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Minutes 2013-2014

Faculty Senate Minutes

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9-1-2013

## Faculty Senate Meeting Minutes – September 2013

Faculty Senators

*University of South Alabama*

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**September 18, 2013 – Faculty Club**  
**Approved Minutes**

Present: Estis, Kennedy, Morgan, Smith, Carr, Connors, Fisher, Haywick, Husain, Kozelsky, Loomis, Marin, Marshall, Ni Chadhain, Rivenbark, Schulze, Shaw, Smith, St. Clair, Campbell, Landry, Finley-Hervey, Whiston, Davidson-Shivers, Norrell, Stefurak, Phan, West, Britton, Tate, Audia, Burnham, Cioffi, Gillespie, Rich, Ruchko, Gillis, Noland, Woodford, Fuller, Huey, Walls, Varner, Benko

Excused: Gordon-Hickey, Mishra, Falkos, Rachek, Buckner, Faile

Unexcused: Taylor, Gupte, Alexeyev, Richards, Minchew

**Call to order - Call to Order at 3:03 by Doug Marshall**

**Approval of minutes:** August 2013 meeting

Motion to approve made and seconded; unanimously carried

**Approval of agenda**

Motion to approve made & seconded; unanimously carried

**President's Report**

- **Salary increases**

Good news from the Board of Trustees' meeting – if you have not heard, there is a raise in the cards for this year. You will not see it until November 1.

It has come to our attention that there are some physician faculty in practice groups & hospitals that are outside both the June raises and this raise. Dr. Franks said they are looking at fixing that and he is willing to talk about it. The problem is that area has been running in the red and is likely to remain in the red for the near future.

We have also learned that there are many questions swirling about implementation. We were told that the Chairs were to do the calculations and specific parameters were to be placed on what data would be used and how the average would work. We have heard that that is not being done in some units and have heard that there are inconsistencies in how this raise is being treated and calculated – 6 year review versus 5 years versus 3 years versus 1 year. Discussion ensued from which it was apparent that there were specific understandings on implementation underlying the leadership's recommendation that merit be used. Parameters included that all performance since the last raise would be considered and that there would be a floor beneath which raises could not fall without senior administrative approval. The understandings were based on the recognition that this raise was different than other raises and should be handled differently, given the 6 year gap since the last raise.

Specific examples from various units raised during the discussion confirmed disparate implementation across units and failure of some units to implement the merit raise based on the representations made to the executive committee when it was decided to utilize merit versus across-the-board.

It was suggested that the deviations from how the raise was supposed to work was an issue with the deans. One senator noted that if there was a way the raise was supposed to be handled and there are multiple deans who are not handling the raise in its intended way, the problem is not a problem at the dean's level. It is a problem with how the parameters were conveyed and/or how they are being overseen at the administrative level.

D. Marshall plans to visit with Johnson about the dissent being created by the disparate implementation across units.

- **Football finances**

There was a story on ESPN and another in *Forbes* regarding payments made by universities to each other for the right to play each other in football. We were one of the schools mentioned in the ESPN article as a school that had paid \$235,000 for the privilege of being beaten at home. The article appeared to imply that teams were being paid to lose.

We talked to administration about this and a compelling argument was made that payments are not tied to winning and losing. They are a common feature in the complicated world of football finances to compensate the visiting team for travel. It is done at different leagues and different levels in the NCAA system. The payments defray the cost for a team travelling outside of its league and provides incentives for teams to play the non-conference games. The system is currently helping USA *a lot*. Thanks to the program football is not a cost to the University. Tennessee is paying us \$900,000 for us to go there to play. It is like the visitor's take at the gate. The money to make the payments by USA to its visitors is not coming out of the operating budget, and, at this juncture, the payments for the Jags to travel results in a net gain for the program.

Question from the floor – if football makes a profit, does the money come to the general fund. D. Marshall - Our understanding is the money will stay in football for investment for future years. University operating money does not go to underwrite football and football's money does not come back to underwrite the operating fund of the University.

- **Strategic plan**

At the Trustees' meeting, the strategic plan we worked on last year was approved. It is in effect from now until 2017. It is not ideal but the various groups that worked on the plan made a significant first step in inserting substance into the plan. We are slowly moving to meaningful, measurable goals.

The approved plan actually mentions participatory and transparent decision-making, outreach to the community, and other things that have not been there before.

- **Presidential search**

The Presidential Search Committee is effectively disbanded. We are now in the public phase of the process. All the stakeholders – students, trustees, faculty, donors, etc. – get to weigh in on the candidates with the ultimate decision in the hands of the Board of Trustees.

Over next 3 weeks, one candidate per week will come to campus. Dr. Gilbert from Mississippi State will be here tomorrow and there is an open forum at 4 p.m. in the Mitchell Center. Keith Ayers is setting up the Mitchell Center to create what is supposed to be an intimate setting for approximately 1,000 participants.

Ken Simon, the board member who was head of the search committee, will introduce the candidate with Dr. Furr, the President of the Board. There will be @ 10 minutes for the candidate to introduce

himself/herself. We will start with 3 broad questions from the faculty senate and then a 30+ minute time period for open questions. We want to get the sessions recorded for faculty who cannot attend.

The PSC goal was simple: to give the board of trustees a set of finalists with whom they could not lose. All three of the finalists can do the job and can do it well. They are all different but all are strong and all have assets that will contribute to the job. The question now is which of the three represents the best vision going forward.

Input will be given via class climate. All of the data will be compiled and given to the trustees well before their meeting. The trustees want to know what the constituencies think.

Some concerns have been raised about one candidate's connection to USA b/c of his role on the SACS review committee. Dr. Gilbert was on the SACS visitation committee this spring. He has seen the good and the bad and still wants to come here. D. Marshall is trying to have the letters of interest made public. Dr. Gilbert's letter includes specific things he would like to change if he comes; so he did see issues. The SACS review did not say that USA was problem-free; what it really said was in comparison to other places USA has a formula in place to move the institution forward and reach its potential. Having been in the interviews, D. Marshall stated that Dr. Gilbert does not think that the status quo is okay. D. Marshall also noted that USA's job advertisement said that we want transformation.

- **Changes in residency requirements for establishing in-state residency**

This also came out of the Board Of Trustees meeting. Voted to change requirements for establishing in-state residency. Currently an out-of-state student can come to school for one year, and that student is then considered an in-state resident for tuition purposes for the next 3+ years. That means lost revenue in terms of higher out-of-state tuition dollars. The financial plan for university financial stability and growth is based on attracting out-of-state students who will pay out-of-state rates. That financial growth will not materialize if students lose their out-of-state status once they get here.

The new rules say if you move to Alabama for the purpose of going to school, that time does not count toward creating residency. This is more in line with how other universities in the state, as well as universities in other states, view establishment of residency for tuition purposes. The service area will not change and will not impact the in-state tuition policy for graduate assistants.

## **Announcements**

- **Library naming – D. Marshall**

Library now has a name. "The Library" is no more. It is now the Marx Library. My understanding is that there is a \$1 million gift designated for renovations to the library, including renovations for the housing of the archives, and a \$2 million endowment for ongoing sustainment of the library. V. Tate confirmed the numbers.

- **Fourth Friday Fandango – D. Marshall**

Friday, September 27 at the Faculty Club. We will have a cash bar: \$3 beer; \$4 wine; \$5 mixed drinks. Free appetizers. Starts at 4. At 4:30 research mentoring will be discussed briefly. The main goal is to make new faculty feel welcome. Please make sure your new faculty want to come and please try to be at the party to help them get involved.

- **Assoc. V.P. Academic Affairs for Institutional Planning, Research & Assessment – S. Gordon-Hickey**

Susan could not come but she sent a report. The committee has completed work by providing a letter to D. Johnson outlining strengths and weakness of each candidate. Thanks to all those who participated and completed class climate survey. We are expecting to hear something soon.

- **Update Director of Int'l Education – J. Estis**

The search is complete and the selected candidate should start next month. We are waiting for a press release. The selected candidate is from the University of Alabama. She is very faculty friendly and willing to come to classes to sell int'l education; willing to help get faculty involved; etc. We appreciate the faculty involvement in the process.

## **Old Business**

- Election of Chair of Academic Mentoring & Development Committee
  - Current Nominees: Ron Morgan & Justin St. Clair
  - Request for nominations from the floor
  - Brief presentation by nominees
  - Secret ballot

Thomas Shaw has stepped down from the Executive Committee. We have two nominees. Request for nominations from the floor made by Doug Marshall. Motion to close the nominations; seconded; unanimously approved.

Brief comments from nominees:

Ron Morgan – AHP – EMS. Background is fire service/paramedic. 2007 – part time; 2010-fulltime. Want to serve because when I came in from public sector, felt lost in the shuffle and want to help others with the transition.

Justin – Associate Prof. of English – Interested in the position because I was tenured and promoted this summer and see some needs for mentoring. I struggle at beginning to find guidance and I'd like to help others with that.

Ballots distributed.

Majority vote – Justin St. Clair

- Hiring Resolution  
Still going back and forth with administration with respect to wording.

## **New Business**

None

## **Guest Presentations: Kim Littlefield – Assistant V.P. for Research**

Introducing Dr. Kim Littlefield –

Thanks for giving me opportunity to say hello. I am the new Asst. V.P. for Research, Development & Learning. I am here to help faculty who want to do research to do research. That means finding collaborators, helping pull proposals together. I know what Lynne's vision is for research here. Our hope is to grow research one faculty member at a time. I want to hear from you as to what you need, what is working, and what's not. My agenda for the next 3 months is to go out and meet the talent and to figure out what your research passions are and to get money behind that. I have an ambitious agenda. I see about 2 per day. What that is doing is building a network that I can use to put people together. Always happy to attend this meeting. I attend the research subcommittee meeting but am always happy to come and answer questions for the Senate.

A member of the COM caucus noted: you might want to ask the medical dean to meet with the chairs from basic medical sciences. Also would be helpful if you could look at some of the financial obstacles – e.g., being able to buy down time for research out of grants. In clinical we can't put salary down in grants and if we do it disappears. There is faculty desire to become a research institution but there are obstacles.

A COM caucus member added that there were restrictions on the use of funds placed during the economic downturn and many of those restrictions are still in place whether they still make sense or not.

K. Littlefield – where did restrictions come from?

Discussion on barriers and their sources ensued.

- Ability to use funds for professional development/travel. A member of the A&S caucus stated – in A&S the amount of money for professional development is capped and there is no way to increase amount even if department has money to use. Once the cap is reached, can't use any other \$'s for professional development. You can buy computer monitor but can't use it for travel for research and related things.
- Limitations on use of funds for travel unless presenting
- Many examples of policies put in place during proration that were well meaning but hinder productivity. One example is the need for multiple levels of administrative approval (Chair, Dean, and VP) for the purchase of computers (even when computer purchase was included in funded grant applications). Computers need not be special.
- Great resistance to change policy that may have made sense during proration but does not make sense now. Some of the policies had unintended consequences that have not been rectified.
- One clinician just got a special award and will collect a nice chunk of change but instead of department getting the money back, it goes into a black hole. No incentive for investigator. Issue around buying out time/faculty effort for teaching so effort is freed up for research on grant. Non-standard policies (it appears) and no tracking where the money that would have paid someone to teach is going.

There is a larger problem here. Clinical departments lose money when physicians earn grant awards. Thus there is a nontrivial negative consequence for clinical participation in research endeavors. Thus, the repeated comments from (lower) administration that physicians are unwilling/unresponsive to participate in research is in part true, but the reasons for this seem to be ignored. One example discussed was a physician/researcher who earned a K08 award. This award provides substantial salary in order to ensure dedicated research time. If the salary is not returned to the department, the chair is put in a difficult position -- find the monies to cover salary/time elsewhere or do not provide the faculty member with dedicated research time (as stipulated in the award).

- One unit told we had release time (went from 4-4 to 4-3). Part of our accreditation requires student researchers. Have to pay back release time and then dept. chair has to approve buying down time. One participant noted that he had enough money to buy out all teaching and funding source would not approve the use of \$'s to “pay back” the university for the normal release time before additional release would be given. Faculty time is administratively divided into Teaching, Administrative duties, and Research (for this example say 40%, 30%, 30%). Before faculty (in some Colleges/Departments –policy does not appear to be uniform throughout the University)

can buy out teaching time they must both pay back the 30% research time and pay their summer salary. This is a disincentive for covering salary on grants (or even applying for grants).

- Faculty interested in developing more graduate programs. In many institutions it is VP or Research and Graduate Studies. Here graduate programs are under academic affairs. But we need research office help in developing graduate programs.
- Restrictions on use of TAs and incorporating them into research and use of TAs for administrative functions. Similar restrictions by college on use of Grad Assts
- A new solicitation for NSF MRI grants has been distributed. Investigators should be aware that a proposal was put together several years ago that brought in multiple units of USA as well as outside institutions. We were denied in part because multiple reviewers said the university had little investment in long term support for the instrument and associated research. Seven reviewers had similar comments. Dr. Littlefield noted that the University is now required to include a 30% cost share.
- In psychology most of the costs are people, not equipment. We had a DOJ proposal that was denied. Both times it came back negative b/c we are charging for graduate tuition. I am required by the College/department to have a line item for the graduate tuition. The line item for our sub (U Ga) was just a stipend, not tuition. I've been told that I have to go to the Dean of the Graduate School to get a fiat to leave it out; so I have to go to an administrator that I don't answer to to ask for exceptions.
- Another issue is limitations placed on international travel/research. E.g., get a Fulbright to fund research travel and can't take it because of the perceived danger of the travel location.

Lynne wants to take us to next level. And we see that this place is pretty hierarchical, but Lynne's not. She wants us to move to next level and we need to remove barriers.

Kim noted that USA has to have skin in the game. We know that and things are changing. She also noted that Lynne is aware of the grad student fee/tuition issue.

We have to work with our process partners to make this work.

Strategy is to get us over this threshold and infrastructure capacity development.

## **Committee Reports – submitted in writing**

- Academic Development and Mentoring (open)  
No report
- Environmental Quality (Doug Haywick)

The EQ Committee had its first "meeting" via e-mail this week to resolve the major focus area(s) of environmental interest on campus. The gully area between Humanities and the Library remains the most visible area of environmental concern on campus and that will be one of the items that the EQ Committee would like to focus on this year. Several different groups (student and administration) have suggested ways to turn the gully into an attractive asset to the university. It's time to commit to one vision and move forward with it. Previous committee members have suggested that the University should make a better effort to go paperless. The EQ Committee could survey faculty to gauge which snail mail materials to phase out (e.g., Midweek Memo, College Reports etc). We will also work more closely with other groups on campus to pool our forces when it comes to identifying and resolving important environmental issues at USA. For example, the EQ Committee will support the student Sustainability Club's efforts to improve recycling opportunities in student housing and off campus areas (e.g., Jag football games at Ladd Stadium).

- Evaluation (Sam Fisher)  
No report
- Planning and Development (Mark Gillespie)  
No report
- Policies and Faculty Handbook (Eric Loomis)

The Handbook and Policy Committee met on Wednesday, September 18<sup>th</sup>, 2013. All members of the Committee were present (Dr. Sinead Ni Chadhain (A&S), Dr. Gayle Davidson-Shivers (EDUC), Dr. Joycelyn Finley-Harvey (SCESP), Dr. Eric Loomis (A&S), Ms. Vicki Tate (LIB), Dr. Leslie Whiston (SCESP), and Dr. Mihaela Marin (A&S)). The Committee considered four agenda items, with two additional items introduced at the time of the meeting:

1. The Committee was asked by the Faculty Senate Officers to review a proposed revision to the Student Academic Conduct Policy on behalf of the Faculty Senate. This revision had been sent to the Faculty Senate by the Academic Affairs Policy Committee for input. The Handbook Committee agreed to review the proposal and submit any suggestions or comments. On September 23<sup>rd</sup>, the Committee completed its review and submitted a brief report to Dean Andrejz Wierzbicki, Chair of the Academic Affairs Policy Committee.

2. The Committee considered a proposal to modify the Faculty Handbook language governing Emeritus Faculty appointments and privileges. The proposal language was forwarded to the Committee by Dr. Keith Harrison, Chair of the 2012 Ad Hoc University Committee on Emeritus Faculty. The Handbook Committee wished to reconsider two of the changes proposed by the Ad Hoc Committee: (i) the removal, in the proposed language, of department faculty members' ability to nominate a member of their department for emeritus status, and: (ii) the removal, in the proposed language, of faculty members ability to vote on emeritus nominees from their department. Eric Loomis offered to amend the proposed language to re-introduce these two items, and to then circulate the revised language to the Committee prior to the next Senate meeting, with the hope of bringing this proposed Handbook forward as a Senate resolution in the near future.



The Committee voted to present the resolution to the Faculty Senate by a vote of 7 in favor, no opposed, no abstentions.

The Committee also discussed proposing to the Administration improved ways of incorporating all retired faculty in a volunteer capacity. One such way would be for the University to maintain an email list of retired faculty members that have shown an interest in volunteering in University activities. Such activities could include: brown bag seminars, career days, USA Day, Orientation days, mentorships, and coordination with the needs of the Office of Academic Success and Retention.

3. The Committee was updated on a proposal to modify Handbook language on Department Chair appointments. The Committee discussed the AAUP guidelines on such appointments, and will consider two possible revisions to the University Handbook language on Chair appointments that were introduced by Eric Loomis (as well as any other possible revisions that may come to the Committee). The Committee hopes to formulate a resolution on this issue to present to the Faculty Senate in the Spring of 2014.

4. The Committee discussed the representation of adjunct faculty, understood as all part-time faculty, in the Faculty Senate, and the possibility of improving that representation either in Faculty Senate or through some other avenue such as a proposed Adjunct Faculty Council. The Committee agreed that, as currently constituted, the Faculty Senate Constitution makes the Faculty Senate representative of adjunct faculty, but also prevents adjunct faculty from serving on the Faculty Senate.

5. The Committee discussed a possible revision to the Handbook language governing promotion and tenure policy. The revision would remove department chairs from serving on the College level promotion and tenure committees entirely, except in cases where academic units could not constitute such committees without chairs' involvement (so that the existing language allowing for exceptions would be retained for chairs). The Committee thought that such a revision would be worth pursuing.

6. A final issue introduced at the meeting was whether department Chairs should be allowed to be listed as a "primary instructor" on online courses taught by other faculty. It was noted that some chairs are permanently listed as "primary instructor" in online courses, allowing them constant supervision of faculty. This is *prima facie* at odds with chairs' supervision of other faculty courses, where chairs are not typically present in the classroom except on certain special, typically designated, occasions. Eric Loomis agreed to raise this issue with the Faculty Senate Executive Committee to see how best to address it within Faculty Senate.

- Salary and Benefits (Susan Gordon-Hickey)

The Salary & Benefits Committee met on September 17 to discuss raises, changes in health benefit rates, a salary survey, compression/inversion issues, and a wellness initiative. The committee agreed that it is important for faculty to be aware that while the raise is effective on 10/1/13 this will not be reflect in paychecks until 11/1/13. Additionally, the committee members were reminded that the University Fringe Benefits committee agreed to continue the same health coverage; however, the rates will increase slightly for all faculty. These rates were announced at the August FS meeting and will be widely communicated during open enrollment through Human Resources. The committee agreed to move forward with plans for requesting that the University hire an external agency to provide a salary survey. The committee members agreed to identify peer institutions and the data points that would be important to faculty (e.g. mean salary by department by rank). The committee then discussed compression and inversion issues with the resolution that we assemble a guide to faculty who believe their salary is compressed or inverted. The purpose of this guide is to provide faculty with information regarding the methods for rectification of compression as well as resources to help them prepare data in the case that they choose to request that their Chair advocate on their behalf for an increase in pay. We also discussed special circumstances (e.g. no one else to compare to as no other department faculty member holds your same rank and/or medical specialty). Susan Gordon-Hickey will discuss University policy for

special circumstance compression issues with Steve Simmons. Last, Phil Norrell provided the committee with information regarding a campus wide Wellness Initiative for faculty and staff. The committee was excited about this idea and have agreed to draft a list of the key players for this type of program. Phil cautioned the committee that we must first identify an administrator who would be very supportive of this initiative and then begin identifying the key players and/or target audience. Phil Norrell & Susan Gordon-Hickey agreed to meet with Steve Simmons to learn if he is interested in supporting a Wellness Initiative.

- Technology Utilization (Kevin West)  
No report
- Ad Hoc:
  - Research and Creative Activities (Ellen Buckner)

The Research Committee held several informal planning meetings this summer to discuss a mentoring program. The first official meeting was September 10, 2013 in 1024 of the Health Sciences Building.

Topics discussed:

1. We welcomed **Kimberly Littlefield** to the ORED office! She has lots of excitement about interdisciplinary and collaborative research. Her goal is for every faculty member who wants to win at least one award.
2. **Networking Event** (Fandango)—Discussion was held on the format, ways to connect faculty, etc. Ellen will prepare a short survey (Survey Monkey) for use. The event has already gotten a lot of interest.
3. **Major Research Instrumentation** (MRI) proposals. Tom Rich talked about the one being developed for an electron microscopy laboratory. Several faculty are collaborating on one or more proposals. There is interest in developing a Core facility. This would be significant opportunity for collaboration. There may be one application from Electrical Engineering or others.
4. Kevin West sent a question about **Cost Sharing** and this was discussed. VP Chronister believed that the PI would bring this up to Dean/Department Chair but would not be responsible for obtaining these. There are requirements based on mechanism (NSF, NIH, etc.) which come into the equation. We have more requirements since we are now properly categorized.
5. **Internal/External Grants Database**—We will continue to build databases that can be used for networking and encouraging faculty productivity.
6. VP Chronister is continuing to pursue **incentives for faculty research**. These are moving forward. She revised her list based on committee feedback.
7. There was discussion on setting up a mock review with faculty who have served on study sections being invited to review as an educational offering for faculty. There was discussion pro and maybe. We will continue to develop this idea. It may be possible to set up **guidelines for internal review**—a set of guidelines to appraise faculty of the required processes and steps. These often take months and a prior planning would be beneficial since calls come out quickly with short turnaround. Part of that could be an actual review of drafts, etc.
8. We discussed miscellaneous offerings—Department of Justice (DOJ), Department of Education (DOE), Health Resources Service Administration (HRSA), NIH, and others. It is great to be 5-years ahead of the curve but not 10-years ahead! We need to have further discussion of the hierarchy of mechanisms—R21 vs. R01, and other sources of funding.
9. **Mentoring**: We may need a mentoring survey to get faculty ideas for how to develop this.

Action items: Research Networking Event 27 September, Faculty Club—publicize, invite new faculty and seasoned researchers.

## Caucus Reports – submitted in writing

- Allied Health Professionals (Elisa Kennedy)

Matt Day and Maureen Whitford have joined the Dept of Physical Therapy and Scotty McArthur has moved from staff to faculty in EMS program.

- Arts and Sciences (Mara Kozelsky)

No report

- Continuing Education (Joycelyn Finley-Hervey)

On Monday, October 21, 2013, the Department of Interdisciplinary Studies will present an *Interdisciplinary Studies Colloquium* featuring Margaret Wrinkle, an acclaimed novelist, filmmaker, educator, and visual artist. She will speak on “*The Art and Craft of Writing History Through Fiction: Resonating with Wash,*” at 2:30pm in the auditorium of the Allied Health Sciences Building, HAHN 1013. The Birmingham native will discuss how she drew on film, photography and literature to create her novel *Wash*, which reexamines slavery in ways that challenge our contemporary assumptions about race, history, power and healing as it carries the reader from the American South to West Africa. Published by Grove Atlantic, *Wash* has been named a finalist for best debut novel of the year by the Center for Fiction in New York. For more information or to RVSP call (251) 460-6263, or e-mail [jfinley-hervey@southalabama.edu](mailto:jfinley-hervey@southalabama.edu).

- School of Computing (Jeff Landry)

The new health informatics degree program, a four-year B.S. degree program, was approved by ACHE.

- Education (Tres Stefurak)

Wanda Maulding was appointed Associate Dean of Academic Affairs  
Andrea Kent was appointed Associate Dean of Student Affairs

- Engineering (Grant Glover)

No report

- Library (Vicki Tate)

Still no Starbucks

- Medicine (Judy Burnham)

The Children's and Women's Hospital celebrated the expansion dedication with a ribbon cutting on Sept 12 and an Open House on Sept 15. The expansion includes an enlarged Hollis J. Wiseman Neonatal Intensive Care Unit with 12 private NICU rooms and a Progressive Care area for up to 16 babies; an expanded Pediatric Intensive Care unit adding six beds and tripling the size; expanded surgical services from 11,000 to 41,000 sq ft.; new five Epilepsy Monitoring Unit; Pediatric and Adolescent floors increasing from 53 beds to 68 beds. expanded pharmacy located closer to NICU

and PICU; two Ronald McDonald Family Rooms; expanded "TreeHouse" pediatric playroom; dining capacity increased from 92 to 160; larger classrooms to serve ClassAct school program for hospitalized children. Actual move of the patients will take place in the coming month.

The September Med School Café lecture will feature Dr. Daniel Dees, assistant professor of neurology at the USA College of Medicine. His lecture, titled "Deep Brain Stimulation, a Surgical Treatment Option for Parkinson's Disease, Essential Tremor and Dystonia," will take place Sept. 24, 2013, at the USA Faculty Club on USA's main campus. Lunch will be served at 11:30 a.m., and the presentation begins at noon. The Med School Café lecture and lunch are provided free of charge, but reservations are required. For more information or to make reservations, call Kim Partridge at (251) 460-7770 or e-mail [kepartridge@usouthal.edu](mailto:kepartridge@usouthal.edu).

The University of South Alabama Digestive Health Center continues its role as a national leader in gastroenterology patient care with the recent addition of a top-tier, endomicroscopy imaging system. USA is the first institution in the world to offer the NvisionVLE™ Imaging System since it garnered approval from the Federal Drug Administration (FDA) in April. The recently installed NvisionVLE™ Imaging System enables USA physicians to view real-time, cross-sectional images of organs and tissues, using laser imaging technology.

New COM faculty:

Dr. Nicolette P. Holliday, assistant professor of obstetrics and gynecology.

Dr. Omar Sanchez, assistant professor of pediatrics and serves as a pediatric critical care specialist seeing patients in the Pediatric Intensive Care Unit at USA Children's and Women's Hospital.

Dr. Leander (Lee) Grimm Jr., assistant professor of surgery in the division of colon and rectal surgery.

- Mitchell College of Business (Tom Noland)

Personnel Changes:

Dean Carl Moore has announced he will retire in the summer of 2014.

Dr. Mohan Menon has been named MCOB Graduate Director. Dr. Menon will continue as Chair of Marketing.

Dr. Ken Hunsader has been named Chair of Economics & Finance.

Dr. Tom Noland has been named Chair of Accounting.

An internal search is currently underway for the Chair of Management.

At the MCOB's Fall Faculty Retreat, the following awards were presented:

Dr. Ken Hunsader was selected as Professor of the Year.

Dr. Mark Weaver was selected as Researcher of the Year.

Ms. Ellen Madden was selected as Instructor of the Year.

- Nursing (Elizabeth Fuller)

No Report.