think this is well deserved.

○ **Vote Passes in secret Ballot**

Committee Reports & Caucus Reports – Submitted in Writing

Mitchell College of Business Caucus Report

Bill Gillis

The Mitchell College of Business welcomed 11 new faculty members - four in Marketing/quantitative analysis, four in Management, two in Accounting, and one in Econ/Finance.

The MCOB also started its Professional Readiness Engagement Program (PREP) under Dr. Sonya Clark which includes new touch screen TVs in the Mitchell Learning Resource Center called "Experience Stations" for students to find employment and internships.

The MCOB will also have its Fall "Get Connected Day" from 11am - 2pm on September 20th in the open space, and outside on the second floor.

School of Computing Caucus Notes

Todd McDonald

- SoC currently has two active searches for tenure track faculty in Health Informatics and the Computing disciplines.
- SoC was awarded three National Science Foundation grants over the summer. An Industry/University Cooperative Research Center (I/UCRC) planning grant was awarded to mature pre-competitive research ideas among several industry and academic partners. A Major Research Infrastructure (MRI) grant for \$400K was approved to support purchase a side channel analysis system for research in hardware and software assurance. The USA CyberScholars program was renewed for another 5 years with over \$4M in funding under the Scholarship for Service program, which prepares future cybersecurity professionals for the federal workforce. To date, the CyberScholars program has graduated and placed 13 graduates in federal, state, and local cybersecurity positions and 17 students are currently funded under full academic scholarships through the program.
- Over the summer, SoC was host to a GenCyber camp for nearly 50 high school students and teachers. The GenCyber program provides summer cybersecurity camp experiences for students and teachers at the K-12 level. The goals of the program are to help all students understand correct and safe on-line behavior, increase diversity and interest in cybersecurity and careers in the cybersecurity workforce of the Nation, and improve teaching methods for delivering cybersecurity content in K-12 computer science curricula. Students and teachers from Davidson High School attended the week-long camp in July which covered topics such as programming, forensics, cryptography, and cyber physical systems. The students were rising 9th graders who will be part of Davidson's Engineering Pathways Integrated Curriculum (EPIC) program, which is a specialized math and science path to prepare students for STEM career fields. GenCyber is a joint venture sponsored by the National Security Agency and the National Science Foundation.

College of Nursing Caucus Report

Caucus Leader: Dr. Joyce Varner

Fall, 2016

1 – A CON faculty member brought up a concern regarding our health benefits. She went to her Internal Medicine doctor for blood work on one visit, annual gynecological exam on another. She later received a bill for the gynecology visit and the insurance said they would not pay for 2 “well visits” in the same year. She paid co-pays for both visits. In reality internal medicine usually does not perform pap smears and gyn doctors do not do internal medicine bloodwork. This can be a real concern regarding costs.

This affects all females covered under the current health insurance system who have 2 separate physicians for routine medical visits. Several members of the college (and others via report) were told by physicians that unless they state a specific medical problem when making their appointment with the physician, the ‘second’ doctor of the year (either Internal med or OB/GYN) will have to bill the female patient for the full cost of the visit.

2 – Town Hall Meeting at CON with Dr. Tony Waldrop-

Dr. Waldrop would like to meet with the CON Faculty Senate caucus at 3:00, a half hour before the Nursing town hall meeting on October 24, at 3:30 in HAHN 1013.

Dr. Joyce Varner, DNP, GNP-BC, AGPCNP-C, GCNS

Professor and Track Coordinator for the Adult-Geron Primary Care NP MSN and the BSN-DNP Adult-Geron Primary Care NP Programs

University Libraries Caucus Report
Caucus leader: Ellen K. Wilson
August 2016

The McCall Library grand opening was held June 30th. The library is now open by appointment during Monday – Friday from 8am – 5pm. Walk-up visitors will be accommodated if possible.

We currently have open searches for three tenure-track faculty positions:

- Head of Collection Development, Marx Library
- Processing/Digital Archivist, McCall Library
- Social Sciences Librarian, Marx Library