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Faculty Senate Meeting Minutes – May 2015

Faculty Senators

University of South Alabama

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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

May 12, 2015 – Faculty Club - 3:00 pm
Approved Minutes

Attending: Gordon-Hickey, Kennedy, Morgan, Carr, Culler, Fisher, Feed, Harrington, Lindeman, Marshall, Mata, Ni Chadhain, Poston, Reichert, P. Smith, Stutsman, Bourrie, Campbell, McDonald, Gecewicz, Whiston, Broach, Fregeau, Glover, West, Clanton, Wilson, Bauer, Bolton, Chinkers, Cioffi, Liu, Omar, Ponnambalam, Richter, Taylor, Gillis, Noland, Woodford, Buckner, Dolan, Huey, Minchew, Riley, Vandawaa, Palle, Piazza

Excused: D. Smith, Kozelsky, Marin, Moore, Schulze, Davidson-Shivers, Norrell, Phan, Yazdani, Audia, Bennett-Baldwin, Falkos, Rich, Richards, Grant, Varner, Estis

Unexcused. Racheck

Call to order – 3:01 by K. West with quorum

Approval of minutes: April 2015 meeting - **moved; 2d; approved**

Approval of agenda – moved; 2d; approved

President’s Report

- Congratulations to the Research and Scholarly Development Grant Awardees from 2014 & 2015
 - Thank VPRED, Ellen and the Research & Creative Activities Committee. A forum was held just before this. A number of Faculty Senators were honored. Congratulations
- Salary adjustments - Susan Gordon Hickey and her committee have been working for a while on both external comparisons and internal compression/inversion issues. Through a series of discussions with administration, VPs Johnson & Franks did an internal analysis and a number of faculty received upward salary adjustments. If you know of issues, please let K. West or S. Gordon-Hickey know; the Provost is willing to look at individual issues. The adjustments were based on an algorithm and only those who fell within the algorithmic parameters received adjustments. Department chair/Deans can make a case for adjustments for those outside of the formula. S. Gordon Hickey will look when the salary information is posted for June to look at any irregularities.
- Update on Resolutions (Grievance Policy, Dean Emeritus) - Both of the 2014-2015 resolutions have been forwarded to VP Johnson. K. West is scheduled to present the resolutions to the Deans Council next Wednesday. No issues expected on Dean Emeritus. May have some issues with grievance, though there is general support for a change in that policy. The details may require additional negotiation.

- Health Sciences Administration Changes (VP/Dean) and Reporting – VP Franks is stepping down June 1 and COM Dean Sam Strada is stepping down when VP/Dean position is filled (6 months – 1 year time line). We have heard about concerns from health sciences about the reporting restructuring, particularly how it will impact interdisciplinary collaboration and shared equipment. Officers met with Pres. Waldrop the Monday after the announcement and we raised those concerns. He is very open for discussion. J. Estis will be arranging town halls for AHP, Nursing, and COM with Pres. Waldrop to answer questions and discuss concerns.

Q: When is the ad going out? A: Not sure but President Waldrop expected the process to be at least 6 months.

Q: Time frame for Town Hall? A: No date yet. Julie is trying to arrange something toward the end of May or beginning of June.

Q: Potential conflict with COM Dean being the VP? A: That was a concern raised with President Waldrop. Still not sure what the ultimate position will be or what the final reporting structure will look like. There was discussion of having a search without a defined position – though it will be something that will be at the forefront as the position description is written. The other concern raised was the impact on the Dean of Allied Health search.

Q: Who is representing Allied Health and Nursing in this whole process given that the Dean of Allied Health is on his way out? A: I think this will be handled through faculty representation on the VP search committee.

Q: Concern that it seems the decision is already made on VP/Dean without discussions from the impacted constituents? A: President Waldrop is committed to getting the right person in the job; a person who is committed to the interdisciplinary education collaboration that is ongoing and the needs of the health sciences across colleges. President Waldrop recognized that the concerns being raised were validly raised and warranted attention and discussion.

- Faculty Survey (Sam Fisher) – You can look at the results on line on the Faculty Senate webpage. The open ended questions will go to Pres. Waldrop, and the deans will receive comments related to their units. The open ended responses will not go on web. We had 488 respondents this year. Questions regarding specific topics will be divided and sent to

the representatives that need the information for committee and other work. More positive response for morale globally as university; less so at the college level. Have talked to new chair, Phil Carr, about doing shorter surveys during the year.

Announcements

- Faculty Senate Survey from Evaluation Committee – put together by Phil Carr to gain information that can be used for planning. Do put your caucus on the form somewhere.

- Update on Searches
 - ILC Director – no one had info.
 - Dean College of Allied Health Professions – S. Gordon Hickey – candidate on campus today (second round of interviews). He had concerns about new reporting lines. Second candidate is internal and will interview Monday. Do not know who will be decision maker on the hire.
 - Dean of College of Education – K. West – I know we had 3 candidates on campus for interviews. Faculty Senate representative on search committee was not present to update.
 - VP Finance & Administration – K. West - committee has met 3 times, once with Parker Search. Search firm is very open about what they think the pool will look like in terms of numbers and strengths. Ad is being edited. Search committee will meet in May, June and July. In July the committee will select candidates for initial screening visits. On campus interviews will be held either the first or second week of classes in the Fall.

- *Annual* Evaluation of Deans Survey – Ceceilia Martin asked us to let people know that the annual evaluation of deans was delayed a little this year because of the focus on the comprehensive evaluation of the Dean of Engineering. The annual survey normally comes out in March or early April. It came out today. **CAUCUS LEADERS – please send email to members of your unit to complete the evaluation. The yearly evals will be used in the ultimate comprehensive evaluation of each dean.**

- Fall Convocation – Monday, August 17th, 11AM in the Mitchell Center, followed by lunch on the lawn and College/Departmental Open Houses that afternoon. Fall Convocation is designed to welcome new students. It will be pseudo-formal – all new freshmen will be invited. The University is trying to build more of a culture for the students, calling them the class of 2019 to begin the idea that this is a 4 year stint. Will have athletes, Greek and other organizations/clubs in attendance. The organizing committee is asking that as many faculty members as possible come. The University will serve lunch. The program is designed to be under an hour followed by lunch on the lawn (or Waterman Globe if raining). In the past, Student Affairs has had the students find classes on the weekend before classes. This year that call will be to go find classes on Monday afternoon with the hope that Deans and faculty will be in the buildings to meet students. Again the notion of belonging.

- ± Grading System Discussions – A request has been brought up through the faculty to take a look and discuss the notion of +/- grading at USA. It was looked at several years ago. Vast majority of peers have +/- grading. Need to look at impact on student scholarships, graduate admissions, etc. Phil Carr has agreed to talk to the SGA to see where the students are. Of the 2008 list, 15 of 19 peer schools used +/- . East Carolina went to it a year ago. Need to gather data and see how students and faculty feel. One member noted that Auburn looked at it several years ago and at that time, Clemson had just gone to +/- . Clemson found no change in GPAs and then reverted back because the minus was hurting people more than the plus was helping. Reasons sometimes given for a +/- system: students are disengaged in last few weeks because the final does not make a difference when you have a solid grade and the +/- makes those end grades important. Discussion of 81 versus 88 and similar grade variances. One member noted that Sakai has the +/- system in it and moving to a +/- system could help with integration between Sakai and Banner. K West noted there are discussions about having Sakai and Banner seamlessly transition for grade input.
 - Thoughts/feedback to Phil Carr
- Reminder – Caucus leader meeting right after Senate meeting to discuss communication
- Committees – Gather (except Research – Tom Rich will be in touch soon) and have a brief discussion of charge and goals. Executive Committee will be looking at committees over summer – charges, names, where we are effective.

Old Business

None

New Business

None

Guest: None

Adjourn – 3:41

Caucus Reports - Submitted in Writing

Arts & Sciences – S. Ni Chadhain -

Phil Carr, Laura Moore, Sam Fisher, Rene Culler, Juan Mata, and Sam Stutsman (terms expiring in 2018) and Matthew Reichert (term expiring in 2017) were elected to serve on the senate and join current senators Chris Freed, Ellen Harrington, Mara Kozelsky, Christina Lindeman, Mihaela Marin, Doug Marshall, Sinéad Ní Chadhain, Ted Poston, Corina Schulze, and Phillip Smith. Sinéad Ní Chadhain will continue as caucus leader. The caucus plans a SWOT analysis for early next Fall to identify priorities for the next year.



Faculty Senate Committee Reports – Submitted in Writing

None.



University Committee Reports – Submitted in Writing

Violence Prevention Alliance Committee – C. Dolan

VPA has met once (May). Meetings will continue thru the summer. The committee is involved in the process of interviewing applicants for a Title IX position/educator. Further, a plan for fall term regarding student awareness and general prevention education was approved. The "Bro Code" program received an award at a recent national meeting for its innovation and effectiveness in involving young men in programming that addresses sexual assault on campus.

University Committee on Global Engagement in International Research Meeting - S. Ni Chadhain

The purpose of this committee is to strengthen research-related connections and collaborations between USA and the world by enhancing international research experiences among our faculty and students. The committee has gathered information on current and ongoing international collaborations by USA faculty. We've also researched programs at other universities that are designed to promote international research collaborations. The committee is currently preparing a report that will summarize current information as well as offer ideas about how USA could facilitate/support international collaborations.