

University of South Alabama

JagWorks@USA

Minutes 2016-2017

Faculty Senate Minutes

11-1-2016

Faculty Senate Meeting Minutes – November 2016

Faculty Senators

University of South Alabama

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

Recommended Citation

Senators, Faculty, "Faculty Senate Meeting Minutes – November 2016" (2016). *Minutes 2016-2017*. 7. https://jagworks.southalabama.edu/minutes_twentysixteen/7

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 2016-2017 by an authorized administrator of JagWorks@USA. For more information, please contact jherrmann@southalabama.edu.



November 16, 2016 – Marx Library - 3:00 pm
Minutes

Present: Coral Gubler, Ron Morgan, Tracy O'Connor, Phil Carr, Rene Culler, Sam Fisher, Chris Freed, Nick Gossett, Mara Kozelsky, Juan Mata, Laura Moore, Sinead Ni Chadhain, Andrew Pavelescu, Ted Poston, Matthew Reichert, Phillip Smith, Justin St. Clair, Sam Stutsman, David Bourrie, Matt Campbell, JT McDonald, Leslie Whitson, Elizabeth Allison, Laureen Fregeau, Linda Reeves, John Cleary, Ellen Wilson, Gene Cioffi, Wito Richter, Mark Gillespie, A. Ponnambalam, Bill Gillis, Terry Grant, Gwen Pennywell, Kelly Woodford, Sam Fisher, Amy Davis, Carolyn Dolan, Terrie Platt, Elizabeth Vandewaa, Gary Piazza, Clista Clanton

Excused: Kumar Palle, Joyce Varner, Saami Yazdani, Donna Bennett Baldwin, Jim Vaneghan, Bettina Riley, Ellen Harrington, Rebecca Williams, Grant Glover, Kevin West, Ellen Wilson

Call to order: at 3:00 by S. Fisher Quorum

Approval of minutes: October 2016 meeting, **motion made to approve; 2^d; approved**

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

President's Report: Sam Fisher

Syllabus: By now everyone has seen the email from the provost about the new syllabus policy; the idea is to reduce syllabus bloat by removing boilerplate language from the syllabus to the Sakai shell. Moreover, faculty will be required to upload their syllabi into Sakai shells created for their courses.

Town Halls:

Nursing- Very productive, very well attended, with long, open discussion. Faculty made use of opportunity to pose questions anonymously. Administration responsive, engaged. A positive experience

Continuing Education – Also well attended and productive and good use of anonymous questions. Primary issues concerned budget and testing centers. Continuing Ed needs testing centers for on-line courses, but these are very costly.

Library – A number of questions raised about the Executive Director search, and future vision for the library, the limitations of space, the decline in number of library faculty.

Announcements:

A&S Townhall: November 21.

Searches

Executive Director Library

Four candidates with interviews scheduled for November 16, 17, 27 and 28.

Dean, Honors College

Committee formed this past week. Ad has been sent out. Do not expect to see anyone on campus this semester. Eric Loomis sitting on this committee as associate dean of arts and sciences.

Dean and VP, Graduate School: An offer made; waiting.

Nursing Dean: National Search, committee formed.

Old Business

No Action required/tracking purposes:

Grievance Policy (Passed A&S, Dean's Council, waiting for confirmation in Handbook)

Civil Campus: (Now a Statement is to be collectively authored by several constituent groups on campus: faculty, students, staff, diversity committee and admin)

Summer Pay: Waiting for report from Scott Weldon

New Business

- **Sabbatical Policy:** FS HB committee proposes a change to the sabbatical policy to clarify faculty can take sabbatical in the 7th year (see attached policy). Discussion ensued about the following points:
 - importance of sabbaticals to the research process and of developing a culture of sabbaticals to further the University Research Priority.
 - Grounds for taking sabbatical and whether policy should state criteria
 - Data should be gathered about sabbatical practices/culture in different units
- **Conclusion:** vote on changes to policy as proposed in January's meeting; not decided how to manage other questions surrounding sabbatical (like criteria), which might need clarification at the unit level.

Extended Tenure Policy

- College of Medicine advanced an extended tenure policy practiced at LSU-Shreveport for consideration to address the problem of declining grant opportunities. National data shows medical faculty receive grants outside the 6 yr tenure clock, so proposal is to extend tenure window to 9 or 10 years. FS VP and HB circulated 2009 resolution to extend tenure (attached) that had been approved by FS, but did not make it into the handbook. Discussion ensued around the following points:
 - Should extended tenure be applied to all campus or just COM?
 - How is extension determined, by whom, and when notified?

- A ten -year tenure window allows someone who does not get tenure to vest in the university retirement system. Is that fair to those denied tenure after 6?
- Conclusion: COM to develop its own policy around COM needs; HB to consider revising extended tenure policy for rest of campus.

Guest Speaker Presentation on First Generation Students: fliers and buttons

Q. Is this group going to address financing issues?

A. Working on creating a supportive culture.

Recognition of Richmond Brown, past president of FS, recently deceased. Resolution of 2003 recognizing Rich Brown discussed. Announcement of the memorial service held Thursday, November 17, 4:00 pm Faculty Club.

Movement to adjourn, 2nded.

Polices attached

Committee Reports & Caucus Reports – Submitted in Writing

5.5

Sabbatical Policy

The University of South Alabama encourages eligible faculty to apply for sabbatical leaves for the purposes of professional growth, development, or renewal. Such activities would include planned travel, study, foreign education, research, writing, or other professional experience that promises to enhance their professional skills and standing and, by extension, their usefulness to the University.

1. Eligibility

Full-time tenured faculty who have completed six or more years of continuous service at the University of South Alabama without having received leave with pay, or who have served for six years following the completion of a previous leave with pay, are eligible to receive sabbatical leave. Full-time tenured faculty are eligible to apply in their sixth year of continuous service. In exceptional cases, clinical or other non-tenure-track faculty with at least six years of continuous service may also apply for sabbatical leave, pending the approval of the appropriate chair and division head.

The University will endeavor to approve proposals by eligible faculty that are recommended by the chair, college committee and dean. Decisions must include consideration of the impact on the academic program and budgetary constraints in a given year.

2. Review and Approval

Proposals are submitted by the faculty member to the department chair. The chair will submit the proposal with his/her recommendation - either favorable or unfavorable - with accompanying rationale and impact statement on the teaching program to the dean. If more than one proposal is submitted from a particular department, the chair will rank the proposals prior to forwarding to the dean.

The dean will obtain a review and recommendation with rationales and rankings of proposals from the college committee. Similarly, the dean will submit recommendations - either favorable or unfavorable - with rationales, academic program impact statements, and rankings for all proposals to the Provost/Senior Vice President for Academic Affairs (if within Academic Affairs) who will make recommendations to the President; or, in the College of Medicine, the Dean, College of Medicine/Vice President of Medical Affairs will make recommendations directly to the President. The President will make recommendations to the board of trustees for a final decision.

3. Compensation

Sabbatical recipients may take a leave for one semester at full salary or for two semesters at half-salary. In extraordinary cases, leaves may be granted for less than a full semester with full pay, subject to the approval of the appropriate division head and the Provost/Senior Vice President for Academic Affairs or Dean, College of Medicine/Vice President for Medical Affairs. Although external grants or other outside funding are permitted subject to standard University regulations that apply to all faculty, the compensation for the period of the leave should not be greater than the total University salary would have been, plus a reasonable allowance for relocating and meeting the costs of living in the new location. The University is not responsible for providing travel or other living expenses incurred by the recipient.

4. Benefits and Credited Service

Faculty on sabbatical are eligible for salary increases and promotions as they would be were they not on sabbatical. They will receive credit for time in rank for promotion. All fringe benefits due the recipient will continue in full force during the leave.

5. Replacements and Deferrals

Sabbatical leaves normally will be financed through departmental and divisional budgets. The University will make every effort to insure that such leaves do not unduly burden the recipient's colleagues or affect course offerings or other instructional needs. To the extent that it is feasible to do so, the University encourages departments to replace faculty who choose to take a leave of two semesters at half-pay with qualified temporary appointments. Any salary relinquished by sabbatical recipients should be made available to compensate temporary replacements.

Sabbatical recipients may for legitimate reasons defer an approved sabbatical leave for up to one year subject to budgetary limitations in the following year. In the event that a sabbatical recipient is asked by his or her chair, division head, or the Provost/Senior Vice President for Academic Affairs or Dean, College of Medicine/Vice President for Medical Affairs to defer an approved leave, and does so, that leave will be honored by the University in the following year. In the event that a sabbatical recipient is asked by his or her chair, division head, or the Provost/Senior Vice President for Academic Affairs or Dean, College of Medicine/Vice President for Medical Affairs to defer an approved leave, the recipient will be eligible to apply for a subsequent award following five years of full-time service after the end of the leave, rather than six.

6. Responsibilities

Sabbatical recipients must return to the University for at least one academic year following the leave, or they must reimburse the University for all salary and benefits received from the University while on sabbatical. Recipients are to

submit a report summarizing their activities and achievements during the sabbatical no later than the end of the first semester following their return from leave.

7. Schedule

- May 1 - Call for proposals (reiterated September 1)
- September 15 - Deadline for submitting proposals to the department chair or division head
- College or division sabbatical committees appointed
- October 1 - Proposal with chair's comments due in dean's or director's office and submitted to the college or division sabbatical committee
- October 15 - College committee submits recommendations with rationales and rankings to the dean
- November 1 - College/division recommendations due in the Provost/Senior Vice President for Academic Affairs, if a college/school within Academic Affairs
- November 15 - Provost/Senior Vice President for Academic Affairs or Dean, College of Medicine/Vice President for Medical Affairs makes recommendation to the President
- November 30 - President makes recommendations to the Board of Trustees
- December - Trustees act on President's recommendations and applicants
- Board Mtg. Receive written notification

8. Proposal Guidelines

The sabbatical proposal should include the following:

- A brief curriculum vita
- An abstract
- A narrative statement (5-10 pages)
- Supporting documents (e.g., references, letters from grant agencies)

The narrative should explain (in non-technical language) how the leave will be used, the nature of the proposed activity or project, previous work or preparation, and the expected outcome. It should address specifically how the activity or project will contribute to the professional development of the applicant.

9. Impact Statement

Chairs, deans and/or directors will submit a statement assessing the impact of each sabbatical leave requested and explaining the steps proposed to mitigate any perceived adverse impact on the teaching, research or service mission of the department, college or division. Normally, any lapsed salary of sabbatical recipients should remain within the college or division and be available to supplement the salary of temporary replacements for those who take a full year's leave.

10. Committees

College or division committees should be appointed by the appropriate dean or director by September 15 and convene in early October. Committees should consist of three or more tenured faculty members and should be broadly representative of the college or division as a whole. Committees should be composed in accordance with University regulations. Committee recommendations should be presented to the dean/director before OCTOBER 15. The dean/director should send his/her recommendations to the Provost/Senior Vice President for Academic Affairs or Dean, College of Medicine/Vice President for Medical Affairs by NOVEMBER 1.

11. Final Reports

The sabbatical recipient must submit a report detailing his or her activities and accomplishments during the sabbatical leave to his or her chair and dean, and to the Provost/Senior Vice President for Academic Affairs or Dean, College of Medicine/Vice President for Medical Affairs. The report should be submitted no later than the end of the first academic term during which the recipient

resumes his or her University duties. The report should be used in part or in whole as the basis of the faculty member's annual merit evaluation.

Faculty Handbook
[FS Resolution 2009]
Proposed Tenure Extension Policy

A one-year extension for the tenure-track period is permitted for individuals undergoing certain life events that may affect their professional progress at this institution. Requests for extension will be coordinated between department and college administrations and the Human Resources department to promote consistency across colleges and departments. Individuals wishing to request such an extension must notify their department chair and the dean of their college, and submit relevant documentation to Human Resources, who will collaborate with the Dean and department chair to determine the disposition of the request. Life events which may qualify for an extension include but are not limited to personal events (extended illness of self or immediate family member as defined by Human Resources, death of immediate family member as defined by Human Resources, birth or adoption of a child, divorce) and professional opportunities (requested service to organizations relevant to professional goals or other opportunities requiring time away from campus that do not warrant a sabbatical request).

College of Nursing

Caucus Report

Dr. Joyce Varner, Caucus Leader

11/15/2016

The CON had our Town Hall meeting with Dr. Waldrop and Dr. Johnson. There was a sizeable turnout in our auditorium as well as having participants via Webex. The faculty had many questions that sparked a lively discussion on multiple topics such as future direction of the college, search for a new Dean, and teaching loads. Drs. Waldrop and Johnson were very engaged with any and all questions. The CON is looking forward to next year.

Faculty in the College of Education have a number of accomplishments to report:

- Ellen Broach was elected to the American Therapeutic Recreation Association Board of Directors as a Member at Large.
- Burke Johnson, our world traveler, conducted a 4-day workshop on mixed methods research at the University of Pretoria, South Africa
- Ryon McDermott recently published two articles in high impact factor journals in October (3.14 and 2.95 respectively)
- Jim Van Haneghan coordinated, as president of the organization, the [Consortium for Research on Educational Assessment and Teaching Effectiveness conference](#) in Virginia Beach, VA.
- Linda Reeves published Reeves, L. M., Umbreit, J., Ferro, J. B., Liaupsin, C. J. (in press). The role of the replacement behavior in function-based intervention. *Education and Training in Autism and Developmental Disabilities*.
- Wanda Maulding-Green-co-author of book, *Leadership Intelligence*
- Brenda Litchfield has donated additional recycling bins to raise awareness of our recycling program. Almost everything is now accepted for recycling.

Student Accomplishments:

The Department of Professional Studies has eight graduate students presenting at The Alabama Counseling Association's Annual Fall Conference in Birmingham and a three-student team American Counseling Association's Graduate Students Ethical Competition. In this national competition graduate students are challenged to solve an ethical dilemma through the use of a professional ethical decision-making model.