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Faculty Senate Meeting Minutes – October 2019

Faculty Senators

University of South Alabama

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Senators, Faculty, "Faculty Senate Meeting Minutes – October 2019" (2019). *Minutes 2019-2020*. 8.
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UNIVERSITY OF SOUTH ALABAMA

Faculty Senate

Plenary Session

October 16, 2019 – Faculty Club – 3:00 pm

DRAFT MINUTES

Present

Henry, Pelekanos, Thompson, Adams, Cesarini, Feldvoss, Gossett, Halbrooks, Hossain, Lewis, Mark, McCready, Raczkowski, Koon-Magnin, Young, McKinney, Sittig, Sweeney, Broach, Donaldson, Fregeau, Keshock, Woltring, Cleary, Cloutier, Spencer, Webb, Lemley, Shepard, Lin, Sayner, Weber, Huang, Madden, Turnipseed, Bertolla, Myers, VandeWaa

Excused

Cooper, O'Connor, Powell, Beebe, Bryan, Gibbs, Gecewicz, Koestner, Rinehart, Harmon, Pai, Rayner, Chow, Scott, Riley, Swanzy

- Call to Order: 3:08
- Approval of Minutes: MMSA
- Approval of Agenda: MMSA
- President's Report

FS President McCready reported on information presented at the most recent FS ExComm/Admin meeting.

- Update on buildings:
 - The Simulation Hospital will be usable for the spring semester.
 - The Alumni Center is on time for completion by the end of the semester.
 - The Stadium is on time.
- Updates on Searches:
 - Director of Assessment: Cara Mia Braswell was recently hired for this position.
 - University Attorney: the University is working quickly to fill the position.
- David Johnson has proposed a list of committees and subcommittees to address the enrollment problem. FS President McCready had asked for volunteers to serve on the

- committee and thanked everyone who volunteered to serve: VandeWaa, Cloutier, O'Connor, and Gossett.
- McCready thanked those who volunteered to work on the Bookstore group.
 - McCready reported on a presentation made at ExComm by guests Carr, Habel, and Rand in which they talked about the future of higher education. Problem: in the future, most universities, not just USA, will have major enrollment problems due to a huge drop in the birth rate. A lot of universities are trying to figure out how to position themselves. They're looking at data about where students are coming from.
 - President Waldrop participated in a discussion about the enrollment issue and the need to create a strategic plan. USA needs to answer the question: Who are we? There will be many conversations about this, and McCready is advocating to make sure the process is inclusive and reflective of real world concerns. The faculty is to be included in the conversation: the core people need to be included in the conversation.
 - President Waldrop participated in a discussion about the about evaluation of teaching, since at the last FS meeting, several senators expressed their concerns that the evaluation process is flawed. One senator had noted that the American Sociological Association produced a four-page statement with suggestions for the evaluation process, but USA is at present not doing any of them. The senator continued that student perceptions of teaching should be only one part of a holistic process. Also, training is needed on how to evaluate. McCready reported that there is a committee working on the issue. She expressed concerns about the training of those evaluating portfolios. A discussion continued on this topic.
 - McCready next discussed the proposed merit raise. She was of the opinion that the raise should not be merit-based since we get so few raises. Otherwise, it could be a morale killer. In contrast, university administration was of the opinion that the raise needs to reward excellence and some should get a larger salary increase. A discussion followed.
- Other
 - Caucus Reports

- Medicine
 - Sarah Sayner reported on the COM Town hall: in attendance were COM deans, Waldrop, Smith, Marymont, and Bailey. In contrast to the previous year, this year there was a town hall meeting on campus. Waldrop promised there would be a town hall at the hospital, since clinicians' schedule does not permit meeting on campus. Faculty discussed equipment failures, the proposed raise, and the development of a new strategic plan. Marymont mentioned the expense involved in maintaining the current COM building on campus. Also discussed was the new emergency department across the street, hiring a new Associate Dean for Faculty Development, the loss in COM faculty, and improving access points to USA health facilities.

- Allied Health
 - Alison Henry reported that the Allied Health town hall began with a discussion about raises and sources of low morale in the college. Faculty expressed their concern that the university expected more work from the faculty for less pay. Faculty face major time demands: as clinicians they spend hours treating patients and also showing students how to do their job. Faculty discussed the future of the 3rd track proposal. Faculty also expressed concern that they should not be responsible for tracking down students who are not showing up for class: instead, the university has an entire department who monitors student attendance. Also, CAH faculty expressed the concern that they do not have sufficient research funding.

- Computing
 - At the SCS town hall, the discussion focused on the enrollment issue.

- Education
 - Faculty discussed the identity of the university. What does "We Are South" mean? Is USA a research or teaching institution?

- McCready reported that there are seven more town halls scheduled. Unfortunately, A&S town hall was scheduled at the same time as our November plenary, so we're moving it to Wednesday, December 4th. Afterwards, we'll have our awards ceremony with party afterwards.

- Committee Reports
 - Evaluation Committee (Gossett): executive summaries are posted both for the 2017 and 2018 Faculty Senate Faculty Evaluations. Pooled data sets are not up as of yet due to compliance issues.
 - Faculty Salary & Benefits (Adams): A meeting was held with Weldon, Gattis, and Stalmach to brainstorm ideas about possible benefits. Topics covered include the following:
 - Three tiers of health insurance, even though the plan is neutral on finances, families would pay more.

- 403B Match – was discussed. USA used to do 403b matching.
 - Currently, USA offers courses on financial advising for faculty and staff.
 - Faculty/staff education benefit.
 - Legal counseling: a suggestion was made that USA offer legal counseling: currently, USA offers advice on wills.
 - Sick day pool to donate sick days.
 - Weldon said there will probably be a tuition increase next year. The Board of Trustees has to vote on it.
 - University Planning and Development (VandeWaa): the Faculty Senate will have its annual Awards ceremony and party on December 4th, following the plenary session.
 - University Policies & Handbook (Shepard): regarding the non-tenure track full-time faculty (NTTFTF) policy, there will be a draft by the December meeting. The Council of Academic Deans does not want promotion of NTTFTF to be automatic based on time served. Scholarship and research will be privileged. Several senators expressed concerns that NTTFTF will not have time to perform scholarship and research given the time constraints imposed by their actual contractual job duties. We are waiting on financial information from Weldon on the third instructor rank: the policy has been approved by both sides but is dependent on money.
- Special Guest: Naima Parsons Wells, EvalKit.

Parsons Wells, a USA employee since 2013, highlighted features of EvalKit software, which is used to develop evaluation tools. EvalKit is part of Watermark company which also produces Canvas. EvalKit has a report builder feature that allows the user to build custom reports: for instance, if you teach two courses, you will be able to compare evaluation responses between the two courses. Up until now, faculty and administration had to contact the Office of Institutional Effectiveness to obtain copies of your evaluation report, but now with EvalKit, once courses are integrated into Canvas and evaluated, faculty can login and access and download evaluation data. EvalKit integrates directly with Digital Measures, so faculty can also log into Digital Measures and download information directly. “You’ll be able to see results from all students that evaluated you.”

EvalKit will replace Class Climate, but the process won’t change until courses are integrated in Canvas. For more information, contact OI at the new email address: southsurveys@southalabama.edu.

A discussion ensued on students and faculty receiving email notifications about evaluations. With EvalKit, an announcement email will be sent to faculty that an evaluation will start on a particular date.

- Adjournment: 4:15

→→ Committee Reports Submitted in Writing ←←

Academic Development & Mentoring Committee

Tracy O'Connor, Chair

- Participated in the New Faculty Orientation on Aug 15
- 21 New Faculty have signed up at this time
- Currently recruiting Faculty Mentors through the digest, emailing faculty senate members and verbally asking faculty to help
- Once we have enough mentors our committee will pair the Mentors and Mentees together
- Typed up and sent a proposed budget and agenda for the Fall Faculty Academic Development Luncheon for Mentors and Mentees. Waiting to hear back.
- Plan to create a USA Online project site to provide resources to the Mentors and Mentees.

Technology Utilization Committee

Delwar Hossain, Chair

September 4, 2019 – Room#104, Communication Building - 10:00 am

MINUTES

Attending: Alan Chow, Bettina Riley, Mike Lin

The Scope of the Committee

- The committee chair briefed all attending members about the scope and responsibility of the Technology Utilization Committee of the Faculty Senate

New LMS System

- The committee chair updated the committee members about new LMS. The committee members agreed that new LMS would help to expedite online learning on campus.

New Measurement for Teaching Evaluations

- The committee chair briefed the committee members about a new measurement method for teaching evaluations. Committee members opined that the sub-committee for this initiative should include a statistician.

Other

Some committee members informed the committee that there are other committees regarding technology utilization on campus. They wonder whether there should be a uniformity in this regard.

Salary and Benefits Committee

Jamie Adams, Chair

Meeting held 9/10/19

We discussed a complaint from a colleague about using the faculty and staff education benefit in which the colleague had a hard time trying to avoid paying a \$100 orientation fee. After finally speaking with Christopher Lynch, Associate Vice President of Enrollment Services, the orientation fee was waived. I called human resources to follow up on how this will be approached in the future and I was told by Tina Stalmach that from here on out faculty or staff that already have degrees would just need to call to have the orientation fee waived. I also verified that the current education benefit pays for up to 5 credit hours at the Arts and Sciences undergraduate tuition rate and the \$150 registration fee. This is the fee that is usually required to be paid by individuals taking less than a full course load.

The following in no particular order are benefits that we plan to research and possibly propose. (This list isn't fixed so if anyone has ideas please email them to Jamie Adams, adams@southalabama.edu.)

- Having the faculty education benefit pay for 5 credit hours and 50% rate for dependents, regardless of college or program
- Financial advisers available for faculty and staff
- Legal counseling (e.g. wills)
- Sick day pool (sick days can be donated to other faculty and staff)

The committee plans to create a historical record of our work so that each year's Salary and Benefit committee knows what has been pursued, what has succeeded and what has failed so that the committee can have greater continuity from year to year.

In addition to this, the charge of our committee was brought up: "2.2 Faculty Salaries and Benefits Committee: This Committee represents the faculty in matters related to salaries and fringe benefits." Are we happy with this? Should we try to change it in the bylaws?

*Not addressed in the meeting but as you probably have read in President Waldrop's email, the Board of Trustees has approved a 3% merit raise for faculty hired before 6/1/2019. They also approved a health insurance premium increase of \$13 per month for family coverage and \$3 for individuals. People on the USA Viva health plan will see no change in premiums.



UNIVERSITY OF SOUTH ALABAMA
College of Nursing Faculty Senate Caucus Meeting

Monday, October 7 1000 HAHN 4075

- Senators plan to meet monthly.
- College of Nursing faculty are encouraged to bring any issues of concern to the nursing senators.
- The overwhelming issue concerning the faculty is the tenure and promotion policy. Many nursing faculty members are non-tenure track and express a desire for the senate to work for them in revising the promotion guidelines to match evaluation criteria.
- Parking at HAHN is a continued concern for nursing faculty. With the addition of the simulation hospital the number of faculty parking spots decreased. Faculty members are finding it difficult to park for class. Many faculty members travel for meetings during the day (some in Baldwin County) and can't find a parking space when they return.
- New senator elected to replace Alice Younce-Donna Copeland will serve partial term ending 2020.



UNIVERSITY OF SOUTH ALABAMA

Respectfully Submitted by Dr. Debra Swanzy

Caucus Leader for Nursing