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Faculty Senate Minutes

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2-1-2016

## Faculty Senate Meeting Minutes – February 2016

Faculty Senators

*University of South Alabama*

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**UNIVERSITY OF SOUTH ALABAMA**  
**Faculty Senate**

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**February 17, 2016 – Faculty Club - 3:00 pm**  
**APPROVED MINUTES**

**Call to order – Call to order at 3:05 with quorum**

**Approval of minutes:** January meeting – **motion made; 2d; approved**

**Approval of agenda – moved; 2d; approved**

**President’s Report**

- **Update on International Student – Spring 2016 – Transition Program**

We admitted a very large number of international students in January and the large cohort has overwhelmed engineering, business, and general education classes. The students were admitted into a “transition program,” which was designed and approved by the deans for OUR ESL students. It would allow a small group of those students to transition into regular university classes before they finished the ESL program. They were to be screened by the ELC director, and the program was designed to increase our yield from our program into the university. It was implemented, however, for students from ANY ESL program, resulting in the admission of 112 students who do not meet our English standard, a standard that is already low in comparison to other universities in Alabama.

Administration has stated that the program will not happen this way again. The University will try to do the transition program, but as originally planned for OUR ESL students. What is the University doing for those students who are already here: the University has increased the number of tutors available in First Year center and in ELC. The University is also looking at possible summer program to support them.

Chimene is to be congratulated for the work she has done on this to help with the impact.

A committee has been formed to look at how to do this going forward. K. West and the officers have advocated for increasing our English language standard for students entering from programs other than our ESL program. Our current score is 5.5. Other universities are 6.0 or 6.5.

- **Prescription plan transition – Express Scripts**

Half of my month was spent working through the international student issues. The other half of my month has been spent dealing with the prescription transition. We are seeing hiccups with drugs that require some type of approval and issues when more than one coverage applies. HR is trying to help with this. If people are having issues, please let K. West know and he will forward the information to one of our HR contacts. So far we have been able to get issues resolved, but we can’t help if we don’t know someone needs help.

Also a lot of the disruption letters were supposed to come out in December. They are just now coming out. K. West will be working on extending the 90 day deadline to 90 days from date of letter, not from first of the year.

**Contacts for issues:** Gerald Gattis or Tina Stalmach in HR

## **Announcements**

- Faculty Senate Banquet – B. Gillis  
You should have received a survey monkey from Kelly Woodford asking for whether you and/or spouse will attend. If you have not responded please do so. The committee needs an approximate headcount to finalize the menu.  
Ralph & Kacoos – old Laps on the Cuaseway. The first floor is enclosed for private parties. Dedicated bar; dedicated restrooms; stage  
Date: April 20 after the April meeting  
We are trying to have a vegan option.  
Please complete the survey.
- Pathway USA – Bishop State – K. West  
This is a University program to make it easier for community college students to come here and to motivate the community colleges to help streamline advising/class selection for students to make the transition. Original agreement was with Faulkner. Now Bishop. Mississippi Gulf Coast may be coming.
- Search updates
  - VPMA/DoM – K. West – first candidate is on campus now. The Faculty Senate executive committee will be meeting with him tomorrow. There will be 2 more candidates.
  - Dean – Allied Health  
Silent negotiations with one candidate are on-going.
  - Controller  
We have a new controller. K. West was on the committee.
- Performance Based Funding Committee  
S. Fisher and K. Woodford – some states have moved to funding higher ed with outcomes based funding. There are rumblings about implementing a PBF model in Alabama. Three of the officers are on a committee with administrators to work on goals and metrics to help shape the discussion. Performance Based Funding is unlikely to happen this legislative session, but it is likely to be raised soon.
- Higher Ed Day at the Capital – 2/25  
Next Thursday. If anyone wants a ride – P. Carr and K. West are driving from Mobile. S. Fisher is driving from Orange Beach. We will be walking around with Happy Fulford to meet and thank legislators for supporting USA. Then there is a big lunch. While all the universities are represented, we usually get a very strong showing of legislators at our lunch. The students go up on buses and they go to the lunch as well. Also, please excuse students

who bring you the excuse from Mike Mitchell's office; he provides students with the excuse as they get off the bus.

- **Grant Announcements – T. Rich**

A&H Seed Grant and the Research and Scholarly Development Grant Programs.

Deadlines for spring 2016 are March 1.

More information can be found at

<http://www.southalabama.edu/departments/research/rdl/funding-opportunities/internal-funding-opportunities.html>

Hidden in the Daily Digest were the announcements for two grants –and, of course, no one saw it. There are 4 grants for Research and Scholarly Development and the A&H Seed Grant has gone up this year. Please let people know about the grants and encourage people to apply. If we don't show interest in grants, we cannot reasonably ask for/expect more to be offered.

The "Course release" grant has a different deadline, but information on that grant is also on the website linked above.

- **Election of new Senators for 2016-2017 - K. Woodford**  
Elections will take place in March. CAUCUS LEADERS - I need projected Fall 2016 headcount. The headcount should include full time faculty including chairs, but not assistant deans, associate deans, or, of course, "the" Dean

Elections for officers/chairs takes place in April. If you are interested in serving, please contact K. Woodford to self-nominate. Last year's Faculty Senate survey reflected frustration with the "same faces" in leadership roles each year. Each year we ask for self-nominations but receive few. The officers then have to go knock on doors to drum up "volunteers" and, for better or for worse, the people who say "yes" are the same people each year.

## **Old Business**

- **Revised Grievance Policy – update**

Mara pointed out the three major changes – confidentiality/no retaliation (4.2.5), initial determination, and timeline. Will send the policy for vote in March. The proposal is more faculty friendly than current policy; there is a faculty advocate written into the policy.

This is a revision to the resolution we passed last year.

Motion to approve the amended resolution

Moved. 2d. Approved.

- **Summer teaching guidelines – update**

Not in the handbook. We sent something to the deans. The deans sent us a revision. We are going to push back on the priority statement for summer teaching. Priority one is students.

We also had supplemented faculty salaries and then revenue for colleges listed in our priority statement. It came back without the last two, even though the three priorities came from Dr. Johnson. We are going to re-initiate the notion of 3 priorities. No vote needed.

### **New Business**

- Nominations for Salary & Benefits Committee Chair  
One self nomination – Terry Grant, MCOB Dept. of Accounting. Two month term.

Any more nominations from the floor?

T. Noland provided brief back ground on Dr. Grant -- was tenured faculty at Cal State Fullerton; tenured faculty at the Air Force Academy; significant administrative experience.

Motion to close nomination. 2d. approved.

- Election of Salary & Benefits Chair  
All in favor of Terry Grant – carries.
- Civil Campus Policy – D. Johnson is in favor of the idea. Committee has begun draft of a resolution that will be forwarded to you this month. The draft resolution will be discussed next month. The inspiration came from J. Maes, the Ombudsperson. Her impression was we needed a policy to work with. The draft is modified from U. Indiana. Faculty Senate would be sending this to the Deans for inclusion in the Faculty Handbook, but it is currently written in a way that it would apply to all on campus, not just faculty. Ideally it will go in staff and student handbooks, not just the faculty handbook. If it goes into the Faculty Handbook it becomes grievable under the proposed revised grievance policy.

This is an introduction. Email will follow.

Call for other business.

Motion to adjourn made; 2d; approved at 3:45

**Guest: None**

**Faculty Senate Committee Reports**

**Evaluation – L. Moore** – no report

**Research & Creative Activities – T. Rich** - see announcement re spring grants

## **Caucus Reports**

### **University Libraries Caucus Report – C. Clanton**

REDCap (Research Electronic Data Capture) is an easy-to-use and secure web-based application designed to capture, manage, and share research, performance improvement and other types of data. The University of South Alabama has joined the [REDCap consortium](#), composed of 1,775 active institutional partners in 98 countries.

REDCap at USA is primarily intended for faculty and staff of USA, the Mitchell Cancer Institute, the USA Medical Center, and the USA Children & Women's Hospital. Students can apply for access when affiliated with a sponsoring faculty member. USA users may also request accounts for unaffiliated collaborators, who will have access to assigned REDCap projects but will not be able to create new projects themselves.

To obtain access to REDCap, new users will need to fill out and return an account request form, which is located [here](http://southalabama.edu/libraries/redcap/) (<http://southalabama.edu/libraries/redcap/>). Once approved for an account, users can log in using their JagNet ID at the [REDCap at USA login](#) page (<http://redcap.southalabama.edu/>).

If you have any questions, please contact [Clista Clanton](mailto:cclanton@southalabama.edu) ([cclanton@southalabama.edu](mailto:cclanton@southalabama.edu)) or [Andrea Wright](mailto:awright@southalabama.edu) ([awright@southalabama.edu](mailto:awright@southalabama.edu)).

## **University Committee Reports**

### **Diversity Committee – Juan Mata**

Committee formed to identify & develop strategies to increase number of students, faculty and administrators from African-America and other underrepresented groups; to make USA a more inclusive community. Dr Waldrop suggested to change the committee's name to "Diversity and Inclusiveness." A sub-committee is working on updating the strategic diversity plan from 2007. Another sub-committee is looking into the formation of a Black (and underrepresented groups) Faculty/Staff Association.