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Faculty Senate Meeting Minutes – November 2013

Faculty Senators

University of South Alabama

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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

November 20, 2013 – Faculty Club - 3:00 pm
Approved Minutes

Attending: Estis, Gordon-Hickey, Kennedy, Morgan, Smith, benko, Carr, Connors, Fisher, haywick, Husain, Kozelsky, Loomis, marin, marshall, Ni Chadhain, Rivenbark, Smith, St. Clair, Freed, Campbell, landry, Finley-Hervey, Broach, Davidson-Shivers, Norrell, Stefurak, Glover, Phan, West, Alexeyev, Audia, Burnham, Cioffi, Gillespie, Rich, Richards, Ruchko, Gillis, Noland, Woodford, Buckner, Fuller, Huey, Minchew, Walls

Excused: Mishra, Schulze, Shaw, Whiston, Britton, Falkos, Rachek, Varner, Faile, Tate

Unexcused: None

Call to order 3:02 by D. Marshall with Quorum

Approval of minutes: October 2013 meeting

Motion made & 2d; no discussion; unanimous approval

Approval of agenda

Motion made & 2d; no discussion; unanimous approval

President's Report

- **Presidential Search**

A lot has happened since our last meeting. At our last meeting we thought it would all be finalized by now.

D. Marshall offered apology for frustration expressed in his search update.

Search goes on.

There are a lot of questions about what happens now. Not much to say at this point other than we are moving forward and PSC meets tomorrow to discuss how to proceed.

Q: are you going back to the list?

DM: We formally closed the search so not sure we can “go back.” The search firm can contact some of those people to start to reconstitute the pool. Strength of pool is key to success. If you know of anyone, please go to the submission link on the website and submit nomination so the search firm can begin contacting them. Depth of field means everything to a successful search. We will publish an ad in the Chronicle of Higher Education. But it is usually more productive to contact people who are not “on the job market”. That’s the role of the search firm/headhunter.

Q: On 1st search, there was a national firm? Are these people still involved.

DM: That, I believe, is something that will be discussed but I do not know for sure.

Q: When it came to final candidates, were these the ones recommended by the national “committee”?

DM/PC: 2 of the 3 came from the search firm; 1 was nominated by a campus nominator.

Discussion on the need for the search firm to vet candidates before they come here.

Q: Are we going to do something about the perception that the Senate is biased against internal candidates.

DM: We need to find a way to do that. All candidates are invited. Went back to original survey and 50 spontaneously gave “external” as a key component. We represented what the survey reflected.

One senator noted that their college wants external and have not heard anyone who hopes for an internal promotion.

DM: We have put out another survey. I hope to release the raw data soon.

Comment: I think you should restate that based on prior information you were speaking based on the response of the faculty.

DM: I will certainly pull out the original info. In original data only 3 people said they wanted an internal candidate. Remember the survey was open-ended survey – tell us what you think. Of 164 responses, 50 stressed external. Nothing else came close. Second most common response was “vision” followed by “integrity.”

Discussion: On sense of the faculty re external versus internal candidate.

Suggestion on need for caucus leaders to give feedback on a sense of your caucus.

DM: One thing I can say is there will be a focus on what is the job the new president needs to do and qualifications does the person need to have to do that job. Have had meetings with some constituencies who felt left out who have offered suggestions on the mechanics of the process.

- **Spousal Hire Update**

Executive committee informally proposed an idea of having a proactive policy on spousal hire. Offered 3 models. Dr. Johnson has indicated his office is working on a proposal.

- **Opening of The Hub**

The business Hub in the research park has opened. One of the 1st tenants is Mark Gillespie. There will be presentations tomorrow at 4.

- **Role of Chair in overseeing on-line courses**

Have had reports of chairs putting themselves into courses as primary instructors. We have raised this issue with administration. Academic computing has created a new category called “chair” to give chair read-only access to everything in the course. A lot of us are not comfortable with the level of surveillance. We are starting a discussion with administrators about this. Administration’s position focuses on the “need for oversight” of on-line classes. While there may be legitimate reasons for looking at on-line instruction, some have issues with the intrusiveness of the access, particularly chair access to gradebooks, messages, and essentially everything else.

Problem: don’t know when the chair is in or what his/her purpose is. If you look at parallel to traditional, you know he/she is there.

Q: why not just use the teaching evaluation like a regular class? Already have that system.

DM: Argument is – in classroom course, chair encounters students and chair learns about problems early on and can visit the class. In on-line class there is not the connection.

Discussion ensued, including discussion of procedure a chair would have to go through to access.

Announcements

- **Update on Ongoing Searches – MCI & MCOB**

MCI – search committee has been formed. Discussions on qualifications are on-going.

MCOB – committee formed; search firm hired; meeting December 2

- **Completion of Search for Assoc. VP of Academic Affairs for Institutional Research**

Two people hired. Split an expansive job into two pieces – Charlie Guest and Angela Coleman have been hired. Dr. Coleman will arrive on Monday.

Assoc. VP for AA for Inst. Research & Baldwin County – C. Guest

Assoc. VP for Institutional Effectiveness – A. Coleman

As an aside, Holly Hudson (Dir. Of In'tl Education) is on campus in faculty court south.

- **Academic calendar – update of discussions**

J. Estis reported that the 2015-2016 calendar has been approved. August 15 falls on a Saturday. Do not want to ask new faculty to come in before they are on contract. Start date will be a Tuesday, August 18, 2015. Also allows for freshman student engagement activities on the Monday before classes begin.

Still 2 days for fall break. One issue that was raised with the committee was the uneven number of days impacting Tuesday/Thursday class. 16 Tuesdays/14 Thursdays. The primary impact is on hybrids. One remedy was to end classes at 6 p.m. on Tuesday of Thanksgiving week to help with the uneven number of Tuesday night classes.

There is also a 3-week Mayterm in the 2015-2016 calendar. Do not know how it will be implemented but it is in the calendar so discussions can begin.

New faculty orientation will be Monday, August 17, 2015.

- **Airbus Visit – Update**

Shortly after our last meeting, there was a meeting between computer science and engineering with the parent company of Airbus (EADS). Presentations given by faculty on areas Airbus asked to have coverage. Had debrief with David Trent last Friday. Pleasantly surprised by research capability and belief that collaboration will be possible in the future.

Old Business

1. **Emeritus Faculty Resolution (attached)**

Two friendly amendments at last meeting. Instead of tenured faculty nominate and vote, changed to “regular” faculty because some of the college of medicine units are eliminating tenure but still want emeritus. In addition two privileges: University parking permit and University ID with emeritus discussion.

Discussion? None

Move to vote & 2d
Discussion? None
All in favor –unanimous.

2. Converting Ad Hoc Committee on Research & Creative Activities to Regular Standing Committee.

A year ago the Senate created a temporary ad hoc committee on research and creative activities. It has been very active. Under the Faculty Senate Constitution, to create a regular committee, the ad hoc committee must exist as ad hoc for 1 year before it can become a standing committee. We have had it for more than a year. At last meeting we indicated we wanted to move it from ad hoc to standing.

Discussion? None
Motion made & 2d
Unanimously carried.

New Business - None

Guest Presentations: Happy Fulford, Government Relations

Topic: Upcoming legislative session

Where we are – \$5.8 billion budget for education; general fund is \$1.7 billion. Higher ed gets \$1.4 billion of the \$5.8 education budget (26.4%) Since 2008 appropriations to all of education have declined. We were at \$138 million; now at \$103 million and 3 million is an earmark we had added that does not go to O&M. K-12 fared a little better b/c legislation put money for health insurance and retirement (which comes out of our O&M budget).

Session starts January 14 to look at 2015 budget

To give you an idea where we stand. The U. of Alabama System has \$450 million; \$140 million for Tuscaloosa. Auburn is \$242 million. UAB is \$252 million. The smaller schools get less but continue to receive funds because they are great economic engines in their areas of the state.

For next year, the Chairman of Education Ways & Means was on campus at invitation of Speaker Pro Tem Gadsden. The Chairman said revenue looks pretty good but Governor wants to pay back rainy day fund (@400 million). If you pay it all back, looking at very little increases in the appropriations. Note that even 1% increase is 1.4 million. Will not be surprised by level funding for next year.

But the next fiscal year will face a rolling reserve situation. If have increase in revenues the rolling reserve will make it difficult to increase appropriations. Be on the lookout for changes in that rolling reserve calculation.

We do get some money from general fund but those are specific earmarks for specific projects in specific units. E.g., CF funding in arts & sciences.

3 of the 35 senators are USA grads

Why do earmarks go to specific things –eg., MCI has a big earmark? Cancer research and centers are popular. Can make arguments that other areas are important too, but essentially you take what the

legislature is willing to give you. We give our legislators a list of what we would like (e.g., a piece of equipment in a specific area) but those are often long shots.

Have an election coming up.

Jim Barton's seat is up on December 3. Jim was chair of general fund and is a USA graduate. Hightower attended South and Maggie Wilcox is very involved in the community.

Not likely to see a lot of legislation because of the upcoming elections.

I track about 200 pieces of legislation per session – health care, education regulation, legal issues, gun control, etc.

Questions?

Providing spreadsheets on education budget for anyone who is interested in the various subcategories and what gets funded through education. Spreadsheet can also be found on the Alabama legislative fiscal office website.

Adjourned at 4:08 p.m.

Committee Reports – submitted in writing

- Academic Development and Mentoring (Justin St. Clair)

The Academic Development and Mentoring Committee met on Monday, November 11, 2013. The following members were present: Zohair Husain (A&S), Elise Kennedy (AHP), Leigh Minchew, (NURS), Ron Morgan (AHP), Phillip Smith (A&S), Justin St. Clair (A&S).

The committee had a discussion regarding the possibility of “mandatory attendance” at South, and resolved to draft a memo to Nicole Carr (Director, Student Academic Success and Retention) asking for 1.) clarification on the proposal, 2.) data on the relationship between attendance policies and retention, and 3.) information on whether a pilot program would be developed at South. St. Clair subsequently drafted the memo and circulated it to committee members before forwarding it to Dr. Carr and Vice President Johnson.

The committee also had a discussion regarding its mentoring program, and resolved to revisit the particulars of the program at the next committee meeting

- Environmental Quality (Doug Haywick)
No report

- Evaluation (Sam Fisher)
No report

- Planning and Development (Mark Gillespie)
No report

- Policies and Faculty Handbook (Eric Loomis)
The Committee discussed three friendly amendments to the Resolution Endorsing a Revision to the Faculty Handbook Policies Governing Emeritus Faculty. The Committee voted to approve all three amendments, and to present the amended version to the Faculty Senate meeting on November 20th.

- Salary and Benefits (Susan Gordon-Hickey)
The Salary & Benefits Committee met on November 5, 2013 to work to determine comparable Universities for a future external salary survey. We worked from the 2005 external survey done by the University and evaluated each institution for how it compares to USA. Our criteria included University size, research level, highest degree awarded, colleges within the University, and location. We currently have a list of 9 schools. At our next meeting we will evaluate an additional set of institutions. Our goal will be to present 20 universities to administration as considered comparable to USA. The Salary & Benefits Committee will meet again on December 3.

- Technology Utilization (Kevin West)
No report

- Ad Hoc:
 - Research and Creative Activities (Ellen Buckner)
No report

Caucus Reports – submitted in writing

- Allied Health Professionals (Elisa Kennedy)

No report

- Arts and Sciences (Mara Kozelsky)

No report

- Continuing Education (Joycelyn Finley-Hervey)

No report

- School of Computing (Jeff Landry)

1. Airbus Opportunities: Several faculty members in the School of Computing, including Todd Anzel, Michael Black, Angela Clark, and Todd McDonald, participated in the meetings with Airbus in the area of cybersecurity.

2. SoC Town Hall: The School of Computing held a town hall meeting in October. Faculty concerns were raised and communicated by caucus leader Jeff Landry to the Dean. Landry and the Dean targeted communication as an issue of importance.

3. Presidential Search: Some of the faculty have expressed concern over a perceived Senate bias against internal candidates in the search process. There is a widespread sentiment in the School of Computing that internal and external applicants in the presidential search should be given equal consideration. The Faculty Senate may want to make an official announcement stating its position on internal candidates to clear up any misunderstandings.

4. Educational Benefits Policy: Attention was raised to the change in the university's educational benefits policy. It is seen by some that the policy, which applies to future hires, requiring that USA-issued tuition scholarships and the employee/dependent educational benefit not be applied concurrently, will be detrimental to attracting new faculty.

- Education (Tres Stefurak)

No report

- Engineering (Grant Glover)

No report

- Library (Vicki Tate)

No report

- Medicine (Judy Burnham)

Dr. R. Franklin Trimm, COM Pediatrics, was recently selected as one of a small group of medical educators from across the United States to receive the Parker J. Palmer Courage to Teach Award. This award, given by Accreditation Council for Graduate Medical Education, honors residency program directors who find innovative ways to teach residents and to provide quality health care.

The University of South Alabama Medical Center has been named Top Performer on Key Quality Measures by The Joint Commission, the leading accreditor of health care organizations in America. The Medical Center is one of 33 hospitals recognized in Alabama, and the only one in Mobile. The Medical Center was recognized for its achievement on the following measure sets: heart attack, heart failure, pneumonia and surgical care. The ratings are based on data reported to The Joint Commission during the 2012 calendar year.

Dr. Paul Brett, COM Microbiology and immunology, was presented with two certificates of merit in recognition of best poster presentations at the 7th World Melioidosis Congress (WMC), which was held on Sept. 18-20, 2013, in Bangkok, Thailand.

- Mitchell College of Business (Tom Noland)

The Melton Center for Entrepreneurship and Innovation formerly dedicated the Coastal Innovation Hub on Wednesday November 6th. The Innovation Hub will provide tenant companies with on-site consulting, professional networking opportunities, office and laboratory space, conference rooms and other services, including access to university libraries and student interns.

The Mitchell College of Business is currently conducting searches for a Dean, two Finance Professors, one Accounting Professor and one Economics Professor.

- Nursing (Elizabeth Fuller)

No report

Emeritus Resolution –

WHEREAS, the University of South Alabama is committed to offering high quality teaching, research, and service, as expressed in its Mission Statement, and

WHEREAS, the Faculty Senate fully supports this commitment, and

WHEREAS, the recognition of honorable and distinguished service to the University by awarding the title of “emeritus” to retired faculty members serves this commitment, and

WHEREAS, the following proposal will better clarify the criteria and procedures for awarding the title of “emeritus” faculty, and will better articulate the benefits and privileges that accompany it,

THEREFORE BE IT RESOLVED that section 3.3.4 of the Faculty Handbook shall be revised to read in its entirety as follows:

3.3.4 Emeritus Faculty

Introduction

The institution may confer, at its discretion, the title of “emeritus” on any retired faculty member who, at the time of retirement, had ten or more years of honorable and distinguished service to the University of South Alabama

Eligibility

All full-time faculty at all ranks and titles and all academic administrators holding faculty rank at the University are eligible for consideration for emeritus faculty status. The faculty member must have retired officially from the University of South Alabama and have ten or more years of service at the university. Faculty entering into retirement as the result of a disability may be exempt from the ten year requirement. Faculty may also be considered by exception posthumously.

Criteria

Eligible faculty members are recognized for emeritus status for honorable and distinguished service to the university. It is expected that this would be evident in significant contributions in one or more of the following areas: teaching, research, service, scholarship, or administration.

Procedures

- At the time of retirement, the eligible faculty member must be nominated by a regular faculty member in the candidate’s department, or the chair of the candidate’s department. The nomination letter must address the candidate’s qualifications for emeritus status, and include a current curriculum vitae for the candidate. Faculty not considered at the time of retirement due to differences in historic policies may also be recommended.
- Regular faculty in the candidate’s department will review the nomination letter and curriculum vitae, and will submit a recommendation along with the nomination letter and curriculum vitae to the department chair.
- The chair will review the nomination materials including the tenured faculty’s recommendation and submit a recommendation along with the candidate’s materials to the dean. If both the tenured faculty and the department chair’s recommendations are negative, the process will terminate at this point. Each recommendation at subsequent levels must be positive for the approval process to continue.
 - The dean will review the candidate’s materials / recommendations and will submit a recommendation along with the candidate’s materials / recommendations to the Senior Vice President for Academic Affairs / Vice President of Health Sciences.
- The Senior Vice President for Academic Affairs / Vice President for Health Sciences will review all materials / recommendations and forward a recommendation along with the nomination materials / recommendations to the President.

- The President will review all materials / recommendations and forward a recommendation to the Board of Trustees.
- Upon approval of the Board of Trustees, the President will send a letter to the candidate notifying her/him of the emeritus appointment.

The duration of the emeritus appointment is for life unless terminated earlier by the Board of Trustees.

Benefits / Privileges

Emeritus Status is an honor that includes the following privileges to the extent available:

Name included in listing of Emeritus Faculty

Certificate with name and emeritus status

Library privileges identical to those of regular faculty members

Invitations to various university events

May serve by invitation on various university related committees

May be invited to serve as guest lecturer or in other volunteer service

May be furnished university office space subject to availability

May obtain a University parking permit

May be issued a University faculty ID stating emeritus status

University email account available

May be a member of recreation center

May use Faculty Club