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Faculty Senate Meeting Minutes – December 2012

Faculty Senators

University of South Alabama

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December 12, 2012 – Faculty Club - 3:00 pm
A G E N D A

Present: Estis, Gordon-Hickey, Kennedy, Morgan, Spector, Benko, Carr, Dardeau, Faile, Fisher, Guzy, Haywick, Marshall, Smith, Roddy, Shaw, Husain, Landry, Bru, Byrd, Davidson-Shivers, West, Britton, Nero, Tate, Rich, Hunsader, Woodford, Turnipseed, Buckner, Fuller, Keasler, Minchew, Walls

Excused: Connors, Moore, Feinstein, Finley-Hervey, Ferguson-Martin, Norrell, Stefurak, El-Sharkh, Sylvester, Alexeyev, Burnham, Falkos, Rachek, Meyer, Quiett

Unexcused: Mishra, Jackson, Taylor, Marin, Green, Gupte, Ruchko, Rusyniak, Gillespie

Call to order—The meeting was called to order at 3:01pm, with quorum met at 3:09pm.

Approval of minutes: November 2012 meeting—D. Haywick made a motion to approve, A. Guzy provided a second, and the minutes were unanimously approved.

Approval of agenda—S. Fisher made a motion to approve, D. Haywick provided a second, and the minutes were unanimously approved.

Guest Presentation: Dr. Jack Carney, VA Assistant Chief of Psychology, VITAL Initiative
Dr. Jack Carney and Mrs. Leigh Ann Johnson spoke about the VITAL Initiative. VITAL (Veterans Integration to Academic Leadership) is a new collaboration between VA Health Care, local Colleges and Universities, and Student Veteran Groups. The goal is to help Student Veterans succeed in their academic and career goals. VITAL uses the strategy of “Comprehensive Academic Fitness” to help Student Veterans maximize their performance in the classroom by developing mission readiness in all areas of life

VITAL Can Help Student Veterans With:

- Enrolling in VA Health Benefits & Obtaining a VA Medical Exam
- Screening & Treatment for Noise Exposure
- Access to VA Medical Team for Muscle &/or Joint Injuries
- Appointments with VA Health Staff for other Deployment Injuries
- Information on Tutoring & other Campus Resources
- Managing Stress & Handling Relationship Issues
- Learning about Community Resources for Veterans
- Opportunities to Network with other Student Veterans
- Finding a Study Group
- Coaching on Goal Setting, Budgeting, Study Skills & More

They provided informational brochures and flyers for faculty and encouraged faculty to refer student veterans for the services provided by the VA.

President's Report

Phil Carr congratulated Laura Moore and the other faculty in the Music Department on an excellent Holiday Concert.

The initial SACS report has returned to USA for response. The on-site campus visit is scheduled for early April. Remember that Quality Enhancement Plan (QEP) is part of our SACS accreditation and is focused on Team Based Learning.

The Board of Trustees met last week. P. Carr, D. Marshall, J. Estis, and T. Meyer attended these meetings. The Board of Trustees is involved, earnest, and committed to helping the university succeed. Construction bids for the Student Center were received, and they anticipate completion next year. The new student housing will be completed by the beginning of the Fall semester. Academic Affairs reported that 3 faculty were awarded sabbaticals and 2 faculty were appointed Professor Emeritus. The Children and Women's Hospital expansion will be completed in early 2013.

Old Business

- **Credit Hour Policy Revision**

The Executive Committee brought questions from the faculty to the administrators; however, David Johnson, Vice President for Academic Affairs was not present to address those issues. More information will be presented at our next meeting. V. Tate asked if we need to consider a motion to approve an endorsement. P. Carr indicated that we need additional information prior to a vote. T. Shaw, Faculty Senate representative to the committee that addressed this issue, reported that it is consistent with what many other universities are doing. It is anticipated to yield improved retention and graduation rates. D. Haywick stated that we should have had input before the committee voted. R. Morgan stated that the Dean's Council has approved it. G. Davidson-Shivers stated that some departments are already discussing this. One concern from those discussions was the immediate implications to specific courses and faculty loads. M. Spector asked if this would be for every major on campus. P. Carr indicated that some programs might be exceptions. E. Buckner asked if we could distribute the policy change to solicit faculty input. V. Tate said reducing costs to student appears to motivate this change. S. Gordon-Hickey stated that seems incongruent to our push for increased revenue and enrollment. E. Buckner asked if the registrar and Dr. Johnson could address this with the Senate at our next meeting. M. Spector asked if it would impact the Honors Program.

- **Administrative Hiring Procedures**

As it was discussed at our last meeting, the Executive Committee addressed the issue of administrative hiring procedures at our last meeting with administration. Our concern was well received. A resolution was created to address this issue with administration. E. Buckner stated that public presentations by candidates are fruitful for the University as they bring diverse perspectives and discussion to our institution. P. Carr stated that the VP for Research search process was successful at meeting the procedures outlined in the resolution. V. Tate indicated that it might not be practical to complete a search during the regular Fall and Spring semesters. P. Carr described recent issues with Presidential appointments at the University of Alabama and the University of Virginia. J. Faille indicated that faculty at the University of Alabama are very upset. D. Marshall stated that there are two levels of wording in the resolution regarding interims applying and serving in the position. R. Morgan asked about if these recommendations would apply at the level of Associate and Assistant Dean levels.

- **Salary supplement**
The decision to provide a supplement for the University General division, but not for the health care division, was a difficult decision for the Board of Trustees. Administrators and Board members explained that these salaries are funded by two different funding streams. Clinical money cannot be used to support the academic institution and the tuition revenue cannot be used to sustain the hospitals. Jim Vance, chairman pro tempore of the Board of Trustees, said that the finances will be reviewed regularly, and compensation increases will be made as soon as possible. He expressed difficulty in making this decision.

The Executive Committee met with John Smith, Wayne Davis, and Ron Franks on Monday and discussed this issue. Wayne Davis provided additional information on how the separate divisions work. Of particular concern is the Mitchell Cancer Institute; however, Wayne Davis indicated that it is a clinical department. G. Dardeau asked about medical faculty concerns when the university was going to an HMO. G. Dardeau asked what feedback has the Senate received regarding the salary supplement. P. Carr responded that faculty expressed concern that the Healthcare division did not receive a supplement. G. Dardeau stated that faculty have mentioned concern regarding expenditures on renovations. D. Haywick indicated that it is essential for us to receive an ongoing increase to deal with salary compression. P. Carr said that he is hearing more about salary compression and salary inversion.

- **Internet Filtering**
D. Marshall is receiving examples of a slowed system and blocked sites. A meeting is being scheduled to address this issue further with administration and senate representation. S. Bru asked about the Chrome pop-up messages that are appearing with the new JagMail system.

New Business

Committee Reports

- **Academic Development and Mentoring (Thomas Shaw)**
The Academic Development and Mentoring committee has received an additional request for a mentor which has been filled. This now brings us to a total of three active mentoring teams.
- **Environmental Quality (Doug Haywick)**
As Chair of the Senate Environmental Committee, D. Haywick was asked to attend a presentation summarizing a plan devised by a team of Civil Engineering and Earth Sciences undergraduate students to improve the ravine area on the main campus. They were competing in the EPA's Greenworks Challenge, which is a national contest in which interdisciplinary teams design a "green infrastructure" to help manage a storm water and erosion problem on their campus. The supervising faculty were Drs. Mimi Fearn and Kevin White. This is the same part of campus that was reported on last month. The student's plan is very good and considering that Driven Engineering (the team working on the University's plan) also had a presence on the student's project, the committee chair hopes that some of these ideas are adopted here on campus
- **Evaluation (Laura Moore) – no report**
- **Planning and Development (Leigh Minchew) – no report**
- **Policies and Faculty Handbook (Sam Fisher)**
The Ombudsperson Proposal was submitted to administration, and we are waiting to hear back from them.
- **Salary and Benefits (David Turnipseed)**
Conflict of Interest/Conflict of Commitment committee met today and discussed the clarity of those policies and procedures.

- **Technology Utilization (Kelly Woodford)**
University Committee on Online Learning met. Piloting courses for accessibility conversion. Faculty should register with ILC, and they will work on it with you. If faculty have accessibility issues this Spring semester, ILC will work to resolve the issue.
- **Ad Hoc: Research and Creative Activities (Ellen Buckner)**
At the last meeting on December 4th, Lynne Chronister joined the committee. Several major initiatives were discussed, including:
Clinical and Translational Science Award—partnership with UAB. USA will be funded for an on-site PI and an on-site staff person to develop online teaching on biostatistics, method development and others. One of the issues is who or how the tuition of USA trainees would be paid or waived or whether or not we could grant the certificate.
Reorganization & Planning of Office of Research & Economic Development:
Chronister is bringing in a consultant to help build incentive programs for grantsmanship that are compliant with federal law. Different models of personnel were discussed.
Faculty Needs: Chronister is asking departments for their needs. Answers are 1) help finding funding opportunities and 2) making ourselves competitive. 3) more help writing grants, particularly large interdisciplinary proposals (doctoral level personnel for strategic planning, boilerplate language, make the relevant phone calls, set up external partners, finalize budgets, etc. 4) Getting large projects running--faculty are scrambling to get the infrastructure set up because there are so many barriers.
Student involvement: We discussed the ways that students, particularly medical and other health sciences students, were involved in research. We do not have an M.D./Ph.D. program but we have a few fellowship programs where they get research experience. The UCUR program facilitates about 30 students each summer but many more could be involved. Honors students could receive summer stipends for research.
Faculty issues: Another area that is need of attention is that people on main campus are on 9 month appointments, and the process to buy out their teaching time is problematic. Some would do research if awards covered these and/or incentives were made to apply here. This was shared with Chronister.
Restore Act priorities in USA--The president has noted that the priority of the university is to expand in size and increase the number of students (expand the student body to 25,000 students over the next 10 years). His request is that we target large projects to build a new science building and a new hospital. [Note USA Faculty attended the open meeting on December 11th in Mobile]. The Restore Act will result in Alabama getting \$335 million dollar managed by the National Fisheries and Wildlife Foundation (public private partnership).
Interdisciplinary projects were discussed with some interest in Telehealth initiatives as a vehicle for this sort of thing. Chronister noted that UC-Davis (CA) where she worked prior was very focused on Telehealth. Mississippi also had an established program.
Scholarship Mission: A Research Committee interest is encouraging the scholar role in faculty. The Committee wants to hold a Research Panel similar to the Future of Higher Education Panel. There will be a national speaker on February 14th, Anne Bonham from AANC is the Chief Scientific Officer will be here at that time. She will present the state of science in relation to Washington. That plus the faculty meeting are enough for January-February. The Research Committee will plan a panel at a later date.
50 Outstanding Research and Creative Activity Project-- Faculty Senate Committee will convene a review committee after the first of the year for the. Faculty are asked

to promote this in their units. The Deadline is January 15th. Topics suggested at the last Senate Faculty Meeting are: Our Neighborhood Healthcare Clinic (at USAMC)—Linda Roussel, PI, Outreach to 15 Place Homeless Shelter—Margaret Moore-Nadler, PI, Greg Waselkov (Anthropology)—NSF Grant, NEH, Steve Pichou—Exon Valdez work, BP Oil Spill Work, Mark Moseley—NSF, Roma Hanks—Gerontology, USA Burn Center, USA Trauma Center, Center for Lung Biology, Mitchell Cancer Institute, Wayne Ispording —Geology, Alabama Center for Estuarine Studies, Mobile Bay Sedimentation, George Lamb—Geology, Emeritus, Dr. David Wood—College of Medicine, Molecular Genetics of Rickettsia, Dr. Robert Lausch—College of Medicine, Immunology of the Herpes Simplex Virus

Methods to encourage nominations include asking colleagues for a list of granted (funded) faculty and asking College Deans for a list of those who have won college research awards in the past.

The Research Committee's next meeting is Tuesday, January 8th, 4th Floor Conference Room, CON.

Caucus Reports

- Arts and Sciences (Genevieve Dardeau)—no report.
- Continuing Education (Stephen Bru)—no report.
- School of Computing (Jeff Landry)—no report.
- Education (Gayle Davidson-Shivers)—no report.
- Engineering (Kevin West)—no report.
- Library (Vicki Tate)

The Read for Food project collected 389 pounds of food that will go to at least three hundred families.

- Medicine (Judy Burnham)

The December Med School Café lecture will feature Dr. Ehab Molokhia, associate professor of family medicine at the University of South Alabama College of Medicine. His lecture, titled “The Patient Centered Medical Home,” will take place Dec.18, 2012, at the USA Faculty Club on USA's main campus. Lunch will be served at 11:30 a.m., and the presentation begins at noon

The University of South Alabama Center for Healthy Communities has been awarded a five-year \$7.5 million grant from the National Institutes of Health (NIH) to help reduce and eliminate health disparities in Mobile and surrounding communities. This marks the third renewal of the USA Center of Excellence for health disparities grant that began in 2004. The funding will support community programs that address health disparities and research to better understand factors that contribute to health disparities.

- 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.

Motion to adjourn was made by Sam Fisher and seconded by Kelly Woodford. The meeting adjourned at 4:31pm.

Respectfully submitted by J. Estis.