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## Faculty Senate Meeting Minutes - July 2005

Faculty Senators

*University of South Alabama*

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UNIVERSITY OF SOUTH ALABAMA  
FACULTY SENATE  
2005-2006

July 20, 2005  
University Library, Rm. 110

Approved MINUTES

The meeting began at 3:03 p.m. with Chair Doug Haywick presiding.

**Chair's Report**

With no quorum, Doug began the Chair's Report by discussing the University hurricane procedures. Doug and others expressed approval of the handling of communications regarding the hurricane with a suggestion to improve University communications regarding facilities such as libraries in future hurricane commentaries. Doug agreed to write a letter of appreciation to Keith Ayers.

Doug met with Dr. Covey about several items of faculty concern.

- 1) Faculty raises. Dr. Covey verified that faculty raises would be included in the budget.
- 2) Results of the faculty survey. Doug discussed the general outcome of the faculty survey as well as negative comments. One issue identified from the survey was parity compression. Doug was told the University is still serious about addressing this concern.
- 3) Faculty representation on University committees. The administration is working with Doug to establish faculty senate representation in committees. Susan McCready will represent the faculty senate on the University's Salary and Benefits committee.

**Old Business**

There was no old business.

**New Business**

-Purpose of Faculty Senate Survey

Doug described the purpose of the faculty senate survey procedure and provided a slide and handout to describe the process. One part of the procedure, i.e, the summarization of responses, was highlighted during the discussion. Doug asked Deborah Spake to further explain the process.

Deborah explained that historically responses have been summarized for the purposes of anonymity, clarity and brevity. As an example, Deborah presented an anonymous faculty comment that was misspelled. Discussion ensued regarding cleaning up comments for the web site and the appropriateness of displaying verbatim comments to the administration and the faculty senate web site. Deborah presented the pros and cons of editing.

Deborah discussed the importance of assuring faculty of confidentiality. Deborah indicated that her committee cannot associate a particular comment with a particular faculty member. In addition, there is no way to determine a particular College from faculty responses. The computer is set up so that the jag number cannot be traced.

Senators discussed the implications of censoring including the possibilities of including a disclaimer on the survey form or providing an embargo period to provide time for a faculty member to re-think a particular response. Senators asserted that anything that identified a member should be modified. Genevieve Dardeau will investigate “editing censorship” for further discussion.

Doug helped review the pros and cons of editing comments and suggested that several decisions need to be made in regard to the faculty survey. How will the information be disseminated? Who specifically will receive this information? What information will be provided (e.g., verbatim or edited comments)?

-Approval of the minutes

A quorum was established after Deborah’s discussion of the faculty senate survey.

Present: Robert Moore, Donna Wooster, Kristy Britt, Robert Coleman, Genevieve Dardeau, Nicole Flynn, Doug Haywick, Zoya Khan, Susan McCready, Barry Nowlin, Vasiliy Prokhorov, Elliot Lauderdale, Bettie Bullard, Daphne Hubbard, John Kovaleski, Irene McIntosh, Vaughn Millner, Martin Parker, Dennis Guion, Jie Li, Natasha Delcoure, Deborah Spake, Ehab Molokhia, Randall Powell, Gary Carnahan, Frank Pettyjohn, Thomas Williams, Irene Rattie, Rebecca Ryan

Excused: Brenda Beverly, Stephen Bru, Matt Ames, Federico Perez Pineda, Tom Hain, Judy King, Harold Pardue, Susan Santoli, Jan Sauer, Barbara Burckhardt, Cindy Morgan, Kevin Olden, Craig Sherman, James Swofford, Richard Whitehurst, Alice Godfrey

Unexcused: Steve Brick, Bill Pruitt, Cynthia Crumb, James Davis, Scott Douglas, Nicholas Sylvester, Ed Harrison, Melissa Costello, Curtis Harris, Arnold Luterman, Elizabeth Manci, Kathy Porter

Guests: John Sachs, Past Chair of the Faculty Senate Planning and Development Committee; Jeffrey Poor with the Vanguard

The Minutes of the June 15, 2005 meeting were approved with one amendment.

### **Reports from standing committees**

Academic Development & Mentoring: John Kovaleski spoke with Dr. Covey about mentoring. Upon request from Dr. Covey, John spoke to the Dean’s Council about mentoring. John received feedback from the Deans that included some opinions that the faculty senate refrain from pairing senior faculty with junior faculty and leave that process to the colleges. John reported that Dr. Covey charged the Deans with formalizing and standardizing their mentoring programs. John

suggested that the mentoring committee engage in an advisory role versus an administrative role and stated that Dr. Covey sees faculty senators' role as being social (e.g., the mentoring reception the committee held last year). One suggestion for the faculty senate's role in mentoring regarded surveying the faculty as to what is working in mentoring at the University and what is not working. Bob Coleman reported the Deans like the faculty senate mentoring bylaws and may adopt them.

Academic Policy and Faculty Handbook: Donna Wooster reported she is waiting for the handbook to be published for subsequent review by her committee members. She asked that senators who would like information added or revised in the handbook to please advise her. She also welcomed new ideas and suggestions.

Environmental Quality: Barry Nowlin reported that the Vanguard will write an article about environmental issues. He also discussed the committee's plans to investigate Mobile United/Leadership Mobile's plans to advertise the city's biking trails which includes the University's bike path. He has invited Philip Theodore to attend the Mobile United meeting with him to discuss how the University can work with Mobile United in this venture. Doug suggested that the committee may need to address runoff and mud in University wetlands.

Evaluation: Deborah Spake's report was included in New Business.

Planning & Development: Nicole Flynn and John Sachs (past chair of Planning and Development) are working together to plan a get-together at the University Club. They are planning an event at the beginning of the school year that will include sport activities and barbeque. The activity will introduce the building to faculty for the first time. Costs were discussed. Nicole and John received positive responses from senators when asked if they were interested in such an event.

Salary & Fringe Benefits: Susan McCready has returned from traveling this summer and reported she will be contacting her committee members immediately.

Technology Utilization: Jan Sauer is out of town. No report.

### **Caucus Leaders Reports**

Allied Health: Bob Moore No report

Arts & Sciences: Federico Perez-Pineda No report

Computer & Information Sciences: Harold Pardue. The committee is looking at the University's treatment of disabilities on web sites.

Continuing Education: Elliot Lauderdale No report

Education: Daphne Hubbard No report

Engineering: Martin Parker. Martin plans to talk to the Dean about retention issues. Doug encouraged all senators to initiate retention action. He also encouraged senators to talk with SGA members.

Library: Dennis Guion No report

Medicine No caucus leader No report

Mitchell College of Business: Jim Swofford No report

Nursing: Rebecca Ryan reported that the College of Nursing is receiving 3.8 million in grants. In addition, the College of Nursing won 3 large program grants that will require a great deal of organization. The grants will provide needed resources for the College of Nursing program. The last grant involving the Geriatric Center will provide \$100,000 a year for the next 5 years. Rebecca encouraged senators interested in related geriatric activities to take note that the Live Oaks part of the project is a nice base for other spin-off projects.

With no further business, the meeting was adjourned at 4:27 p.m.

Next meeting: Wednesday, September 21st.