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Faculty Senate Meeting Minutes – November 2018

Faculty Senators

University of South Alabama

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November 14, 2018 – Faculty Club - 3:00 pm

MINUTES

Attending: O'Connor, Pelekanos, Swiger, Thompson, Beebe, Gibbs, Gossett, Harrington, Hossain, Kozelsky, Lewis, Mark, Mata, McCready, Pavelescu, Reichert, Robertson, St. Clair, Williams, Young, Campbell, McDonald, Gecewicz, Koestner, Allison, Donaldson, Keshock, Reeves, Woltring, Cleary, Cloutier, Spencer, Lemley, Harmon, Ponnambalam, Rayner, Sayner, Weber, Turnipseed, Davis, Moore, Platt, Swanzy, Vandewaa, Prakash

Excused: Cooper, Powell, Koon-Magnin, Lindeman, Poole, Shepard, Rich, Madden, Huang, Riley, Scott, Varner, Piazza

Call to Order by the President: 3:10 pm

Approval of Minutes (October 2018 Meeting): Motion made, seconded, approved

Approval of Agenda: Motion made, seconded, approved

President's Report

- Stadium: The Board of Trustees is going to phase 2. We don't know how it's being funded. We'll have to ask where funding is coming from. The approval to open bids has been made.
 - Question: when we get funds, will we replenish reserves? Answer: We'll see if that happens.
- CAD is proposing a policy to restrict 9-month faculty summer salary to 2.5 months instead of 3 full months if the faculty member has external funding for grants. No final policy has been made as of yet, although Faculty Senate representatives have expressed their displeasure to senior administration. The proposed policy would force affected faculty to take 2 weeks of unpaid leave. This policy is in reaction to a lawsuit from Yale University where faculty were saying they were supervising students for 3 months but were not, so Yale had to pay money back (\$7.5-8 million dollars) to funding agencies due to inappropriate summer salary allocations. Nothing official has come down yet. USA Administration has given its assurance that once finalized, the policy will come to officers and the CAD for their input before it becomes official policy. We don't know what official policy is yet.

Search Updates

- Chief Diversity Officer
 - A decision has been made. An announcement will be made shortly.

- Assistant Vice President for Research: Chris Lawson from UAB came for a second visit. He is also affiliated with EBSCoR. He wants to stay part of EBSCoR, so they're seeing if they can negotiate around this.

Old Business

Policies under Discussion by the Handbook and Policy Committee (Kozelsky)

November is an important month to address policy because our calendar year ends in March, which gives us only 3-4 meetings to 1) discuss new policy presented the faculty senate in November; 2) vote on that policy in FS in the next meeting of January; 3) pass the policy onto the CAD for discussion and potential changes in February, and then 4) return any changes for FS approval in March.

University Instructor/3rd Instructor Rank

This policy came out of an ad hoc committee created by the provost devoted to considering whether USA could adopt a third rank. This committee completed its recommendation in October, and Handbook immediately worked to develop the recommendation into the policy presented today. Our proposal (presented by Cathy Cooper) is for a 3rd rank for instructors in order to bring rank, time in rank, and salary differential for instructors into parity with tenured faculty. After three years at the senior instructor rank, the faculty member could apply to become a "university instructor" with a \$6000 pay increase. A discussion ensued. Some faculty wanted to know how the policy was received by administration. Will it fly? While one faculty member reported that the policy was positively received until administration got the numbers, another faculty member said administration was never very positive about the policy. McCready asked the promotion time frame, and Kozelsky answered it was exactly the same as for tenure-track faculty.

Non-Tenure Track Full Time Faculty

This policy also came out of the ad hoc committee created by the provost and presented by Handbook. More than 50% of USA faculty currently occupy NTTFTF status. Handbook committee members recommended change of word "identical" to "comparable" in the first sentence---change still needs to be made. The other thing: after second blue bullet: second line of 3rd paragraph: "typically" was the other addition that was proposed.

Kozelsky asked if there was any discussion on this policy or recommendation the Faculty Senate should consider before a vote is taken in January. The Handbook Committee would like a more ambitious policy, but the problem of promotions needs to be fixed now because NTTFTF at present cannot get promoted at the same rate as instructors. Fix this problem, and then, next year hopefully the Handbook Committee can do something more ambitious. It was suggested USA adopt a Clinical/Research/Educator framework similar to other universities.

The question of percentage of responsibilities was discussed. McCready said percentages are negotiated by department and are different. For example, if you are hired as NTT, you might be 90% teaching and 10% other, or 60% 40% service, so this is why it can be difficult for P&T

committees to evaluate a candidate unless the percentages are spelled out explicitly and they were told what the expectations were. Reichert said at present in A&S NTTFTF for evaluation purposes are compared to tenure track (according to TT) even though they are 90:10 they are compared to 30:60:10 schedule. So the proposed policy is designed to align the P&T process for NTTFTF in order to make it more fair for them. McCready said it's unreasonable to ask a 90:10 NTTFTF to do research to the level of tenure-track faculty. Cloutier said it wasn't measurable. Reichert pointed out that the FAR (Faculty Activity Report) could be used as a rubric to measure faculty performance. How much more specific can you get? I agree it's not a good system, but they are quantifying your time on that report. Kozelsky asked for comments by email.

Chair Review

Kozelsky presented the Chair Review policy in way of update, and said no discussion was needed on this topic and it's not up for a vote: instead, she would forward the proposal, which as it stands is the best we can do: it's a "done deal." Please read it. One Senator asked her what she meant by a "done deal?" Reichert responded that the Senate voted and approved it, but the CAD introduced unexpected revisions (even after a version had been approved by the CAD). Kozelsky added the policy had been in the works from HB committee last year. The new revisions introduced by the CAD were not in the spirit of the FS vote, and so the policy effectively "died" until Reichert called a special meeting of the AAPC. The AAPC consists of faculty senate officers and deans, and its purpose to break impasses. The AAPC committee developed compromise language. Future generations of the Faculty Senate can tweak it, but if we did not compromise, then this whole policy would be gone. One Senator then asked about the disappearance of the word "stakeholder." Kozelsky asked if this issue could be discussed later, since guests for the Awards Presentation were arriving.

By-Law Revision

Kozelsky said VP can be elected to Senate - this revision to the Bylaws was proposed last year and went through the Handbook Committee (discussed in August, with proposed policy formulated by a past FS President emailed to the HB committee on Nov. 9). Its purpose is to ensure a smooth transition of authority, power, and consistency of leadership. Reichert next said this proposed by-law revision was now up for a vote. One Senator from HB opposed the policy: apparently this senator had missed seeing the email of Nov. 9, and was surprised at the policy's presentation in the November general meeting. The senator said the policy was discussed at the Handbook committee in August but no consensus had been reached, as the Senator believed the policy as anti-democratic in nature. Discussion in the general faculty ensued, and Reichert suggested we table this matter for discussion until January. McCready noted that it was not super urgent. She also noted that she is VP, and as she was in her first year, the policy would not apply to her. So the policy does not have to be resolved even this year.

(After the meeting and in later **discussion with the FS President—note added Jan. 10**) the opposing Senator proposed a solution that would not involve changing language of by laws. Instead the Senator suggests that VPs disclose in a campaign biography that they are running for President.

New Business

Dean Emeritus Application for Debra Davis, formerly of the USA College of Nursing

Reichert asked if any Senators wanted to discuss the proposal to award dean emeritus status to Debra Davis, forwarded to the Faculty Senate at the request of the Provost's office. We can't stop if from going through. Reichert said this is the Faculty Senate's opportunity to give its stamp of approval to the application, although he did not know if a negative vote by the Senate would stop the application from succeeding. A Senator asked if we could abstain from voting, to which Reichert responded in the affirmative. A Senator asked what were the benefits of being Dean Emeritus to which Reichert responded it would be similar to being retired emeritus faculty. McCready noted that the Faculty Senate had just been given notice of the application within the preceding week. Reichert said the reason we got it on such short notice because it is to be put on the agenda for the Board of Trustees meeting in December. At the conclusion of Reichert's presentation, he called for a vote. Faculty Senators voted on the application: there were numerous "yeas," no "nays," and several abstentions. Then there was a call for a secret ballot. A discussion ensued, and it was agreed to set up an online poll. It would contain yea, nay, abstain as voting options.

Faculty Senate Awards

Reichert said Faculty Senate Awards recognize teaching, research, community outreach, and humanitarian services. Reichert then introduced Juan Mata, chair of the Faculty Senate University Planning and Development Committee who then presided over the award presentations.

- Outstanding Community Partner Award
→ Mobile Police Department, Comdr. Curtis Graves, Director of the Office of Strategic Initiatives, Nominated by Krista Mehari

Mata: Mr. Graves has done a lot of work not just for the Mobile Health Department and the Mobile County Public School System, but for a host of other organizations, including USA and USAHS. He is able to get organizations to put down their boundaries and work together, in an open, shared atmosphere.

Graves: Thank you so very, very much. It is indeed a pleasure working with USA as well as all other partners for Project THRIVE. We understand as law enforcement we cannot arrest our way out of problems in the community. This requires the hands of many outside of law enforcement.

- Education Community Partner
→ Threaded Fasteners Inc., Mr. Billy Duren, President and Chief Motivational Officer, Nominated by Patricia Mark.

Mark: In 2014, Threaded Fasteners (TFI) donated \$38,000 to the Dept. of Communication to launch the Tideline Student Agency with which the department purchased computers and video equipment. We are self-sufficient as an agency and have done a lot of ongoing student work, including primary research in employee satisfaction surveys. We branded an employee newsletter

and created a safety video. The company renewed our grant to \$24,000 over the next 3 years. We were able to buy an expensive database, the only one in the area.

Duren: I had a meeting with my mentor, a coach. He was telling stories about going back to his high school – administrators showed him the renovated gym. The mentor thought it was a lot bigger than he remembered it, and then he realized he had changed and his vision had enlarged. I believe Dr. Mark is the hero. I wish I'd had instructors like her. She's teaching her students to think outside the box. So thank you, Dr. Mark.

- Research Community Partner
→ Environmental Studies Center, Tracy Jay, EdD, Director, Nominated by Juan Mata.

Mata: Jay tries to keep the Environmental Studies Center intact with little funds. You were involved in outreach: it is important to educate in a scientific manner. I want to recognize you on behalf of biology faculty.

Jay: Thank you. The first time I came in contact with USA faculty member was 1975. I'm proud to be part of MCPS. Many of our finest students come to USA. The ESC was started in 1978. In 1975 we had to go to Mississippi, but now we have 500 acres and a lake. It's no accident the name includes the word "Studies," not "Nature." It was a conscious choice, because we hoped there'd be useful data collected. I encourage you to continue your good work.

- Semoon & Youngshin Chang Humanitarian Award
→ Dr. Sarah Koon-Magnin, Associate Professor, CJ, Nominated by Dr. Lesley Gregoricka

Mata: Sarah's accomplishments are varied. Her research involves perceptions of sex offender legislation. She herself works with local community centers and the Mobile County Sexual Assault Response Team. She's incorporated her work into a Maymester service learning course where students make visits to social organizations and again as volunteers. Her efforts to give back to the community are selfless in order to improve the lives of those most vulnerable. (Koon-Magnin was not present to accept the award.)

Adjournment to Refreshments: 3:53.

Caucus and Committee Reports Submitted in Writing

College of Nursing Caucus Report; Dr. Joyce Varner, Caucus Leader, 11/14/2018

The CON continues to discuss the issue with parking. Several faculty members are going up for promotion/tenure this month.