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Minutes 2018-2019

Faculty Senate Minutes

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9-1-2018

## Faculty Senate Meeting Minutes – September 2018

Faculty Senators

*University of South Alabama*

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**September 19, 2018 – Faculty Club - 3:00 pm**

**Minutes**

**Present:**

Pelekanos, Powell, Beebe, Gibbs, Gossett, Harrington, Koon-Magnin, Kozelsky, Lewis, Mark, Mata, McCready, Pavelescu, Reichert, St. Clair, Williams, Young, Zlomke, Campbell, McDonald, Gecewicz, Koestner, Allison, Keshock, Woltring, Cleary, Cloutier, Spencer, Lemley, Shepard, Alexeyev, Cioffi, Ponnambalam, Rayner, Rich, Sayner, Weber, Chow, Madden, Turnipseed, Moore, Platt, Scott, Vandewaa, Varner, Younce, Piazza

**Excused:** Cooper, O'Connor, Swiger, Thompson, Lindeman, Donaldson, Reeves, Poole, Harmon, Davis, Riley, Swanzy

**Call to Order by the President:** 3:05 pm. Determination of Quorum

**Approval of minutes:** Motion to strike 2<sup>nd</sup> bullet and “they retire” – strike the rest of p. 3. Approved with changes.

**Approval of agenda:** Motion to approve. 2<sup>nd</sup>ed. Approved.

**President’s Report:**

- President Waldrop met with the Board of Trustees on Thursday, September 13<sup>th</sup> at which time he presented a resolution requesting bids for Phase 2 of Stadium. It was not necessary to get Board of Trustee approval, but he did, and the Board of Trustees unanimously approved the resolution. Bids for Phase 2 will be completed soon to stay on track for the 2020 start of the football season. Starting Phase 2 is conditional on having funds: if the funds are not there, Phase 2 will not proceed. So far, \$140K has been raised through small donations. The Faculty Senate made a request for an environmental impact study; however, no response has been received as of yet.
- There will be a 3% salary supplement in December. In response to a Senator’s question about a raise, Reichert said a raise would be contingent on enrollment. Enrollment is down another 750 students, for a total grand decline in student enrollment of 1600 students. Last year there were back-up funds available to cover the shortfall due to the enrollment decrease, but there are no backup funds available anymore. Budget cuts were announced. Deans will be asked to make cuts. If enrollment increases next year, there might be raises.
- Town Halls – going in session. If you have not had your Town Hall meeting yet, please meet with your caucus leader and develop a set of questions to ask.

- Attendance issues with FS: after a certain number of unexcused absences, you'll forfeit your seat. Excused absences are ok, but unexcused are not.
- A Senator asked if there was a strategic plan to address the decrease in enrollment. Reichert said there were two new recruitment centers, in Atlanta and Chicago. So far, attendance from Illinois has increased. The university is trying to hire more domestic recruiters: so far, there are 27 more this year. We have decreased our footprint in certain markets and are trying to increase it in other markets. A Senator expressed the desire for a plan with budgets and targets, citing the need for metrics and assessment to determine if the plan is working. President Reichert said there were two markets for international students. Also, we're losing domestic students to other schools.

### **Search Updates**

- Chief Diversity Officer: President Waldrop is considering a name forwarded by the committee.
- Associate Vice President of Research: there are two candidates being considered: one was interviewed last Friday, and there will be another interview this coming Friday. A final name will be submitted to Lynne Chronister for approval.

### **Old Business**

#### P&T External Reviewer Policy

The AAPC recently met with Deans to discuss the policy. The meeting was an informal way to learn the Dean's opinions and objections in order to make a compromise, since the policy is almost dead now. The Deans want a timeline for distribution to the candidate of the letter in which the identities of the external reviewers are revealed. At present, the timeline for when this letter is sent to the candidate is entirely dependent on the particular college. Some colleges don't have a timeline, while others do. The CAD want the letter to be sent out at end of the P&T process.

The intent of the original FS proposal was to define an external reviewer. In addition, the proposal wanted to preserve transparency, but the Deans had concerns about candidates learning the identity of the external reviewers ahead of time: the candidate might contact reviewers and exert undue influence if the candidate knew the identity of the external reviewers. However, it was observed that the converse continues to be true, that an unfavorable letter could be solicited without the candidate's knowledge. Despite this, seeing the list ahead of time will not float. The Handbook Chair noted that seeing the list was discussed during the AAPC meeting, but was specifically rejected by the Deans.

A discussion followed (i.e., at today's FS Plenary session, ed.), and senators discussed the timing of when the candidate was informed of the identities of the external reviewers. Others felt that transparency is critical because the candidate is the most vulnerable person in the process. Comment: if the reveal is made at the same time as the chair's letter is released, it will be too late to raise objections about a potential conflict of interest.

The following question was then presented to the Senate: do we believe the policy the way it is currently stated benefits us enough to move it forward to CAD? Is this a good motion to start with? A motion was then made to accept the way the policy is currently written and send it to the CAD. The motion was seconded and approved, with 35 in favor, and 2 opposing. The motion carried, so the policy will be forwarded to the CAD for their recommendations.

#### Chair Evaluation Policy

The Dean's said they're not opposed to chair review, but they didn't like the way the proposal parceled out the labor. Instead, they want the policy be faculty driven, with responsibility resting on the faculty. The Handbook Committee will work on this, hopefully in time for the October meeting, and then the revision will go to Dean's Council.

#### Third Instructor Rank

An ad hoc committee will reconvene in early October to resume discussions. On the agenda will be a plan to develop a clear track for promotion for non-tenure track faculty.

### **New Business**

#### Student Mental Health Policy

- SGA President Grace Newcomb wants the student mental health policy to be added to every course syllabus.
- Purpose: to let faculty and students know there is mental health help available on campus.
- The policy will be added to the additional course policies section in SAKAI.
- Policy currently is in Dave Johnson's office.

#### Research Publication Policy

- Developed by Bob Wood from (the University of) Central Florida website.
- Brought to the attention of the Faculty Senate for discussion by Dave Johnson as a courtesy.
- Deans have agreed to change this policy to a guideline, which is laxer than a policy.
- Will not be part of Faculty Handbook:
  - Will be displayed on a "policy" page:
    - numerous websites on the USA homepage have policies:
      - for instance, the authorship policy on the Research and Economic Development webpage.
    - It will probably go on Academic Policies webpage page, as a guideline.
- Impetus:
  - Evidently, some USA faculty had been publishing in non-reputable places or counting non-peer reviewed publications in Digital Measures as being peer-reviewed.

#### Opinions:

- It's hard to make any of the policy prescriptive. If a faculty member wants to publish in a predatory journal, this is their choice, even though it might be career suicide.
- The policy is not a nefarious thing: instead, administration wants to reconfirm that peer review is important.

- The university needs to focus on impact, instead: if USA faculty members are being cited in Google Scholar, this means they are making an impact on their peers, which is good for USA.
- Why couldn't this policy be at the discretion of each Dean, instead of university-wide?
- Can it be imposed on us?
- The Faculty Senate should provide guidance.
- Librarians could help us decide the quality of journals.

At the conclusion of the discussion, the question was proposed: "Is this a policy we want to engage with?" Motion made seconded and approved: vote taken; passed: all "yays," no "nays." The Handbook Committee will draft a response and revise the language in a more generic manner, and it will be presented as an agenda item for action at the October Plenary Session.

#### Faculty Senate Award Nominations

Juan Mata asked for nominations for Faculty Senate Awards be submitted by October 5 so that the University Planning and Development Committee could have time to read nominations and vote. Afterwards, the slate will be submitted for a vote at a plenary session. In answer to a question, Mata replied that so far, there is one nomination for Outstanding Community Partner, one nomination for Outstanding Teaching Partner, and three nominations for Outstanding Research Partner. Nominations are needed for the Semoon and Youngshin Chan Awards.

#### Vote for Chair, Evaluation Committee

Motion made, seconded, and approved to make Linda Reeves the chair of the Evaluation Committee to replace Gwen Pennywell. Vote was all in favor.

#### Health Insurance Renewal (Patricia Mark)

Per Human Resources, health insurance premiums will stay the same through 2019. After 2019, premiums will then increase by \$26 per family. One caveat: in order to keep premiums low, we are required to use Walgreens for maintenance prescriptions or Express Scripts for mail delivery. You can still use your regular pharmacy for non-maintenance drugs. This policy will begin in January.

Exact language of the policy:

"Prescriptions (maintenance) are required to be purchased in a 90-day supply from Walgreens or home delivery from Express Scripts Pharmacy; 2 courtesy refills are allowed for the transition. To facilitate the transition, the copay will be limited to 2 copays for a 90-day supply of maintenance drugs." "Unless there is a significant change in the 2019 paid claims experience, there will be a rate increase for the 2020 benefit year." The Base and Standard Plans will increase \$7 for single coverage & \$26 for family. The Viva Plan will have no increase

#### Cybersecurity Training

Reichert reminded Senators about cybersecurity training which is required.

**Adjournment:** Motion made, seconded, and approved to adjourn: 4:17 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.