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Faculty Senate Meeting Minutes – September 2015

Faculty Senators

University of South Alabama

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UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

September 16, 2015 – Faculty club - 3:00 pm
Approved Minutes

Attending: Gordon-Hickey, Pohlmann, Morgan, D. Smith, Carr, Culler, Fisher, Freed, Harrington, Kozelsky, Lindeman, Marin, Marshall, Mata, Moore, Ni Chadhain, Reichert, Schulze, P. Smith, Stutsman, Bourrie, Campbell, McDonald, Gecewicz, Broach, Davidson-Shivers, Fregeau, Norrell, Phan, West, Yazdani, Clanton, Wilson, Cioffi, Falkos, Omar, Rich, Richter, Taylor, Gillis, Grant, Noland, Buckner, Donlan, Huey, Minchew, Vandawaa, Varner, Piazza

Excused: Kennedy, Poston, Whiston, Audia, Bauer, Chinkers, Gillespie, Richards, Woodford, Riley, Scalici, Palle

Unexcused: Bennett-Baldwin, Bolton, Ponnambalam, Rachek

Call to order 3:00 by K. West with quorum

Approval of minutes: August meeting – moved, 2d, approved

Approval of revised agenda - Moved and approved

Revised agenda approved

President’s Report – K. West

- * Mentoring Luncheon — talked about mentoring program, 40 mentors (Buckner), lunch first activity this Friday, more mentors welcomed
- * October Fandango - after Faculty senate meeting 10/21, food and cash bar, inviting ILC, Research office to talk to first/second year faculty about resources
- * Institutional Priority Town Halls / Strategic Plan - talked about disconnect between original strategic plan and new priorities. Part of process of making connection is the town halls about priorities. 4-5 town halls around the middle of October. They are asking for input and things are not set in stone.
- * Legislative Delegation’s work to preserve Higher Ed funding - read email from Happy Fulford about the budget battle in the special session.
- * Board of Trustees September Meeting - talked about infrastructure project (1/2 million dollar study determined needs) Need 35 million or more. Will dedicated \$500,000 a year to fund projects, (will float bond). Money for new residence hall architect. Putting

together IT governance committee by centralizing the IT functions. Budget approved. Kevin talked to board about graduate needs especially increasing stipends for grad students.

- * Maymester – Financial Aid/Study Abroad - executive committee asked about Maymester. Treating it as a summer contract. Financial aid treats Maymester as summer so no Pell grants. Will not receive financial pay out until beginning summer school (have to have 6 hours and only 3 hrs allowed for Maymester). May allow 6 hours for Study Abroad during the Maymester and will Mara. Word is that those on 12 month might not get extra pay. Overload? West will check on it.

Announcements

- * Mitchell-Moulton Scholarship Initiative – Josh Cogswell describes how he does his job. Talked about the scholarship and where it is at this point. Asked faculty to help identify university graduates and talked about 45 percent faculty/staff contributions which is very high. Looking for advocates in process not asking for money but telling story of why faculty do what they do. Talked about how to connect to office about potential donors.
- * Salary and Benefits Update / Wellness Day Susan Gordon-Hickey - talked about changes in health care costs for faculty. University going to Express Script for drugs, 3 year contract for a \$6 million saving per year compared to BC/BS. Asked that anyone report any problems. \$5 and \$25 increase (single/family). Copays change for new people. Tobacco incentive. Change for drugs begins Jan. 1. Question asked about “plus one”.
- * Search Updates – Dean Education, Dean Allied Health, VPFA, VP MA
Education — ads are out with hope of candidates on campus November.
Allied Health — committee met once and position announcement is out. On campus interviews January
VPFA — 3 campus interviews. President is deliberating on choice.
VPMA — no news, Mark not here.
- * Update T& P Review – P. Carr - Gave update and presented recommendations of the committee. Understanding is that another committee will decide the implementation process. About 50/50 that universities have university level committee. Negatives and Positives about the committee. Did not recommend but listed positive and negatives.
- * Admin Response to Adjunct Advisory Council Requests — will be able to teach two classes, one at night (university staff)
- * Faculty Senate Awards – B. Gillis reminded about awards, especially about the Semoon Chang.
- * Research - T. Rich: The Call for Applications for the Arts and Humanities Small Grant Program has gone out. There has been an increase in the financial support for the program. Applications are due 10/01/15.

Old Business

Change in name and charge of Research & Creative Activities Committee
moved Susan, seconded Bill
Passed on voice vote.

New Business

None

Special Business

Nominations & Elections for Chair of Evaluation Committee — Phil resigned to become Past-president. Item moved to next meeting. Mara and Ellen

Adjourned: 4PM

Guest: Mike Haskins, Executive Director of Marketing & Communications

Committee Reports

Salary & Benefits Committee Report – S. Gordon-Hickey

The University Fringe Benefits committee met on August 25 to discuss the 2016 USA Health and Dental Plan administration and cost-sharing program. The University consultant has estimated the total cost of the 2016 USA Health and Dental Plan to run \$50,600,000. Outlined below are the total costs and cost sharing information as well as noted changes to the plan.

USA Health & Dental Plan – 2016

<i>Cost & Cost Sharing</i>	<i>Base Plan</i> (hired by 12/31/12) Cost sharing = 25%		<i>Standard Plan</i> (hired on or after 1/1/13) Cost sharing = 30%		<i>Total</i>
	<i>Single</i> N= 1,481	<i>Family</i> N=1,908	<i>Single</i> N= 783	<i>Family</i> N=380	
<i>Population</i>					Total = 4,552
<i>Health</i>	\$534	\$1,234	\$532	\$1,229	\$48,346,824
<i>Dental</i>	\$22	\$59	\$22	\$59	2,217,600
<i>Total</i>	\$556	\$1,293	\$554	\$1,288	\$50,564,424
<i>Employee</i>	<i>-\$108</i>	<i>-\$354</i>	<i>-\$128</i>	<i>-\$418</i>	<i>-13,133,328</i>
<i>Employer</i>	<i>-\$448</i>	<i>-\$939</i>	<i>-\$426</i>	<i>-\$870</i>	<i>-37,431,096</i>
<i>Total Revenue</i>	\$39,485,760		\$11,078,664		\$50,564,424

Cost Sharing	Base Plan (25%)		Standard Plan (30%)		Totals
Population	<i>Single</i> N= 1,481	<i>Family</i> N=1,908	<i>Single</i> N= 783	<i>Family</i> N=380	Total = 4,552
2016 Employee	\$108	\$354	\$128	\$418	13,133,328
Current	-\$103	-\$329	-\$123	-\$393	-12,311,088
Increase	\$5	\$25	\$5	\$25	822,240
Copay changes	None		See below		

Important additional items:

*Tobacco incentive increases to \$50 (Rates reflect Tobacco incentive already removed)

*Pharmacy Benefit administration moving to Express Scripts

Standard Plan Co-Pay Changes

	2016	2015
Non-USA Physician Office Visit	\$35	\$30
Prescription Annual Deductible	\$100	\$50
Prescription Co-pays		
Generic	\$10	\$10
Preferred Brand	\$50	\$30
Non-Preferred Brand	\$75	\$50
Specialty	50% of drug cost to 5,000	\$100

In addition, the Salary & Benefits Committee would like to remind faculty that the USA Student Health Center Jag Wellness Day is on Thursday 9/17 from 10am to 6pm. Faculty are asked to announce this in class and encourage students to attend. The JagTran will bus students from the residence halls and rec center area to the Student Health Center. Students will receive free health screenings and plenty of USA freebies (t-shirts, etc...). The goal is to get students to the Student Health Center so that they can learn where it is and the services offered.

Research & Creative Activities – T. Rich

The Call for Applications for the Arts and Humanities Small Grant Program has gone out. There has been an increase in the financial support for the program. Applications are due 10/01/15.

Caucus reports

School of Computing – no report

Allied Health – no report

Arts & Sciences – S. Ni Chadhain

The A&S caucus met August 26th. Phil Carr and Cecelia Martin kicked off a discussion on possible changes to GenEd. There seems to be universal agreement among the faculty (see the faculty survey) that it is not working as we would like it to. There is a current Gen Ed committee examining the issue but it is going to be important to get both faculty buy in and a commitment of resources from administration to effect meaningful reforms.

The caucus also discussed potential areas to focus on this academic year. Among the issues suggested as A&S priorities (in no particular order) were:

- * Expanding faculty
- * Establish a clear structure for faculty teaching interdisciplinary courses that involve multiple instructors
- * Payment/stipend/professional development funds for supervision of Thesis or Directed Studies hours
- * Adjunct issues – focus at recent faculty meeting was on University staff who also teach. What about the adjuncts who do not work at the University in any other capacity?
- * Changes to the tenure process. What progress has the University committee that was examining T&P policy made? Phil Carr shared that a report is currently being prepared.
- * The chair for life policy, the status of that policy and whether or not it will be replaced...and when. It was suggested that the policy is not likely to change but that maybe there could be more meaningful chair evaluations.
- * The revised grievance policy. The handbook committee produced a revised policy last year that has yet to be adopted. When can we expect the new grievance procedure to become policy? Currently the administration is uncomfortable with the language that anything in the Faculty Handbook can be grieved.
- * A&S strategic plan
- * A survey of the college was proposed but is on hold for now. There may be a survey coming from the Dean's office and we don't want to cause survey fatigue.

Mitchell College of Business – T. Noland

1. MCOB hosted its annual "Get Connected Day" on Tuesday 15 September. This event is designed for students to connect with their student organizations. Students organizations represented included Beta Alpha Psi (Accounting Honor Society), Accounting Club, Financial Management Association, Society of Human Resource Managers, Professional Sales and Marketing Club, Collegiate Entrepreneurs Organization, and the Economics Club.

2. The Department of Accounting hosted the annual Meet the Firms/Accounting Career Fair on Thursday 10 September at the Waterman Globe . Fifteen accounting firms and corporations were represented at the event along with two CPA review organizations.

College of Engineering – S. Yazdani

The College of Engineering welcomed one full time (tenure track) faculty, Dr. Shannon Mitchell; two 1-year (non tenure track) faculty, Drs. Greg Poole and Peter Valez, and five adjunct professors (Drs. John Crane, Robert D’Alessandro, Maurice James, Tom Miller & Gregory Spies)

Enrollment in the COE has increased once again this year. Undergraduate enrollment increased from 1,3319 to 1, 567, an 18.8% increase from Fall 2014 to Fall 2015. Graduate enrollment also increased from 169 to 203, as 20.12% increase.

University Committee Reports

Dean Search – Allied Health – E. Kennedy

The search committee has met once. One of my roles as advocate for Faculty Senate has been to urge widespread announcement of this search to all faculty campus-wide to enhance the search. I understand from Debra Davis, search chair, the position has been announced with ads sent out by the search firm but this announcement has yet to be announced to the search committee or other faculty on campus.

University Committee on Electronic Learning – K. Woodford

Few faculty members on the committee could make the meeting because it was scheduled during high-volume class times. Discussions included accessibility and random audits of on-line classes to ensure accessibility. B. Litchfield, the Interim Director, began discussions of Strategic Planning for the ILC but those discussions were tabled pending the revisions to the University’s strategic plan. Highlights were given on information available on the ILC website and the importance of quality in on-line offerings, particularly implementation of the Quality Matters rubric. FERPA issues with the utilization of learning management systems other than USA Online were also raised. Administrators presented stated that faculty members may utilize alternative systems such as Moodle but may not require students to submit information to those systems.

Motion to Alter the Name and Charge of the Research and Creative Activities Committee

Whereas, the Faculty have a key interest and responsibility in the development, support and growth of graduate programs at the University; and

Whereas, one of the institutional priorities is “to enhance graduate education as well as research and scholarly activity”; and

Whereas, research and creative activities are an integral part of graduate education; therefore
Resolved, The Faculty Senate authorizes the addition of “Graduate Education” to the name of the Research and Creative Activities Committee and the alteration of its charge and description as given below:

Research, Creative Activities and Graduate Education Committee: This Committee shall support the research mission of the University by collaborating with the Vice President of the Office of Research and Economic Development (ORED). The committee engages in activities to facilitate research including exploring faculty research support, and promoting and reviewing ORED programs. Additionally, the committee will collaborate with the Dean of the Graduate School in developing and strengthening graduate programs.

