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Faculty Senate Meeting Minutes – January 2012

Faculty Senators

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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

January 18, 2012 3:00pm at the Faculty Club
MINUTES

Present: Adams E., Carr, Dardeau, Guzy, Husain, Marshall, Moore, Roddy, Shaw, Langan, Bru, Davidson-Shivers, Turnipseed, P., Adams, M., Britton, Finley, Nero, Kaulfers, Roberts, Turnipseed, D., Brown, Keasler, Meyer, Minchew, Walls, Quiett, Pickett, Rachek, Fisher, Smith, Hillman, Johnson, Marin, Byrd, Burnham, Feinstein

Excused, Spector, Connors, Britton, Falkos, Ferguson, Norrell, Donovan, Walls, Benko, Madden

Unexcused: Jackson, K., Powers, Green, Grishko, Rizk, Rusyniak, Lunceford, Powers, Jackson, Norrell

Call to order at 3:10pm with quorum.

Guests: Dr. David Johnson & Dr. Ron Franks

Drs. Johnson & Franks were invited by Dr. David Turnipseed, Chair of the Faculty Senate Salary & Benefits Committee to discuss the 2011 Internal Faculty Salary Equity Study conducted by University administration in the Fall 2011 semester. Please see attached for notes of the power point presentation. Based on the criteria presented there were 53 faculty across campus who received equity adjustments. Dr. Turnipseed said that the Senate committee will continue to gather data during the Spring semester from peer institutions and will present the data to the Senate when the report is complete. Dr. Johnson noted that the University will conduct an equity study among peer institutions during 2012. He stated that administration will work with the Senate to identify peer institutions.

Upon discussion among Senators after Drs. Johnson and Franks left, Dr. Genevieve Dardeaux noted that it is important to assure that peer institutions have the rank of "Instructor" and "Senior Instructor" among their faculty roles in order for the comparison to be equitable.

1. **Approval of agenda & November 2011 minutes.** Motion to approve made by Sam Fisher. Seconded by Leigh Minchew.

Approved.

2. **Old Business:**

- a. President's Report—T. Meyer – many of the continuing issues of the Senate are on-going. Senate Faculty Rules/By-Laws: Presented to all senators via email with request for comment by 1/12/12. Being that there were no comments a motion was made to accept the Bylaws as amended by the Faculty Senate Executive Committee by Sam Fisher and seconded by Leigh Minchew. A vote was called and the Bylaws were accepted unanimously.
- At the November 2011 senate meeting Doug Marshall presented a proposal for a Senate Resolution pertaining to changes in the process of hiring for positions above the department chair level. Due to another faculty handbook issue regarding the hiring process for faculty, the resolution as presented by Dr. Marshall was tabled for discussion in February. Sam Fisher, Chair of the Faculty Senate Handbook & Policies Committee, is researching the content change regarding faculty hires in the handbook that was not approved by the Senate and the origins on how the change occurred. He is working with Dr. Johnson to develop appropriate language for faculty hires. He will provide an update to the Senate at the February meeting.
- University Anti-Harassment Policy: The resolution as presented by Dr. Thomas Shaw to the Senate was passed. The resolution will now be brought forward to the administration at the February Executive Committee meeting with President Moulton. Thomas Shaw will work with other faculty to gain support throughout the university.

New Business

- Tom Meyer noted that the new Senate Constitution requires that the President of the senate draft a "State of the University" report to be presented to the Senate, and then to administration and trustees. Tom Meyer and Phil Carr will work together on preparing the statement. Emphasis will be placed on making the administration aware of the pulse of the University from the faculty point of view. The address will be presented at the February Executive Committee in draft form and will be brought forward to the Senate at the February meeting for discussion.

- Discussion was conducted by Dr. Genevieve Dardeaux regarding faculty use of the Faculty Club. She reports that the coordinators of the facilities are willing to work with faculty to increase use of the facility. Dr. Dardeaux asked about funding for a coffee and tea machine. Kudos to College of Education, Dr. Gail Davidson-Shivers for coordinating a COE Women Faculty Retreat and staging the event at the Faculty club. Other college and departments are encouraged to use the facility for events if possible. Tom Meyer charged college caucus leaders to speak with their faculty to start an email process for support for the faculty club being open during lunch hours.
- Diane Keasler, Senate secretary reminded senators and caucus leaders that senate elections for vacant and expiring seats should take place in late February/early March. Phil Carr reminded everyone that a new senator orientation will take place in March. Newly elected senators will attend their first meeting in April.

Committee reports:

- Academic Development and Mentoring (Thomas Shaw): No report
- Environmental Quality (Doug Marshall): Committee will be meeting to set up a plan for the protection of environmentally significant areas across campus and also to mark areas in need of restoration. Dr. Meyer noted that environmental issues have now been added to the University's TracDat software that tracks University outcomes as per regulations and requirements of SACS.
- Evaluation Committee (Patsy Turnipseed): Reported that that the committee will meet soon to begin preparation for Spring evaluations.
- Planning and Development (Laura Moore): Reported that the committee met and has chosen April 20th for the senate banquet. The venue will be the Fairhope Yacht Club. The committee will meet again soon to begin the process of Community Partner Awards.
- Policies and Faculty Handbook (Sam Fisher): Faculty Handbook issue discussed previously in minutes.
- Salary and Benefits (David Turnipseed): Report presented under discussion "Guests"
- Technology Utilization Committee (Donna Retzlaff-Roberts): CIS doesn't have any students interested in working to upgrade Senate web pages. Dr. Roberts will go back to Web Services.

Caucus reports:

- Allied Health: Mike Spector – No report.
- Arts and Sciences: Laura Moore – No report.
- Continuing Education: Stephen Bru – No report.
- CIS: David Langan - No report.
- Education: Gayle Davidson-Shivers – Faculty Senator Election was announced; some interest has been expressed. Elections will take place in mid February. Patsy Turnipseed decided to not run again. On behalf of COE, we thank her for her excellent service as a COE Senator and Evaluation Committee Chair. As COE Caucus Leader, Dr. Shivers set up a Social for COE Faculty Women at the Faculty Club for January 31 during its open hours. Personnel in Victor Cohen's office were very helpful in explaining the reservation procedures; their office continues to work on making the process run smoothly.
- Engineering: No report.
- Library: Vera Finley – Noted that a photography exhibit opens Fri. 1/20/12 at the Library- featuring Tom Meyer's photography. The exhibit will be open through February.
- Mitchell College of Business: Ellen Madden – No report.
- Medicine: Lyudmila Rachek – COM will begin process of elections for Faculty Senate.
- Nursing: Leigh Minchew – CON is proud to report that enrollments for the Spring 2012 semester exceed 5000. Dr. Minchew presented a flyer on behalf of the USA Counseling Center promoting an event for female college students on 1/31/2012. Elections have already taken place to fill two seats for CON in the upcoming Senate.

Next Senate meeting is February 15, 2012 at 3:00 at the Faculty Club.

Motion to adjourn: Sam Fisher, 2nd Leigh Minchew – all in favor - Meeting adjourned 4:40 p.m.

Respectfully submitted:

Diane Keasler, FS Secretary 1/19/12