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Minutes 2013-2014

Faculty Senate Minutes

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12-1-2013

## Faculty Senate Meeting Minutes – December 2013

Faculty Senators

*University of South Alabama*

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December 11, 2013 – Faculty Club - 3:00 pm  
Final Minutes

Attending: Estis, Kennedy, Morgan, Smith, Carr, Connors, Fisher, Haywick, Husain, Kozelsky, Loomis, Marin, Marshall, Ni Chadhain, Schulze, Smith, St. Clair, Freed, Campbell, Landry, Broach, Davidson-Shivers, Stefurak, Glover, Phan, West, Britton, Tate, Alexeyev, Burnham, Cioffi, Falkos, Gillespie, Rachek, Rich, Richards, Ruchko, Gillis, Noland, Woodford, Buckner, Fuller, Huey, Minchew, Walls

Excused: Gordon-Hickey, Faile, Mishra, Shaw, Whiston, Audia, Varner

Unexcused: Benko, Rivenbark, Finley-Hervey, Norrell

**Call to order – 3:01 with quorum**

**Approval of minutes:** November 2013 meeting

Motion made & 2d; approved unanimously

**Approval of agenda**

Motion made & 2d; approved unanimously

**President's Report – Doug Marshall**

- **Presidential Search**

The Presidential Search Committee (PSC) has met twice; the most recent meeting was last Friday. The main thing the PSC is trying to do is get a handle on making the process successful, including getting a better grasp on what we need in a new president. The most recent meeting included an extended discussion of what makes a good leader and how to spot those talents. One piece of the discussion was the survey of faculty and staff that D. Marshall (DM) sent via email yesterday.

Question raised as to whether the Board Of Trustees (BOT) has articulated what was lacking in last group so PSC has a better idea of what BOT is looking for. DM: That question is being discussed in a number of different ways, though different trustees seem to have different reasons.

Apparently there is a rumor that the search is being put on hold until next fall. That is not accurate. Nominations are being taken now. The committee is meeting. We want people to nominate potential candidates.

Question raised about the process. DM: The process will change in some ways. There likely will be a Skype step to see how the candidates self-present before face-to-face interviews. Some situational questions may be utilized during the early screening. Live interviews are likely to be longer to do more vetting up front.

Will be interviewing in spring semester and the hope is an announcement will be made in the spring.

- **Space Committee Report**

The Space Committee met this week. ILC is moving to Faculty Court East; considerable renovation underway. The Life Sciences Building is getting some renovations, an important task if we hope to accommodate increasing enrollment in the introductory science classes.. University Commons –

several clinical units are moving into that space. The television studio is moving, as are some smaller office currently in U. Comm.

Question asked about cutting down all of the trees in front of U. Comm. There were discussions of landscaping in front of U. Comm but DM did not know details. It was noted that the Environmental Committee was not notified about the tree demolition, again. Had an agreement with Grounds to talk to us before doing something like this.

At the Board of Trustees meeting, the trustees voted to demolish Delta 2 dorms. Once demolished the area will become a temporary green space. Goal is to build a new dorm in that space.

- **Spousal Hiring Proposal**

Actually have proposal from Academic Affairs. The proposal would make official provision for a no-search spousal hire. Did not get a specific funding mechanism. There will be interviews, qualification checks, etc. There simply won't be an advertised search with a pool of applicants.

- **Chairs monitoring on-line classes**

Talked about it last time, but the issue is still under discussion. Shortly after our meeting, the AAUP put out a statement on this issue; so, apparently it is a growing problem. According to the AAUP: "[s]uch monitoring should not be permitted without the explicit and voluntary permission of the instructor involved." Our goal is to craft a proposal that will make on-line monitoring as comparable to traditional as possible. At-will surveillance is not workable. Hopefully by January we will have a proposal to bring to you.

- **Miscellaneous**

At Board of Trustees meeting saw new website. The revamp is moving forward. Should be going live soon. Looks better. Departments will be able to control what goes on website, though must use the university template. There is a new interactive tour of campus on the new website.

Preliminary numbers for next year are in. What we count at this time of year is applications and those are up significantly over last year and prior years. It looks like all areas are up: in-state; out-of-state; international.

**\*\*\*\*\*Meeting for January has been moved to January 22 because there is a presidential search committee meeting on the 15<sup>th</sup>.\*\*\*\*\***

## **Announcements**

- **Update on Ongoing Searches – MCI, MCOB & Assoc. Dean Continuing Education**

MCI – Committee has met one time. Ads are out. Actively searching. Plan to look through resumes and CVs in January/February. Wanted to make sure Director of MCI is chosen after President selected. Looking for nominations.

MCOB – Committee has met. Search firm has been hired. Ad is being drafted. Should be posted in January. Interviews in late spring.

Assoc. Dean Continuing Ed – Have had two interviews.

- **Adjunct/Part-Time Faculty Meeting**

Over the summer, we noted that we wanted to come up with a mechanism for adjunct/part-time representation. Pres. Smith agreed to buy lunch on January 29 from 11:30-1:30 in the meeting room in

the dining hall for those who want to attend to discuss ways to improve satisfaction. Hoping to establish adjunct faculty advisory committee to have 1 or 2 meetings a year to relay issues to the Senate. Adjunct are a large part of what we do and are going to become increasingly important.

Question raised regarding distance faculty. DM noted that we will look at ways to get them involved.

A member of the nursing caucus noted that nursing already includes distance faculty in meetings via Skype and there is a technician in health sciences who can help facilitate.

The message about the meeting will go to the whole fac list b/c there is not a separate list of just adjunct/part-timers.

### **Old Business**

None

### **New Business**

None

### **Guest Presentations: Holly Hudson, Director of International Education**

I have been doing fact-finding since November 1. Have put together a proposal for Dr. Johnson and he approved the proposal. Underway right now: complete overhaul of website; revising procedures to get rid of most of the paper; creating new policies; expanding advisory council; working with Amy Meyers to develop scholarship funds for study abroad as well as international recruitment funds; funds for faculty site visits for international study; want to create a new endowment for student scholarships – hoping to add a line item to faculty-staff annual fund drive (need \$10,000 to start the endowment and would be eligible for Mitchell-Mouton match); and gathering information on how faculty can get involved in developing programs abroad and what support is needed for you to do that (at Alabama had 40 faculty-led programs each summer with about 600 students participating).

Study abroad coordinator is retiring. Hopefully position will be posted on Monday.

Also been given permission to hire another staff member.

Looking at bringing vendor onto campus. Based in Jacksonville, FL. Int'l Education Programs. Part of a consortium to get programs off the ground. Will be here January 13 & 14. If you are interested in meeting Scott, send Holly an email.

Implementing a one hour intro course that will be mandatory beginning in Fall 2014 before students can go abroad. Welcome contributions to that course.

Some other institutions have mandatory student fee to support study abroad. Texas A&M levied a \$15 per semester fee to support study abroad. Discussed a \$1 per hour tuition increase that would go into a fund for study abroad and that money would be eligible for the Mitchell-Moulton match. Would give us a ready pot of money to help students. Students have indicated that funding was the main barrier to study abroad.

### **Q&A**

Q: Are there plans to put your handout on your website? A: Yes. But right now it is difficult. Give me until February.

Q: Are you interfacing with the honors program? A: I have met briefly with Michael Doran. We are excited to work with honors. They have scholarships available for international travel but they are not being utilized and I am interested in working with the honors program to change that.

Q: Are you looking at all at international scholars coming here and support for that? A: Yes. Will be happy to help. Send me an email with the challenges/barriers you are confronting and I will start looking at it to see how to address it. Working with Christopher Lynch on an international faculty situation with visiting international faculty.

Q: Is multiple faculty a good model for study abroad? A: Yes, particularly if you have faculty from different disciplines. It increases your pool. Would like to start looking at multiple faculty/multiple class programs.

Q: Experience with medical mission trips? A: Yes. Worked with those sorts of programs at UA. Worked with a mission sponsoring company there and it was very successful.

Q: Could students use loan/scholarship money for those mission trips? A: At UA the answer was yes. It is something we will have to evaluate here b/c they should be able to use that money for these sorts of study programs

Q: A&S is struggling to maintain our Russian language program, is there anything your office can do to help? A: I have met with Isabel Brown. Not sure what my office can do but am looking at it. Potential for showcase programs to help that program.

Q: Support for international education here on campus? A: Am told there is interest. Administration says they want to be an international university and that is a multi-faceted initiative.

Q: Any opportunity for domestic study in your office? A: If we are going to do "study away," it is great, but we would need to re-address the mission of our office.

Mission of my office is influx/undefined. Working on a variety of fronts and working to forge closer coordination of the prongs that can make us an international campus. Welcome any suggestions/ideas to get these pieces to work together. Would like to hear from you as we plan for moving forward.

**\*\* We have relocated to Faculty Court South \*\***

Motion to adjourn made; 2d; approved. 4:11 p.m.

## **Committee Reports – submitted in writing**

- Academic Development and Mentoring (Justin St. Clair)

No report

- Environmental Quality (Doug Haywick)

No report

- Evaluation (Sam Fisher)

No report

- Planning and Development (Mark Gillespie)

No report

- Policies and Faculty Handbook (Eric Loomis)

The Handbook and Policy Committee met on November 13th. The Committee decided to move ahead with a draft Tenure and Promotion Resolution, and intends to vote on the resolution before the January Senate meeting. The Committee also discussed possible models for adjunct faculty representation, and agreed that an adjunct faculty advisory committee that would report to the Faculty Senate might offer the best form of adjunct representation. Eric Loomis agreed to draft a resolution proposal to create an adjunct faculty advisory committee

- Salary and Benefits (Susan Gordon-Hickey)

The Salary & Benefits Committee met on Tuesday December 3 to continue discussion of an external salary report. We agreed to a list of comparable Universities as well as the data points desired. Additionally, we discussed 403b matching programs and the cessation of this benefit in 2008 at USA. There is growing concern that most of our peer institutions offer this matching program. While it is the committee's belief that this benefit was cut due to the economic crisis, we are concerned that loss of this type of benefit may ultimately hurt the university as promising new faculty and/or valued current faculty may find that the benefits at another institutions are stronger. The committee plans to compile information regarding 403b matching programs for all Universities identified as comparable institutions for the proposed salary report. The committee will pursue a survey of comparable Universities and investigate this benefit. S. Gordon-Hickey will bring these items up for discussion at the January Executive Committee Meeting for input. Additionally, the Wellness Initiative subcommittee has compiled a list of key players across the University. This list will be provided to Steve Simmons with a request that he call a meeting to learn if the University as a whole supports this initiative.

- Technology Utilization (Kevin West)

No report

- Ad Hoc:

- Research and Creative Activities (Ellen Buckner)

The November meeting of the Research Committee was held on November 23<sup>rd</sup>, from 12-2 in Room 1024 of Health Sciences Building. Members present were: Ellen Buckner, Kimberly Littlefield, Kevin West, Tom Rich, Mikhail Alexeyev, Elise Kennedy, Justin St. Clair, James Stefurak, Phil Smith, and Grant Glover.

Numerous research issues were identified with the goal of having groups or sub-committees assigned to further discuss and resolve these. The issues were understood as complex, potentially involving several departments or levels of

administration, and multiple decision-makers. Several issues were combined during this initial discussion.

## I. General Research Infrastructure

1. Financial barriers
2. Research Culture
3. Professional Development Travel
4. FA Policy
5. Institutional Animal Care and Use Committee (IACUC) Issues

## II. Humanities & Health Sciences Issues

1. Humanities Issues
2. Health Sciences Strategic Plan
3. Collaborations & Interdisciplinary grants
4. Mentoring

III. A Faculty Survey and Chairs Survey are in development for next year.

## Caucus Reports – submitted in writing

- Allied Health Professionals (Elisa Kennedy)

The Senate Caucus and program representatives had a regularly scheduled meeting with the Dean on Dec 6. The discussion focused primarily on the need to maintain and improve open communication between faculty and administration in efforts to promote optimal students outcomes and optimal work environments. As an outcome, discussion, Dean Talbott will email minutes from chair's meetings to all faculty. In addition, the COAHP web site has been updated with easy access for faculty resources, such as work load policies, department wide forms, policies and procedural manuals, and the new professional behavior policy. A COAHP dress policy is currently being proposed and discussed with the chairs with no policy agreed upon yet. Input from the faculty representatives at this meeting includes a concern that a policy too rigid may not address the complexities of professional standards among the programs on campus. Recommendations were also discussed to avoid dress codes that appear to be driven by a problem in one department or individual preference. Faculty representatives were in agreement that faculty and students should adhere to clinical dress policies in clinical settings and should model professional attire as appropriate within the classroom. Faculty continue to express an interest in integration of clinical and academic practice opportunities, fostering opportunities for promotion of Interdisciplinary Collaborative Education between academic and hospital systems, and implementation of IPE across colleges within USA. Faculty express difficulty managing conflicting workload assignments with respect to engaging in scholarly productivity which is also a workload assignment. The Senate Caucus will schedule a meeting to offer a venue for faculty who are not in administrative positions to discuss concerns and needs after the first of the year.

- Arts and Sciences (Mara Kozelsky)

No report

- Continuing Education (Joycelyn Finley-Hervey)

*Hospitality and Tourism Management Program.*

The new *Hospitality and Tourism Management (HTM) BS degree* was approved by ACHE on December 6. The HTM program will begin in the Fall 2014 term. The search for a new faculty member for the HTM program will start in January 2014.

*SCE&SP Associate Dean Search*

A Search Committee for the *School of Continuing Education and Special Programs Associate Dean* has been formed and two candidates will be interviewed on December 16th.

- School of Computing (Jeff Landry)

No report

- Education (Tres Stefurak)

No report

- Engineering (Grant Glover)

No report

- Library (Vicki Tate)



To be added

- Medicine (Judy Burnham)

\* Dr. Mark Gillespie, professor and chair of pharmacology and a member of the Center for Lung Biology at the University of South Alabama College of Medicine, was recently included in the Press-Register's list of "10 Coastal Alabama Leaders You Should Know."

\* This year, six physicians from the University of South Alabama Physicians Group and USA Mitchell Cancer Institute appear in the Top Doctors directory issued by U.S. News and World Report. They are the only doctors in our region to receive this honor. Drs. Michael Finan, Johnson Haynes Jr., David Lewis, Arnold Luterman, Allen Perkins, and William Richards were each listed among the top physician specialists in the United States.

\* This year marks the 40th anniversary of the University of South Alabama College of Medicine. As part of the celebration, the school recently published a special edition of USA Medicine magazine that includes six sections – Trailblazers, Founders, Pioneers, Builders, Innovators and Architects - describing distinct periods of development in the College of Medicine's history. A copy is located at [http://www.usahealthsystem.com/workfiles/com\\_docs/Magazine/medicine\\_magazine\\_vol8\\_iss1.pdf](http://www.usahealthsystem.com/workfiles/com_docs/Magazine/medicine_magazine_vol8_iss1.pdf)

\* Dr. Brooks D. Cash was recently appointed professor of internal medicine at the USA COM and will serve as a gastroenterologist with USA Physicians Group.

\* Dr. Brandy Merritt was recently appointed assistant professor of pediatrics at the USA COM and serves as a pediatric critical care specialist at USA Children's & Women's Hospital. She is also a member of the new pediatric hospitalist division.

- Mitchell College of Business (Tom Noland)

No report

- Nursing (Elizabeth Fuller)

No report