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Faculty Senate Minutes

10-1-2018

Faculty Senate Meeting Minutes – October 2018

Faculty Senators

University of South Alabama

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UNIVERSITY OF SOUTH ALABAMA

Faculty Senate

October 17 – Faculty Club - 3:00 pm

Minutes

Present: Cooper, O'Connor, Pelekanos, Powell, Swiger, Thompson, Harrington, Hossain, Kozelsky, Lewis, Mark, Mata, McCready, Pavelescu, Reichert, St. Clair, Williams, Campbell, McDonald, Koestner, Keshock, Woltring, Cleary, Cloutier, Spencer, Shepard, Alexeyev, Bolton, Hartin, Ponnambalam, Rayner, Sayner, Weber, Madden, Turnipseed, Huang, Davis, Platt, Scott, Swanzy, Vandewaa, Prakash, Piazza

Excused: Beebe, Gibbs, Gossett, Koon-Magnin, Young, Gecewicz, Harmon, Poole, Lemley, Rich, Moore, Riley, Younce, Varner

Call to order: 3:10 pm

Approval of minutes: September meeting: motion to approve with amendments. 2nded. Approved.

Approval of agenda: Motion to approve. 2nded. Approved.

Special Guest: Paige Vitulli, Athletic Representative from USA.

- a voice for faculty. Asked us to contact her. Had a meeting in Point Clear with other Sun Belt institutions. Knows more about complexities of athletics and wants to solicit questions and support from faculty.
 - Question: What is your job?
 - Answer: Faculty member, but not in athletics, she communicates with Athletics, and brings issues that faculty have with Athletics. She is on Faculty Athletic Council. Concerned about academic side of athletics and well-being of students.
 - Question: what kinds of problems will faculty call you about?
 - Answer: I work with Jason Kelly to work out unique issues with athletes. Advising.
 - Question: Can you add FS representation to your committee infrastructure?
 - Answer: I will definitely do that and welcome any questions or concerns.

Presidents Report:

-We brought up inconsistencies with the Leave Report, so that our access does not mean we are forecasting our leave two weeks before the ending of the month. Scott will come at 3:30 to discuss this and also our pay schedules, i.e. why we receive pay sometimes after 1st of the month.

-Parking permits - Use “manage my parking permit” to add a second line to register multiple cars, after you pay for the first one.

Questions: Let’s say I need to change my car every day. It’s a headache, not practical.

Recommendation: Forward pain points to Trey, and/or better, to FS rep to parking committee.

-Travel Funds: We should have travel money from the Foundation. The Foundation donates money to the University for travel, but some departments are telling faculty they must choose between travel or computers, for example.

Search Updates

- Chief Diversity Officer
 - the search continues. Interviews are scheduled within the next week. Bring candidate back to campus.
- Assistant Vice President for Research
 - no update to offer since the last meeting.
 - FS President is on the committee, but has not received any information.
 - As far as committee is concerned, the search is open and is still taking resumes.

Old Business

- Research Publication Policy
 - HB crafted a letter reflecting faculty concerns and forwarded to Bob Wood, who was content with FS recommendation that the guideline be established at the department and college level. The Provost, however, requested the Faculty Senate to produce something. HB Committee in turn, requested the Research and Creative Activities Committee to take the task. RC Chair responded she will meet with her committee and return with an answer, yay or nay.
- Faculty Senate Awards Update (Juan Mata)
 - Mata, Chair of Planning & Development, reported on nominations (**nominees attached to the report**)
 - Awards will be given out at the next Faculty Senate meeting in November.
 - Motion proposed to accept the slate: motion. Motion approved, motion 2nded. Slate Passed.
- Third Instructor Rank

- Handbook reported that “University Instructor” has been recommended as the 3rd rank title by the Ed Track Committee; the HB committee will communicate with the chair of the Ed Track Committee to determine who formulates policy.
- Chair Policy: language has been integrated to reflect concerns expressed by the Deans in the AAPC meeting. The policy will go back to the AAPC committee for comment before moving through the voting process.

New Business

- Special Guest: Scott Weldon, Topic: Pay Schedule
 - discussed the policy about the pay calendar. About 20 years ago, the VP of Finance had a great idea to shift payments from the end of the month to the beginning of the month. This created a short-term tax savings. What happened as a result is that there can be a 4-day delay between the end of the month and when the salary hits the bank. One solution is we can change it back. This means that there will be 13 pay periods that might cause a potential tax impact. We looked into other options, but concerns existed keeping things consistent for IRS. Another option is to leave things the same.
 - Question: Third option: if 1st falls on a Saturday, then pay on Friday.
→ Answer – IRS does not like jumping from 1st to last day in a year.
 - Question: Can we get paid on the last business day of the month?
→ Answer: I will look into that. The problem is that if we moved it up, then we would have 13 pay periods, which might have potential pay consequences. IRA impact, for example, reach ceiling of contribution; student loan payments go up. Many potential unforeseen consequences.
 - Comment by Weldon: (paraphrased) We cannot forget how delayed salary payments cause problems. The issue is with automatic payments. A different economic environment in 21st-century than when the policy was formulated.
 - Question: For clarification. Is it really an all or nothing thing?
→ Answer: Yes, we have to have a consistent policy.
 - Question: Regarding Tier 1 and Tier 2 Faculty, can we restore the matching for the Tier 2 people and reduce healthcare payments?
→ Answer: [In paraphrase] If we all agree this is a priority, we can work toward it. When the budget reaches a healthier level, however, we will have a lot of competing needs.
 - Question: On budget council, there does not seem to be a direct channel. Can the FS Chair advance faculty needs?
→ Answer: Yes.
 - Question: Does USA get extra interest on delayed salary payment? Stated differently, where is the money? Is it holding at the bank or in university accounts?
→ Answer: Off the cuff, the banks hold it and the interest would be inconsequential amounts.

- **Town Hall Reports**
 - A&S Town Hall Met (See Attachment)
 - Library Town Hall Met

Adjournment: Move to adjourn: 4:08 pm.

Caucus and Committee Reports Submitted in Writing

College of Nursing

Caucus Report

Dr. Joyce Varner, Caucus Leader

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The CON had the meeting with Dr. Waldrop and it was well attended. Many issues were discussed.

Faculty Senate Awards (Juan Mata)

Semon & Youngshin Chang Award for Humanitarian Services

Nominated Individual **Sarah Koon-Magnin**, koon-magnin@southalabama.edu

Nominating Faculty **Lesley Gregoricka**, lgregoricka@southalabama.edu, 251-460-6347

Dr. Koon-Magnin's research within the field of criminal justice deals with sexual assault, and her work not only seeks to improve the treatment of these victims, but she herself works with local community centers including the Rape Crisis Center, the Mobile County Sexual Assault Response Team, and the Mobile County DA's Office and PD. Her tireless efforts to improve her community are all the more admirable because of the ways in which she selflessly devotes her time to improving the lives of the most vulnerable in our society.

FS Outstanding Community Partner

Name of Organization Nominated **Mobile Police Department**

Point of Contact for Nominated Organization **Curtis Graves**,
curtis.graves@cityofmobile.org

Nominating Faculty Member **Krista Mehari**, mehari@southalabama.edu, 251-460-7716

Commander Graves is the director of the Office of Strategic Initiatives in the Office of the Chief. Over the past year, he has organized numerous stakeholder organizations around Project THRIVE (Trauma, Healing, and Resilience in the Wake of Violent Events) to make Mobile a trauma-informed city and to reduce the incidence of violence crime. He has established memoranda of understanding with the Mobile Health Department, the Mobile County Public School System, USA/USAHS, Altapoint, and other major institutions in the city, including City of Mobile Employment Resources, and local businesses. He has garnered support from the Mayor's office, and Mobile City Council will make an official proclamation about Project THRIVE on September 24. He has worked tirelessly to increase the collaboration across these organizations, institutions, and agencies to promote the well-being and physical safety of people in Mobile. This effort is monumental--Mobile would be only the 7th trauma-informed city in the U.S. because of his work. By incorporating USA/USAHS (including Dr. Jennifer Langhinrichsen-Rohling and Dr. Tres Stefurak), he is increasing a demand for trauma-informed care training in the community, which is serving to tie the university and the community even tighter. Specifically for me, he invited me to be interviewed for a 30-minute segment of Safe Schools, which is widely viewed within the school system, about the effect of stress on children. He also created a connection between me and specific schools, with the goal of developing and piloting violence prevention interventions that will likely start in the spring.

FS Outstanding Community Teaching Partner

Name of Organization Nominated **Threaded Fasteners Incorporated**

Point of Contact for Nominated Organization **Billy Duren**,
Billy.Duren@threadedfastenersinc.com

Nominating Faculty Member **Patricia Mark**, pmark@southalabama.edu, 251-380-2800

Billy Duren, President and Chief Motivational Officer for Threaded Fasteners has provided over \$60,000 in grant money to launch and provide ongoing funding to the student advertising agency

through the Dept. of Communication over the past 4.5 years. His commitment to our department has allowed us to purchase computers, pay for software licenses, fund student travel as well as partially fund the very expensive consumer research database (Simmons OneView - we're the only university in the region who has the database). In addition to TFI's financial commitment, students in the agency work with the company every semester (and have since the spring of 2014) to complete research, advertising and public relations projects for the company. I can provide a detailed list of projects upon request. Without the seed funding provided by Mr. Duren, the Tideline Student Agency would not be a reality and our students would not have had the opportunity to work with an actual company on an on-going basis to gain the practical experience they need to help them compete once they graduate. His contribution to the university and to our students is beyond measure.

FS Outstanding Community Research Partner

Name of Organization Nominated **Environmental Studies Center**

Point of Contact for Nominated Organization **Tracy Jay, tjay@mcpss.com**

Nominating Faculty Member **Juan Luis Mata, jmata@southalabamaa.edu, 251-461-1750**

The ES is affiliated to the MCPSS and its main function is to promote good stewardship of natural resources. This is accomplished by offering workshops and other unique learning opportunities to students and the broader community. The BLY department has a strong interaction with the ES: faculty and their students have been allowed to conduct research in their grounds. Also, many biology students have been able to work as volunteers or paid interns allowing them to have an in-depth learning experience.

Personally (JL Mata), I have always been welcomed to bring my mycology students for forays to collect and identify mushrooms; one directed studies student carried a general survey of macrofungi and another UCUR student collected Amanita specimens for molecular studies.

Report on the A&S Caucus Meeting and Town Hall (Justin St Clair), October 16, 2018

The A&S Caucus had five main lines of questioning for President Waldrop and Provost Johnson:

1. We asked about the University's plans for enrollment and recruitment. Johnson gave a thumbnail sketch, and then offered to provide Reichert with further information on international recruiting. They also offered to send someone to a FS meeting to present recruitment data. The A&S Caucus recommends that the Senate issue this invitation as soon as possible.
2. We asked about progress toward budget transparency. Waldrop indicated that units under his control were almost there and that he expected real budgets as soon as this year. Johnson, on the other hand, said he didn't know if we'd get there for some time, particularly in A&S.
3. We raised concerns regarding faculty salary. They reiterated that faculty compensation was a priority, but it's tied to tuition revenue, and tuition revenue is down. They indicated that our 3% one-time salary supplement coming in December was enabled by the budget cuts that each college was recently required to make.
4. We asked about the football stadium, questioning the optics of stadium cheerleading in these financially challenging times. We also questioned why the stadium's construction appeared to be proceeding when we'd been assured it would not begin until a major donor had been secured. Waldrop reiterated that no funding streams would be diverted from the University's operational budgets, but admitted that "Phase I" was being paid for by borrowing from the University's reserves. These reserves will be replenished if a major donor is secured. Waldrop also insisted that his story hadn't changed: stadium construction won't go forward until a major donor is secured. When we pointed out that, indeed, construction had begun, he made it clear that he doesn't believe "Phase I" is part of the stadium construction. It's just, in his words, "moving dirt."
5. We asked whether there had been any change to the University's crisis management protocols following the University's response to the incident of the noose on campus. Waldrop acknowledged that the mistakes were made. There were a number of follow-ups re: faculty notification (i.e., students often receive official University emails before faculty do). He seemed to take those complaints seriously, and suggested that they would look into a system whereby faculty were notified before students.