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Minutes 2019-2020

Faculty Senate Minutes

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5-1-2019

## Faculty Senate Meeting Minutes – May 2019

Faculty Senators

*University of South Alabama*

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UNIVERSITY OF SOUTH ALABAMA

Faculty Senate

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**Plenary Session**

**May 8, 2019 – Faculty Club – 3:00 pm**

**DRAFT MINUTES**

**Present:** Cooper, Henry, O'Connor, Pelekanos, Powell, Thompson, Adams, Cesarini, Feldvoss, Gossett, Halbrooks, Hossain, Lindeman, Mark, McCready, Raczkowski, Rinehart, Young, McKinney, Sittig, Sweeney, Gecewicz, Koestner, Broach, Donaldson, Fregeau, Cleary, Spencer, Lemley, Shepard, Ding, Rayner, Madden, Turnipseed, Bertolla, Myers, Riley, Swanzy, VandeWaa, Pai

**Excused:** Bryan, Gibbs, Lewis, Koon-Magnin, Keshock, Cloutier, Doan, Lin, Weber, Chow, Scott, Younce, Piazza

- Call to Order by President: 3:00
- Approval of Minutes: MMSA
- Approval of Agenda: MMSA
- President's Report
  - Search updates
    - Governmental Relations – 2 candidates on campus this week, include the acting director, Nick Lawkis. Decision should be made in the next couple of weeks.
    - Dean of Engineering – 3 candidates have all visited. The hope is to have someone in place for fall, but since all three are ensconced elsewhere I'm not sure they won't have to be flexible with start date.
  - Enrollment update
    - At the Ex Comm/Admin meeting last Friday we were told that total enrollment looks like it's off by about 100 students for fall. 100 students = roughly \$1M. However, on Monday, the President's Council was given numbers that looked more like a 450 student decline. Still no real answers about benchmarks/goals/accountability where recruitment is concerned, but I have pressed the point wherever possible, including in an email to the president yesterday.
  - Appropriation update

- Possible good news here. The Senate passed a budget that includes a modest increase for us, but it has to go through the House, and we won't really know anything for certain until probably mid-June when the regular session ends. ACHE's funding recommendation based on outcomes seems to have been put aside for this year. While everyone knows outcome-based funding is on the way, our admin wasn't happy with the way it was devised this year or the cohort of peer institutions against we were measured. They're working on inserting themselves into those discussions to insure that we are judged fairly.
- Building update
  - The Stadium, Simulation Hospital, and Alumni Center are all on time. There's a traffic circle going in this summer on USA North and Health Services.
- ORED consultant
  - ORED has engaged an outside consultant to report on ways we can increase research (especially externally funded research) on campus. Andy Johns of UNC met with Ex Comm this week. We had a productive discussion. He seems to see really clearly what we all see, which is teaching loads are a huge impediment in most programs to research productivity. We talked about a variety of issues and are optimistic that his report and recommendations will reflect faculty concerns. What ORED chooses to do with those recommendations is another matter!
- Update on Program Closures
  - Cardiorespiratory Health is being closed. Dave Johnson had explained to the Fac Senate Officers earlier in the spring the logic of that decision, but we brought up with him at our meeting last Friday the process. We are concerned about the meaningful participation of faculty in restructuring decisions and made that point in the meeting. We will need to continue to be super-vigilant about this because demographic projections show a steep decline in 18year olds in 2026 (Great Recession + 18) and the upper admin are starting to plan for an updated strategic plan to deal with this.
- Other
  - Caucus Leader Elections
    - Caucus leaders are normally elected at the end of the April meeting but due to lack of time, Ex Comm decided to hold elections by email for those jobs. I think there was a lack of clarity about why we were doing it that way, and I apologize for the confusion that caused. As soon as those last positions are filled, the website can be updated with our upcoming meeting dates, etc.
  - Part-time Faculty Concerns
    - Currently, our part-time faculty are not formally represented on the Faculty Senate. I am proposing that we discuss (at our August meeting) whether we

want to move toward the inclusion of part-timers in Senate in some capacity. Are we satisfied with things as they are? Could we think about outreach to part-timers to make sure they know they are welcome at our meeting and aware of who their College reps are? Could it extend to a town hall of some kind between Senate leadership and part timers where they can raise concerns? Or could there be a representative in an ex-officio role? One or more representatives in a voting role? For now, let's just think about some possibilities and plan to discuss this in August.

- AAUP Membership/Chapter

- David Turnipseed has joined the AAUP! Seven members from USA would constitute a chapter. The AAUP is an important advocate for faculty governance and is a body that has processes in place that attempt to hold universities accountable for breaches in the standard of faculty governance. They also have a lot of data that we can get as a member institution that is otherwise behind a paywall, as I understand it. So, if the spirit moves you and you have the funds, please consider joining AAUP. I think we must have 7 by now, so you will be hearing more about this going forward.

- Policy Update (Shepard)

- There are three policies before the Council of Academic Deans (“CAD”) and the Provost:
  1. 3<sup>rd</sup> rank for Instructor: waiting on numbers for salaries. Concerning our timetable, we hope to have something back from the CAD in couple of weeks.
  2. Non-Tenure Track Full-time Faculty: this policy is stuck in CAD: 2 deans have issues. A working group is being developed. Susan McCready and Beth Shepard have been invited to CAD to present again along with the new chair hire policy.
  3. New Chair Hire Policy

- Evaluation Update (Gossett)

- So far, 32% of the faculty have responded. The deadline to complete the evaluation is 5/31. You can't be tracked. We're looking at the best way to distribute open-ended comments. We're concerned about the integrity of the survey and how to protect smaller departments. Some faculty are concerned with possible retaliation. If you have comments, please send to Nick.

- Committee Assignments (Cleary)

- Cleary discussed assigning Faculty Senate members to committees by using Google Forms. So far, over 30 have responded. Cleary will work on committee

assignments over the summer. Committee assignments will be finalized by the end of summer.

- Ad Hoc Health Affairs Committee

- The Ad Hoc Health Affairs Committee has not produced a report and so has not been officially dissolved. It also hasn't been especially active, but Elizabeth Vandewaa suggested at our Ex Comm meeting last week that it be continued. So anyone interested in serving on that committee can contact Elizabeth.

- Special Guests:

- Ron Leonard, Director of Special Initiatives, Alabama Commission on Higher Education

Leonard gave a brief presentation on OER in higher education. He discussed how faculty can have input into which classes use free resources. The discussion turned to questions about the quality of OER and how these concerns must be addressed and not discounted. Leonard said some publishers are pushing for inclusive access, and Wiley has purchased an OER service. The goal of OER is affordable learning: if you can lower cost, you're helping the student and yourself. In response to a question from a Senator, Leonard discussed ACHE's funding and its fundraising efforts, which often are in tandem with ACCS. ACHE also applies for federal and foundation grants. ACHE is co-sponsoring an event at UNA on OER. ACHE is also co-sponsoring an event at UA on undergraduate research on the Friday before Memorial Day.

- Krista Harrell, Nicole Carr, Week of Welcome

The Week of Welcome is a chance to engage students from the moment they get here as to what academics and campus life is all about. We try to expose them to everything on campus that will help them be successful and find a sense of belonging. Colleges do open houses; library has collaborated. Hopefully, faculty will think this is a valuable experience to share with students. It's important for us that you have information to share with them when they get here.

Encourage students to participate in these programs. Carr: "we're trying to make explicit all points of entry for students: social, academic. We're putting programming together to hand to students within the first 2 weeks of the start of the semester. We want those first 2 weeks to be where students can find their place at this institution. Let me know if you want to do integrate students on campus academically and socially. Attend to this. If you want to assess it, please." Harrell discussed their online roster as being up-to-date. Its purpose is to connect students with other organizations that will help them. "We want to retain students and help them be successful so they can get their degree in 4 years."

- Paul Frazier, Chief Diversity Officer

Frazier came to introduce himself. He started in January and will come back for a real presentation. He comes to USA from Texas Tech University where he served in a similar role. He said there are opportunities for academic success here and also opportunities for success from a faculty standpoint. He is developing the ability to create portals to highlight faculty research and scholarly work. He requested faculty input for any desired new initiatives. He mentioned looking at restructuring language on new faculty hires for the *Faculty Handbook*, with the need to cast the net wider than it has been in time past. He is wanting equity on the gender and ethnic level. His office is in Admin 245.

- Adjourn: MMSA, 4:00 pm