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Faculty Senate Meeting Minutes - November 2005

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UNIVERSITY OF SOUTH ALABAMA
FACULTY SENATE
2005-2006

November 16, 2005
University Library, Rm. 110

Approved MINUTES

The meeting began at 3:09 p.m. with Chair Doug Haywick presiding.

Chair's Report

With no quorum, Doug began the Chair's Report by welcoming senators to the last general faculty senate meeting of the year 2005. Doug reported he was not able to attend the Alabama Council of University Faculty President's meeting this semester due to personal reasons, but he did send a report via e-mail. Doug plans to attend the March meeting which is being held on Higher Education Day.

Doug reported on the most recent meeting (November 9) with President Moulton. There were no major issues addressed other than the University Dental/Health Plan which was endorsed by the entire University community. One matter addressed in the meeting with President Moulton was the status of the USA/Infirmary collaboration. The President reported this is still in negotiations, but he expected a settlement within 2 weeks. A separate item discussed with the President referred to issues pending about salary adjustment. Doug informed the President that the Senate intends to gather more information on how salary adjustments are formulated. The University Club was another topic addressed with the President. Nicole Flynn reported to the President she plans to talk to Dr. Busta about fund raising in relation to the University Club. The pharmaceutical program also was addressed at the meeting. Dr. Covey was hopeful it will pass sooner rather than later. Finally, the USA Foundation's long-range financial investments were discussed as well as the Foundation's land contribution to the Cancer Research Institute (CRI). A question was raised by a senator as to where faculty will go for rehabilitation if the University hospital becomes an Infirmary hospital. Doug suggested that faculty wait to see what agreements are developed by attorneys.

Old Business

No old business.

New Business

Doug reported he spoke with Frank Hurley about the idea of addressing the Faculty Senate to discuss Frank's calculations about salaries. Frank conducted research to determine assistant professor, associate professor and professor salaries in various departments of peer institutions. It was determined during this conversation that this information would not be helpful in addressing how equity was established within the University.

In a separate matter, Doug brought forth faculty's concerns about the Freshman Experience course (CP100) which will be mandatory for all freshmen and involve about 54 course sections. Concerns involve how course instructors will be determined, ways faculty workload will be impacted and lack of standardization of the CP 100 course. Several senators mentioned that the course includes study skills, time management and values - subjects that many faculty members do not feel qualified to teach. These issues could potentially result in an unsuccessful retention effort.

At this point in the meeting, discussion focused primarily on retention. Doug recommended that the senate get faculty together in some type of forum to come up with ideas to enhance retention. Some ideas emerged such as using attendance records. Discussion ensued with some indicating they believe faculty have talked enough about retention with others expressing interest with how academic success is evaluated. Steve Morris suggested the Senate play a role in retention (e.g, collect information and consult with committees and provide faculty perspective to the issue). It was suggested that senators hold off on a formal position until later. In the meantime, gather information, encourage a survey to determine what is working and what is not and establish a faculty senate ad hoc committee. An informal show of hands showed agreement with this plan.

Following the Chair's Report, Doug declared a quorum.

Present: Brenda Beverly, Robert Moore, Nicole Amare, Kristy Britt, Robert Coleman, Cynthia Crumb, Genevieve Dardeau, April DuPree, Doug Haywick, Zoya Khan, Susan McCready, Steve Morris, Barry Nowlin, Federico Perez-Pineda, Vasiliy Prokhorov, Tom Hain, Elliot Lauderdale, Abdullah Ficici, John Kovalski, Vaughn Millner, Dennis Guion, Jie Li, Jan Sauer, Barbara Burckhardt, Melissa Costello, Judy King, Arnold Luterman, Randall Powell, Richard Whitehurst, Gary Carnahan, Frank Pettyjohn, Thomas Williams, Deborah Spake, Alice Godfrey, Irene Rattie

Excused: Bill Pruitt, Donna Wooster, Steve Brick, Nicole Flynn, Stephen Bru, Daphne Hubbard, Irene McIntosh, Ehab Molokhia, Susan Santoli, Scott Douglass, Martin Parker, Nicholas Sylvester, Kathy Porter, Natasha Delcoure, Ed Harrison, Jim Swofford, Cindy Morgan, Rebecca Ryan, Elizabeth Mancini, Craig Sherman

Unexcused: James Davis, Harold Pardue, Curtis Harris, Kevin Olden

Guests: Jeff Amy, Mobile Register

The Minutes of the October 19th meeting were amended, moved, seconded, and approved.

Reports from standing committees

Academic Development & Mentoring: The committee met with Dr. Covey on November 15th and exchanged ideas about mentoring. It was indicated that the Faculty Senate's role could be to increase knowledge and awareness of mentoring activities and perhaps assist interested colleges

in improving mentoring activities by focusing efforts on best practices with a University-wide focus. Additional information will be available in January.

Academic Policy and Faculty Handbook: Donna Wooster. No report.

Environmental Quality: Barry Nowlin referred to the ongoing initiatives provided in the October minutes. He reported the attorney has given a stamp of approval to go forward with the trails.

Evaluation: Deborah Spake. The committee meets tomorrow to fine tune the survey instrument and talk about the best way to distribute the questionnaire.

Planning & Development: Nicole Flynn. No report.

Salary & Fringe Benefits: Susan McCready reported her committee will meet. They are gathering faculty feedback about salaries. The committee intends to develop a proposal about ways to improve raise calculations next time.

Technology Utilization: Jan Sauer reported no one has joined the Faculty Forum, a useful vehicle for faculty discussion in areas such as retention. The committee is discussing accessibility issues for web sites and the development of a resolution about web pages and ADA compliance.

University Committee Reports/Updates

Bookstore: Dennis Guion reported that students' textbook costs are inflated. The perception is that this has resulted because faculty members want CDs with their texts. He suggested it might be a good idea for faculty to go on record to express their thoughts regarding these add-ons. Dennis also reported that the bookstore does not automatically order new editions, but orders them with requests from faculty or if old editions are no longer published. Dennis reported that Allied Health books will be in the University bookstore. Space is being established for the addition.

Caucus Leaders Reports

Allied Health: Bob Moore announced that Allied Health's Dean will leave January 2007. The college plans an internal and external search.

Arts & Sciences: Federico Perez-Pineda reported on the November 1st caucus held by the college. Discussion points included (1) retention, (2) secretary workloads and access to records, and (3) salary issues, particularly calculation formulas for raises. They are looking for ways to make the process more flexible and fair. In addition to these issues, the Dean proposed a Dean Leadership Council that would include alumni.

Computer & Information Sciences: Harold Pardue. No report

Continuing Education: Elliot Lauderdale. No report
Education: Daphne Hubbard. No report.

Engineering: Martin Parker. No report.

Library: Dennis Guion. No report.

Medicine: Gary Carnahan. There is a search for a Dean in the College of Medicine. There were originally 59 candidates, but some recused themselves leaving 30 active candidates.

Mitchell College of Business: Jim Swofford. No report.

Nursing: Irene Rattie. No report.

With no further business, the meeting was adjourned at 4:18 p.m.

Next meeting: Wednesday, January 18, 2006