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Faculty Senate Meeting Minutes – January 2015

Faculty Senators

University of South Alabama

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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

January 21, 2015 – Faculty Club - 3:00 pm
Approved Minutes

Present: Estis, Gordon-Hickey, Kennedy, Morgan, Benko, Gapud, Freed, Harrington, Haywick, Husain, Kozelsky, Marshall, Mishra, Schulze, Shaw, P. Smith, Campbell, Landry, Gecewicz, Broach, Davidson-Shivers, Norrell, Glover, Phan, West, Yazdani, Clanton, Tate, Audia, Cioffi, Ponnambalam, Ruchko, Chinkers, Gillis, Noland, Sharland, Woodford, Buckner, Minchew, Riley, Vandawaa, Varner

Excused: D. Smith, Lindeman, Marin, Poston, Finley-Hervey, Fregeau, Keshock, Bauer, Falkos, Gillespie, Liu, Rich, Richards, Taylor, Huey

Unexcused: Ni Chadhain, Alexeyev, Fuller

Call to order at 3:05 with quorum

Approval of minutes: December 2014 meeting – **moved; 2d; unanimous**

Approval of agenda – moved; 2d; unanimous

President’s Report

- **Search Committee Updates**

There are several active search committees at this time: (1) Dean search for Allied Health is ongoing. The search committee had preliminary Skype conversations with several candidates last week and will be reviewing additional candidates in the next few weeks. The college will be bringing people on campus later in the semester. Faculty members are involved in that process, including members of the search committee and members who have recommended candidates. (2) Dean search for the College of Education – Phil Norrell will represent the Faculty Senate on that committee. It is my understanding that it will be a national search using a search firm. (3) Dean search for the School of Continuing Education & Special Programs – The Dean slot will be filled on a temporary interim basis by Jim Connors. A search for a dean for that school will be upcoming. (4) QEP Director – current director moving to faculty in the College of Education so that position will be posted soon. Faculty Senate involvement in the on-going searches demonstrates that we have made progress with the administration in our efforts to include faculty input into searches and with the faculty’s request that searches be conducted at a national level.

- **T&P Task Force/Review Committee**

The Task Force met again last week. The task force is looking at the annual Faculty Senate survey results related to tenure and promotion. Members will be using that data to get insights on how faculty view the current Tenure & Promotion process. Responses are varied both across units and within units. The task force is also looking at individual college policies; most colleges have a college-specific policy but those are not centrally housed and can be difficult to locate. The task force is looking at similarities and differences to get current status of the T&P process at USA. Each

committee member is reviewing a set number of comparable institutions to see how those institutions handle T&P. Some good models have come to the surface. If you have colleagues at other colleges that have successful T&P policies/processes, please send a web link or detailed information to J. Estis.

- Priorities

The 5 priorities have moved into working groups. Those working groups will be broadening input into each priority. Faculty input is being sought. The working groups are now subdividing. We will need faculty representation on many of the subcommittees. J. Estis needs Senators to recommend colleagues who would be good to work on priorities. J. Estis is going to create a Survey Monkey for Senators to enter their college and to enter under each priority suggestions for faculty members in your unit who would be good candidates to work on that priority. Requests for representatives come up very quickly and we need a pool to draw from. It is not a promise that your nominee will get chosen but would be helpful to have people to call upon.

Officers met with President Waldrop last week and discussed what to do in the spring in terms of his opportunities to interact with members of the faculty. The input we received from faculty was that we did not need Town Halls in each of the colleges again in spring. We pitched the idea of having meetings on each of the priorities. General Q&A was great for the fall but for spring looking for more focused conversation with faculty with specific interest in priority topics. In addition, the Senate leadership will look for opportunities to have smaller meetings with the President for faculty.

- Fall Convocation – K. West – in Fall 2015, USA will have its first convocation. It will be held on Monday, August 17 – the day before classes start. There will be events for new students, as well as returning students and faculty. The current plan is for the convocation to be held at 11:00 in the Mitchell Center - 45 minute ceremony with address by the President and a speaker – to start building a student culture at the university and set the tone for the year. The planning is still in the early stages.
- Live Safe App – M. Campbell – Last week at the Faculty Senate Executive Committee meeting VP Mitchell brought a representative for the Live Safe App to show the Executive Committee how the app that the university is testing this semester works. The Live Safe App will allow students to report concerns to the USA police department. The App is only available for Android and Apple. Cost for students is free. Cost for the server license is \$35-40,000 per year. Current app is MyForce but costs \$99 per student that the student pays. M. Campbell talked to VP Mitchell and the USA Police Department about some security concerns – e.g., the lack of identity verification requirement – and many of those security concerns remain.

Students using the app can report non-emergency issues to the police. The app also gives users the option to call 911, call university police, or message USA police. Interestingly if you dial 911 on campus it goes to USA police anyway. One feature is Safety Map – that feature gives a picture of reports coming in on campus but can be edited/screened by campus police. The feature is problematic because it allows users to view the report itself – raising a host of privacy and related issues (e.g., do we want users to see “John Doe just raped me in Alpha Hall”). The last function is “safety walk” which allows student to choose a friend who will virtually walk them home – a selected friend can watch the progress across campus. With respect to this function, M.

Campbell raised concerns regarding response times and it appears there could be a substantial lag from the point a “friend” contacts police to report a potential problem and actual response, as well as issues with pinpointing where the app user is on campus. M. Campbell did ask VP Mitchell to identify who is driving the switch to this app, and the response was SGA.

USA is beta testing the app this semester for \$7,000 and it is possible that the university will enter a 1 year contract thereafter.

Question from floor – has there been any data on whether this works for any purpose? Answer – don’t know. The hope is that a free app would get more use than the current MyForce app. Concerns raised with the number of students who do not have compatible phones. Question raised about who is paying for the university’s costs – Answer: Student government is paying ½ for first year and student affairs is paying for the other half. After first year, the university will pay for the full \$35-40,000.

If you receive feedback from students on this app, please pass that feedback along to M. Campbell.

- Dean Emeritus designation – we have been asked by the administration to consider working on a policy to have a dean emeritus designation. We have a recently revised professor emeritus policy and the handbook committee will begin looking at adding a separate policy for deans with clear criteria.
- Trustees – D. Marshall – during the presidential search we learned that the trustees are very interested in faculty. We are looking at inviting trustees to a Faculty Senate meeting this spring, probably in March, to talk about their vision for the university. We will try to put together a ½ day program for the trustees to allow the trustees to get to know members of the faculty and see some of the great things members of the faculty are doing. Think about your college’s labs, projects, classrooms that would be good to show the trustees. Email suggestions to D. Marshall.
- Comprehensive Review of Deans – Policy is official and on the academic affairs website. Will be rolled out over a 5 year cycle. You can look at details of the policy – committee composition, areas of evaluation, etc. at the following link:
<http://www.southalabama.edu/departments/academicaffairs/resources/policies/Periodic%20Comprehensive%20Review%20of%20Deans%2012-16-14.pdf>

Announcements

- Salary & Benefits Update – S. Gordon-Hickey – in 2004 the university completed an external institution salary review. At that time, the university used @ 17 universities for comparative salary information. We have asked administration to do another review with our input. The S&B Committee has suggested comparative institutions. S. Gordon-Hickey met with VP Johnson, VP Franks, and Gordon Mills (institutional research) to discuss methods. In the next few months we will be discussing methodology before the Office of Institutional Research

conducts the review. We will have data comparing salaries at a department and rank level based on comparator institutions that have the same department/programs. President Waldrop also wants us to look at gender disparities. This is a first step. We do not have funds for sweeping adjustments at this point. It is a first step to look to see if USA's compensation system is competitive in the marketplace.

- Research and Scholarly Development Grant Program

The Research and Scholarship Development Grant (RSDG) Program has been created to provide tenure and non-tenure track faculty with funding to help build their research and scholarly careers. Awards are capped at \$25,000. \$100,000 has been allocated for the 2015-2016 Program. Application Deadline: March 2, 2015 Please see the full guidelines at: <http://www.usouthal.edu/departments/research/rdl/funding-opportunities/internal-funding-opportunities.html>

The program announcement was also in the Daily Digest earlier this week. Please make sure your colleagues know about this program.

Old Business

None

New Business

None

Guest: Nicole Carr – Convocation and Student Success Collaborative

Convocation - August 17 – planning academic welcome that will include new students and new faculty. Students will be invited to come with their groups – athletic teams, Greek organizations, etc. Afterwards there will be a picnic.

Retention rates have been up for the last 3 years and our 4 year graduation rate looks like it will be up. Every Wednesday at 4:00 we have Workshop Wednesdays at the retention office (Student Center room 203). Upcoming topics include “Tackling Spring Semester – decoding your syllabus, campus, resources, navigating Sakai, PAWS & Degree Evaluations;” Time Management; Studying Methods for Different Subjects; Email Etiquette, etc. N. Carr's office also hosts a program called Magnificent Mondays. Students are invited to drop by on Mondays to talk about academic challenges. The office is also trying to interface student leaders with academic departments. Feel free to email N. Carr if you have student who is having difficulties or you need resources to help a student.

Student Success Collaborative – uses 10 years of Banner data to develop models for predicting student success. One item is a predictive workbook that will help in program development to determine which gateway courses should be used to predict success and potentially steer students to different programs.

Eric Loomis – demo – there is a lot of empirical evidence that the frequency and quality of meetings with an academic advisor is positively correlated with graduation and success. In one

study of first generation students, each meeting with an advisor raised the probability of retention by 13%.

This new tool is good for academic advising as well as curriculum development.

The tool has two separate products. One is the Predictive Workbook. The Predictive Workbook collects Banner data from 2004 forward and looks for trends. Allows us to look at courses and majors, specifically what courses are gateways. What grade in what course is predictive of success/failure. What timing impacts success – e.g., taking it as sophomore versus junior. What grade predicts success/failure for graduating in a program or college.

E. Loomis used CA 110 as example. Showed the data on the probability of graduating in A&S with a specific grade in CA110. E. Loomis then showed the probability data broken down for a specific major – e.g., Showed likelihood of graduating in Biology with a specific grade in CA110. Faculty and departments can use it to set success markers in the advising platform.

A second tool allows advisors to look at individual students and look at predictive risks in that student's current major. E. Loomis showed example of students who are listed as Biology who have a 2.-3.0 GPA and the model shows that even a student with a 2.8 GPA may be at risk of not graduating in Biology because of a low grade in a specific course(s). That tool allows an analysis called “major explore” to determine what other majors might be a better fit. That also shows what jobs are available for people in the other degree.

The program has a way to add detailed notes which we ask advisors to use. If you use the tool, please take time to click “Change student status” and click what you did – e.g., ADV: In Person – advised in person -- so we have information on usage to support maintaining the program.

Question raised on research on success of program. Answer: 125 institutions are currently using it. Georgia State credits it with a 3 or 4% increase in graduation rates.

Question raised on what does this give us that we don't already get from degree works. A: It does a lot that degree work doesn't do, particularly predictive models and historic trends. For example, few would have thought that a student with a 2.8 GPA would be at risk of not completing a degree in Biology.

Comment made about the “major explore” tool and the broad range of potential majors listed (e.g., physical education, psychology, and art for the at risk biology student).

Question – can we do analysis on students who left our program? A: The tool will show you on an individual level the major changes but not on a program level. N. Carr noted that her office can help colleges/departments track those who've left and where they ended up through other means.

Annual cost is \$145,000 per year. It pays for itself if we have a 1% increase in retention based on use.

Will have 2 day on site next week. Information was distributed to all members presented on the available workshops on January 27 and January 28.

N. Carr noted that the University will be training a group of professional first year advisors to use this as well as other members of the university community.

Question raised about how current the information is. Answer: Advisor data is updated nightly. Workbook data is updated each semester.

In addition, the program will be giving us additional tracking data such as success of new students by zip code.

Adjourned. 4:15 p.m.

Caucus Reports – submitted in writing

Mitchell College of Business

No Report

Marx Library

The Marx Library has moved its homepage into the university's new content management system (CMS) in Jan., as part of the university's drive toward a more consistent web presence. The new library home page web address is: <http://www.southalabama.edu/departments/library/> though the old web address will link automatically for the time being. In preparation for the move, the site underwent reorganization and some content was cleared out. Be aware that if you had quick links to any of our old web pages they may no longer get you there since things have changed or been removed. It is the library's hope that the new web pages will be more mobile device-friendly. Any questions regarding the new web pages should be directed to the Marx Library Reference department at 460-7025 or webref@southalabama.edu .

The construction for the McCall Rare Book and Manuscript Library (AKA the "Archives") has begun on the 3rd Floor of the south side of Marx Library. It is the plan that the total construction should take approximately 6-7 months, with an addition 2 months for the collection to be moved from the old site to the library. The library is also interviewing candidates for a Digital Initiative Librarian position to help with creating a wider digital presence for the Library.

There has been some shuffling of responsibilities within the library. Ellen Wilson, formerly the Instructional Services Librarian is now the Electronic Resources Librarian. The library has recently hired a new Instructional Services Librarian, Jason Ezell, formerly from Towson University (MD). If any faculty needs library instruction for their classes they should contact either Beth Shepard or Jason Ezell to schedule a session.

Committee Reports – submitted in writing

See announcements from Research, Salary & Benefits, and Handbook Committees

No other reports submitted