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Minutes 2018-2019

Faculty Senate Minutes

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5-1-2018

## Faculty Senate Meeting Minutes – May 2018

Faculty Senators

*University of South Alabama*

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**May 9, 2018 – Faculty Club - 3:00 pm**

**Minutes**

**Present:**

Cooper, O'Connor, Pelekanos, Powell, Thompson, Gibbs, Harrington, Hossain, Kozelsky, Mark, Mata, McCready, Reichert, St. Clair, Williams, Young, Zlomke, Campbell, McDonald, Gecewicz, Donaldson, Keshock, Reeves, Cleary, Cloutier, Lemley, Shepard, Alexeyev, Almalouf, Harmon, Hartin, Rich, Sayner, Chow, Pennywell, Turnipseed, Davis, Moore, Riley, Swanzy, Vandewaa, Varner, Younce, Aishwarya, Piazza

**Excused:** Swiger, Beebe, Gossett, Lindeman, Robertson, Spencer, Madden, Platt

**Call to order:** 3:01 pm by Matt Reichert

**Approval of minutes:** April 2017 meeting: motion to approve with amendments. 2nded. Approved.

**Approval of agenda:** Motion to approve. 2nded. Approved.

**President's Report**

**Search Updates**

- The search for the Chief Diversity Officer is continuing, led by Angela Coleman. The committee is hoping to narrow down the field to 3 or candidates. Hopefully, there will be interviews soon.
- UCUR: 3 candidates are scheduled. Trying for a Fall start date. Hopefully, there will be a new director of UCUR by mid-June. Jack Shelley-Tremblay will continue in his role.
- A new Director of Counseling and Testing Services has been hired. John Friend is a graduate of USA.
- Kim Littlefield, Assistant VP, Research Communication, Development and Learning, is leaving USA to go to UNC Greensboro. A search for her replacement will commence shortly.

**Spring Enrollment and Fall Projections**

Spring enrollment was 13,876, down by about 1000 from the previous spring. Fall projections for domestic students are up, based on housing requests; however, enrollment projects are down in all other categories, including international students. The number of returning students is down, because our graduation rate is up, while the number of transfer students is down. Pathway USA is up and running, but we won't see students from this program until their 3<sup>rd</sup> year. Summer enrollment is down. It was hoped that Pell Grant awards would help to increase enrollment, but this did not happen. Hopefully, numbers will increase.

## **Old Business**

### **Updates on T&P External Review**

- T&P External Review Policy – The Dean's Council was in agreement with most of the proposed changes, but they were not in agreement that candidates should be notified as to the identity of their external reviewers. So, there will be no transparency of reviewers. There were concerns about possible conflicts of interest, especially concerning grant applications. They had no disagreement with faculty not wanting materials going to particular people. Language was added as to who qualifies to be an external reviewer. The final document has not come back to us: the Dean's Council is refining the language and will probably come back in August.
- Chair Evaluation – a proposed policy was presented to the Deans on April 4<sup>th</sup>. The Faculty Senate wanted to get more faculty input into the chair review process and proposed a 5-year review process with faculty input. However, after another meeting with David Johnson, he removed faculty input into the process, which defeats the purpose of having a 5-year review. Unfortunately, administration deleted material that had been previously approved. Hopefully there can be a compromise to get more faculty input into the review process. The process is ongoing.
- Transparency at the College Level – Faculty Senate proposals were turned down by the Dean's Council, so the issue is basically dead for the time being. It was deemed that there was no benefit for submitting a letter to the candidate without the candidate having the chance to reply. (The FS had proposed that a letter be sent to a candidate informing the candidate whether or not their dean had submitted a favorable or unfavorable recommendation for tenure.)

## **New Business**

- Instructor Rank Issues in the College of Allied Health - Cathy Cooper, a Senior Instructor in the College of Allied Health, spoke on the issue of non-tenure track faculty members in the instructor track, focusing on the increasing number of faculty in the instructor track. In addition, according to the Faculty Handbook, for faculty in the instructor track there is only one level of promotion: from instructor to senior instructor, compared to professors who have three levels: assistant, associate, full. Therefore, to be fair, Cooper said there needs to be a third level of promotion for faculty members in the instructor track. Cooper mentioned that seven of eight of CAH programs have accreditation through national accrediting bodies that require equitable treatment for all faculty, so hopefully USA will develop a title that “respects and honors” the role of faculty instructors. A discussion then ensued on funding sources for promotion salary increases. Ellen Harrington mentioned that the committee is on hiatus until fall, but hopefully, there will be some developments on the topic. Cooper concluded by saying that aside from the issue of money, an instructor’s title is important and of significance.
- Professor of Practice – Mara Kozelsky discussed the Professor of Practice policy. Administration has proposed the Professor of Practice faculty rank as a means of hiring people who have expertise in a special field or industry outside the university who need a faculty title that reflects their experience. A discussion ensued. Motion to approve, 2nded, 1 nay vote. The motion passed.
- Student Academic Conduct Policy – Justin St Clair discussed revisions to the Student Academic Conduct Policy (SACP), which will for the first time allow for electronic submission. Instead of the current procedure that involves tracking people down and sending certified letters, there will be an online portal “click send” registration procedure, thus simplifying the process. The Maxient software system will be used: the Division of Student Affairs already uses Maxient for non-academic student conduct reporting. At this point, the SACP has been passed by the Deans and will become policy in the Fall. One-on-one visits to departments will be used to educate faculty, while short videos will be produced for students. For faculty, it’s a very easy procedure.
  - The software will be tested over the summer, with input from the Composition program.

- Policy is intended to be faculty friendly: the faculty decides to initiate cases, not the Deans.
- The previous policy required college committees and a University committee. The new SACP replaces those with the University Academic Integrity Review Board (UAIRB), which will be comprised of faculty and students from each college. Member of the UAIRB will be appointed each Fall Semester by the Office of the Provost. If a case reaches the University level, a 7-member Academic Integrity Review Panel (AIRP) will be drawn from the UAIRB. When misconduct is alleged to have occurred within the student's home college, a majority of faculty panelists and both student panelists will be from that college. When misconduct is alleged to have occurred in a college other than the student's home college, a majority of faculty panelists will be from the college in which the infraction occurred, and a minority of faculty panelists and both student panelists will be from the student's home college.
- Alabama law requires that student records be kept for five years, so records will be maintained even for cases in which the charges are ultimately dismissed. Nevertheless, students conduct records are protected educational records. Thus, faculty members will not be able to access the "cheating history" of USA students. Department heads, however, will be notified whenever a charge is brought against one of their majors. Also, faculty who initiate cases will also be updated as those particular cases progress.
- Faculty Senate Evaluation Survey – Trey Lemley reminded Senators to complete the survey and encourage faculty in their divisions to complete it, as well.

### **Adjourn to Committees**

Committees met to decide their agendas and to plan strategy. A request was made for committee chairs to stand up so committee members would know their committee chair.

### **Motion to Adjourn**

Matt Reichert made a motion to adjourn, 2nded, all in favor, none opposed, approved. Meeting adjourned at 3:42 pm.