

University of South Alabama

JagWorks@USA

Minutes 2017-2018

Faculty Senate Minutes

11-1-2017

Faculty Senate Meeting Minutes – November 2017

Faculty Senators

Univeristy of South Alabama

Follow this and additional works at: https://jagworks.southalabama.edu/minutes_twentyseventeen

Recommended Citation

Senators, Faculty, "Faculty Senate Meeting Minutes – November 2017" (2017). *Minutes 2017-2018*. 6. https://jagworks.southalabama.edu/minutes_twentyseventeen/6

This Article is brought to you for free and open access by the Faculty Senate Minutes at JagWorks@USA. It has been accepted for inclusion in Minutes 2017-2018 by an authorized administrator of JagWorks@USA. For more information, please contact jherrmann@southalabama.edu.



November 15, 2017 – Faculty club - 3:00 pm
MINUTES

Attending: Swanzy, Williams, Platt, Davis, Moore, Mark, Cage, Hurley, Carr, Gecewicz, Wilson, Whitson, Koestner, Reeves, Gillespie, Keshock, Wolfring, Madder, Chow, Chinkers Alexeyev, Pavelescu, St. Clair, Poole, Spencer, Richter, Brooks, O'Connor, Pohlmann, Swiger, Gossett, Williams, Gillis, Bourrie, Cleary, Campbell, Rich, Fisher, Harrington, Sayner, Mata, Ponnambalam, Pennywell, Gubler, Vandewaa, Reichert,

Excused: Hossain, Riley, Poston, McDonald, Cooper, Varner, Kozelsky, Gecewicz

Call to order: 3:02

Approval of minutes: November 2017 meeting **motion to approve; 2d; approved**

Approval of agenda : motion to approve; 2d; approved

President's Report

Welcome to Special Guests: 2 BoT members in attendance: Mr. Jimmy Shumock and Mr. Mike Windom

Search updates

- Chief Diversity Officer : We have interviewed 2 candidates and are currently interviewing a third. The process should be wrapping up by the end of the year
- Compliance Officer: Second set of interviews/resumes; process just now underway

Simulation Hospital Update/Parking: The project is going to be bigger than initially planned. It will now have a third floor roughed in as it is thought this will be cheaper to do now than later. This third floor may be used for simulation, classrooms or other. The extra cost will be funded by student fees. This pushes back the project timeline as well, including the vote on it by the Board of Trustees to the Spring meeting, and a potential complete date to the Fall of '19.

So...Parking? In our Town Hall, which was held last Tuesday, the Nursing Caucus asked for

consideration to stripe some of the student white striped parking blue, as I believe 60-80 blue-striped faculty parking spots will be lost in this project. We were assured this will happen, although it may happen after an assessment of parking is done (worst case scenario) or at least not until the Christmas break (best case scenario).

Update on Educator Tenure Track/non-tt professorial ranks: The Educator TT was presented by Dr. Johnson at the Dean’s Council last week. In his words, it received “enthusiastic reception” from some colleges, and “interest” from others. Three things: First with respect to this rank, there is some concern that it will ‘dilute’ out the research mission of the University, so as we go forward exploring the possibility of it, those of us on committees—once they are appointed-- to explore it will have to be mindful of that. Second, there is enough interest in this rank to explore it, so I am encouraged by that support from our administration. Third, there is maybe more, or as much interest in fully fleshing out the educator role in the non-tenure track professorial ranks and their definitions, qualifications, rigor, and defining and clarifying what it takes to move with success up the ranks for promotion. And in those colleges that are looking to move those from Instructor to Assistant, how can we mechanize that.

A question was raised that isn’t it true that by having so many adjunct instructors and so many people on the non TT we are already diluting out the research mission of the University??ANS: Yes and good point! What is the University’s commitment to maintaining a corpus of tenured faculty and making sure there are resources for research, as well as a commitment to release time for research? Discussion ensued to define some ideas around the Tenured Educator track, including that a goal of it would be to free up those who would like more time for research. Also it was pointed out by EV that as of yet, no movement has been made to appoint committees to discuss or explore this track more fully.

Assessing research/creative/scholarly output and activity As you may know, almost Colleges and Schools are using Digital Measures in some way—either at the T and/or P process or more regularly as a part of the annual review and Faculty Activity Report. Ellen met with Lynne Chronister and it appears that Digital Measures seems to capture scholarly output the best and may mesh best with the University Scorecard the best for capturing research/creative/ and scholarly activity.

Town Hall updates

- Medicine –Sarah Sayner—*Sarah reported that she met alone with Admin as a Caucus leader. She felt that Admin was quite attentive to needs in medicine including recruitment and retention of faculty since salaries in medicine are not competitive with those in private practice, tho they offered no solutions.*
- School of Computing—Matthew? Caucus leader?? *Matthew reported their Town Hall went well.*
- Nursing—Parking, Sim Hospital, Tenure and Promotion, Lack of tenured faculty, Process improvement. *Nursing Town Hall discussed all of the topics listed, ending with a discussion on lack of tenured faculty. No solutions were offered.*
- A&S (January 23, 2018)—has been moved to this date to accommodate our awards reception today

Old Business

Tenure Extension Policy for Life Events--Ellen

New Business

Chair Review—Ellen/ Phil *This will now have a 5-year review similar to what the Dean's review is. It is not yet voted on by Handbook Committee, but Ellen and Phil presented it. It caused very lively discussion!*

Faculty Senate Awards—A highlight of the FS calendar! Outstanding Research Partner, Outstanding Teaching Partner (2...last year's awardee as well as this year's) and Outstanding Community Partner—these awardees have worked with faculty and students, have provided mentorship, resources, leadership and opportunities that have supported the mission of USA in ways that their nominating faculty will describe for you and we appreciate them so much! In addition, we are recognizing the winner of the Semoon and Youngshin Chang Endowed Award for Humanitarian Services which focuses on community service, and an individual who represents USA in a positive way to the greater community.

Caucus and Committee Reports Submitted in Writing



Submitted for Meeting Scheduled: November 15, 2017 – Faculty club - 3:00 pm

Caucus

Mitchell College of Business

Caucus Report

Dr. Gwendolyn Pennywell, Caucus Leader

- 1) The Melton Center for Entrepreneurship and Innovation held its fall Pitch Competition. 29 entries were submitted. Finalists competed on a Duck Boat in Mobile Bay. Almost \$6,000 was given away in seed money for new ventures.
- 2) The PREP (Professional Readiness and Engagement Program) is holding its fall Mock interview program during this week (13-16 November).
- 3) PREP also had a half-day boot camp for 76 Business major seniors to prepare them for interviewing/job placement.
- 4) In recognition of National Business Women's Week (October 16 -20, 2017), the MCOB hosted 42 guest speakers in various classrooms.
- 5) MCOB held its first Digital Marketing Program Boot Camp on October 20. Topics included digital presence, social media, and online advertising.
- 6) As a part of the 50th Anniversary celebration. MCOB hosted alumni events in Mobile, Birmingham, Orange Beach, Pensacola, Biloxi, and Chicago. The 50th Anniversary Gala honoring 50 Impact individuals was held on the evening of October 28.
- 7) MCOB's Accounting Department has hired a new tenure track person -- starting Fall 2018
- 8) November 6-16, 2017, Beta Alpha Psi (BAP) will be hosting its annual MCOB-wide Thanksgiving Food Drive.

College of Nursing

Caucus Report

Dr. Joyce Varner, Caucus Leader

11152017

The CON Town Hall meeting with Dr. Waldrop occurred on November 7th at 3:30 in room 1020. Faculty senators met with Dr. Waldrop at 3:00 first. Discussions regarding the simulation hospital and parking issues were discussed with the possibility of changing some student parking to faculty parking. The Jag Tran will be used as needed during construction and afterwards. There was also discussion regarding the process for naming people to interim positions and what interim means in terms of length of time and if the person will be allowed to be considered for permanent assignment.

Faculty Senate Awards 2017-18

Outstanding Research Partner - providing direct support to the research mission of USA faculty through financial, in-kind, personnel, expertise, office space, consulting, or other means

ALDOT was nominated by the Civil, Coastal, and Environmental Engineering Department

Contact Information

Alabama Department of Transportation (ALDOT); Central Office (Montgomery)
Contact: **George Conner, Deputy Director of Operations**, 334-242-6323,
connerg@dot.state.al.us; Local Contact (Southwest Division in Mobile) **Vince Calametti**, 251-470-8204, calamettiv@dot.state.al.us

Nominating Faculty Member

Bret Webb; Professor; Department of Civil, Coastal, and Environmental Engineering; 251-460-6174; bwebb@southalabama.edu

ALDOT has been an outstanding partner, contributing to the research mission of the University and the Department of Civil, Coastal, and Environmental Engineering. In the past several years, ALDOT has funded research projects in the areas of coastal, environmental, transportation, geotechnical, and structural engineering. Additionally, ALDOT has worked with faculty to develop research ideas and has streamlined policies and procedures to better facilitate research. The most recent example of this is ALDOT's efforts to better support graduate student researchers through direct funding of their tuition. ALDOT's local region, as well as their central office is always willing to take time to talk with and meet with researchers to help develop ideas and improve research programs.

Outstanding Teaching Partner - providing direct support to the teaching mission of USA faculty, broadly defined, by providing a setting and/or skilled supervision for USA students. This partner enhances the educational mission of the USA faculty by providing internship/externship/field placement to USA students

Craig Perciavalle, President at Austal USA was nominated by faculty in the Mitchell College of Business

Contact Information

craig.perciavalle@austalusa.com

Nominating Faculty Member

Alan Chow, Mitchell College of Business, alchow@southalabama.edu

On behalf of the Mitchell College of Business, I nominate Austal USA for the Outstanding Community Teaching Partnership Award. Austal was motivated to initiate a substantive partnership with the MCOB that has several dimensions. There is long-term benefit for both parties, with opportunities to explore additional linkages.

Description of the Partnership

Co-ops and Internships:

In July 2017, Austal approached the MCOB regarding co-ops and internship possibilities. While co-ops are common in other disciplines, especially engineering, they are much less so in business schools. Austal offered three co-ops, starting fall 2017 in the Supply Chain Management (SCM) area, to be continued each semester. Co-ops students are paid \$18 per hour for 40 hours per week, with the opportunity to participate in the firm's 401K program.

Co-op students are assigned the responsibility equivalent to a Buyer 1 (an entry-level position in SCM). They are learning the role of SCM in a major organization, just as any beginning professional in the same area.

In addition to co-op students, Austal has six internships in SCM. These students work in areas ranging from purchasing, logistics, warehousing, and inventory management. They are also paid \$18 per hour.

Very few business school students have the opportunity to work in an environment like Austal and interface with professionals to the degree exhibited in this organization.

On balance, the Austal / MCOB alliance offers a stellar opportunity to: (1) strengthen community and MCOB engagement; (2) encourage joint industry, faculty and student research; (3) build student skill-sets that prepare MCOB graduates for increasing responsibility in entry-level jobs; and (4) build the foundation for additional efforts with development potential.

Outstanding Teaching Partner II (last year recipient attending this

year) - providing direct support to the teaching mission of USA faculty, broadly defined, by providing a setting and/or skilled supervision for USA students. This partner enhances the educational mission of the USA faculty by providing internship/externship/field placement to USA students

Nominating Person: Evelyn Kwan Green
Interim Chair, Hospitality and Tourism Management
ekgreen@southalabama.edu
251-461-1902

Committee Selection: Mr. David Clark
General Manager, The Beach Club, Spectrum Resorts, LLC.
dclark@spectrumresorts.com

From the nomination: Mr. David Clark, general manager of Spectrum Resorts' The Beach Club, was the first to raise his hand when we needed to pilot our experiential business-education partnership-based course on servant leadership. As future leaders in a service industry, it is important for Hospitality & Tourism Management (HTM) students to comprehend the concept of servant leadership and truly understand its relevance and importance in their own success. A strong advocate of "earning the right to lead" Mr. David Clark collaborated with the Department of HTM to develop the Future Leaders In Global Hospitality & Tourism (F.L.I.G.H.T.) program. The F.L.I.G.H.T. program is a win-win solution for both Spectrum Resorts and the University. The program enables students to become a solution to the Gulf Shores seasonal workforce dilemma while gaining observational and experiential knowledge about the hospitality and tourism industry.

The F.L.I.G.H.T program provides USA students from across campus, the opportunity to take a one-hour online course on Servant-Leadership for nine weeks. Students learn various aspects of servant leadership including organizational culture and awareness, engagement, teamwork, relationship building and conflict resolution strategies. On Saturdays, students gain hands-on experience implementing theories learned during the week as they earn \$11.00 an hour working alongside the housekeeping staff and getting mentored by senior management of The Beach Club in Gulf Shores. In addition to being paid, students receive free transportation to and from work, lunch, and the opportunity to earn a \$500 scholarship for excellent academic and job performance.

Each Saturday, the students are met at the Spectrum Resort property by Mr. Clark at which time he welcomes the students and provides an occupancy overview for that day. Additionally, during lunch Mr. Clark shares with the students his industry insights as well as how their work significantly contributes to increased guest satisfaction scores, employee morale, and the service delivery of the property. Mr. Clark teaches our students that "once employees know that you know what a day in their life is, powerful results happen". The F.L.I.G.H.T. program matches student workforce development

needs with the needs of Spectrum Resorts owners, guests and team members. In other words, F.L.I.G.H.T. is an innovative teaching and learning model that not only benefits our students intellectually and financially, but has a direct impact on the employer's triple bottom-line through satisfied owners, guests and team members.

In addition to investing his time in our students, Mr. Clark convinced the owners of Spectrum Resorts to donate \$10,000 toward a HTM scholarship that will support future F.L.I.G.H.T. excellence scholarships. This was matched by the Moulton-Mitchell scholarship for a \$20,000 scholarship. Mr. Clark also serves as the President of the HTM Advisory Board that guides the strategic development of the HTM program and students.

Evelyn Kwan Green, David Clark, and Peggy Wilson will be coming to the awards presentation.

David Clark **is now in charge of Visit Mobile and his email is dclark@mobile.org.**

Peggy Wilson Director of Human Resources

O: 251-224-3221 | C: 251-233-7074

pwilson@SPECTRUMRESORTS.COM

Outstanding Community Partner - for an organization/agency that works with USA faculty to address needs of the greater Mobile community through collaborative research and/or service delivery

Cathedral Place Apartments

Name of the Organization/Individual being nominated: **Cathedral Place Apartments (Partnership between Royal Management Company and Catholic Diocese of Mobile)**
Contact information for Organization/Individual: **Frances Brown, Service Coordinator, 351 Conti St., Mobile, AL 36602, Frances.Brown@royalmgmt.com, 251-308-9439**
Name of Nominating Faculty Member: **Laura White, Erin McAdams**

Nominating Faculty Member

Contact Information for Nominating Faculty Member: **laurawhite@southalabama.edu 251-445-9330, emcadams@southalabama.edu 251-445-9334**
Award for which the Organization/Individual is being nominated: **Community Partner Award**

For the past four years, the academic-community partnership between Cathedral Place Apartments, **an apartment community for older adults in downtown Mobile, and the University of South Alabama's Colleges of Allied Health and Nursing has supported increased accessibility of health promotion and prevention services to older adults with low resources and valuable clinical experience for health professional students.** The partnership was initiated in 2013 when a HRSA grant provided funding to the College of Nursing to develop a weekly health promotion and wellness clinic at Cathedral Place Apartments to facilitate interprofessional education for health profession students. Although the grant funding ended in the summer of 2016, prevention/wellness services delivered by students and faculty within the Colleges of Allied Health and Nursing continue due to the support of the staff and management of Cathedral Place Apartments.

The staff of Cathedral Place Apartments reserves the community activity room each Tuesday afternoon for a health promotion clinic staffed by physician assistant and nursing students and faculty. Ms. Frances Brown, the service coordinator at Cathedral Place, coordinates accessible parking for the students, advertises the clinic programming to apartment residents, and coordinates food and prize incentives for resident participation.

Due to the support of Frances Brown and the other staff and management of Cathedral Place Apartments, students in the Department of Physical Therapy have had the opportunity to provide health education and fall screenings to residents and teach the A Matter of Balance class, an evidence-based fall prevention program, to 23 residents over the last 3 years. The success of these programs has been dependent on the coordination and communication provided by our community partner. Physical therapy faculty have received a small grant from the Osteoarthritis Action Alliance to investigate the effectiveness of these programs on older adults with osteoarthritis. This funding would not have been possible without the demonstrated support of a community partner such as Cathedral Place Apartments.

The health and educational outcomes that have resulted from the partnership between Cathedral Place Apartments and the University of South Alabama exemplify the benefits to

the community that can be achieved only through coordinated efforts of academic and community partners. We are grateful to the staff and management of Cathedral Place Apartments for the opportunities they have provided our students and faculty, and we eagerly nominate this organization for the Community Partner Award.

Laura White, PT, DScPT, GCS, Assistant Professor, Department of Physical Therapy
Erin McAdams PA-C, MHS, Assistant Professor and Director of Clinical Education,
Department of Physician Assistant Studies

Semoon and Youngshin Chang Award, 2017-2018

The Semoon and Youngshin Chang Endowed Award for Humanitarian Services

This award focuses on who takes the initiative and makes good things happen?

Who gives their time to help the community and region?

Who is the person we would like to see as the "Face" of the University?

Dr. Clair Cage (ccage@southalabama.edu) was nominated by the History Department (davidamessenger@southalabama.edu) for founding Running Forward and her involvement in a number of other projects around Mobile.

Dr. Claire Cage is dedicated to and involved in a number of local non-profits and community organizations. **She founded a non-profit organization, Running Forward, which is dedicated to building confidence and community through running for those recovering from addiction or homelessness in Mobile.** The group hosts weekly runs at the Salvation Army of Coastal Alabama that serve to build self-esteem, discipline, and a sense of accomplishment. She runs every week at the Salvation Army with members of its drug and alcohol rehabilitation program. She is also an active member of My Team Triumph, an organization that promotes the involvement of children with disabilities in athletic and endurance events primarily through pairing those who are not able to run on their own with runners who push adaptive racing wheelchairs. Through Big Brothers Big Sisters of South Alabama, she mentored a student at Baker High School who joined the program after the death of her stepmother. Additionally, she volunteers at the City of Mobile Animal Shelter, where she regularly participates in "Run with the Pack" events by taking shelter dogs on a run. She has volunteered with Planned Parenthood and the Fuse Project, which funds and implements projects benefiting children along Alabama's Gulf Coast. In addition to these ongoing commitments, she has participated in a number of one-day service projects, including a Habitat for Humanity work day and a park clean up, to benefit the greater Mobile community.