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## Faculty Senate Meeting Minutes – November 2011

Faculty Senators

*University of South Alabama*

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**UNIVERSITY OF SOUTH ALABAMA**  
**Faculty Senate**

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**November 16, 2011 3:00pm at the Faculty Club**  
**MINUTES**

**Present:** Adams E., Gubler, Spector, Carr, Connors, Dardeau, Guzy, Husain, Marshall, Moore, Roddy, Shaw, Langan, Bru, Davidson-Shivers, Turnipseed, P., Adams, M., Britton, Finley, Nero, Kaulfers, Falkos, Roberts, Turnipseed, D., Brown, Keasler, Meyer, Minchew, Walls, Quiett

**Excused:** Fisher, Smith, T., Hillman, Johnson, M., Lunceford, Marin, Byrd, Ferguson, Norrell, Donovan, Burnham, Rachek

**Unexcused:** Jackson, K., Picket, Powers, Benko, Feinstein, Green, Grishko, Rizk, Rusyniak, Madden

Call to order at 3:10pm without quorum.

1. **Approval of agenda.** Motion to approve made by Mike Spector. Seconded by Henri Brown. Approved.

2. **Old Business:**

a. President's Report—T. Meyer – many of the continuing issues of the Senate are on-going. The following items are presented as on-going reporting processes.

- University Calendar Committee: Phil Carr reported that he had received a memo from Dr. Harrison, Chair, University Calendar Committee concerning the August start date. A 10-year review demonstrates that the pattern is to start the first Monday after August 15 so that there is time for orientation for new faculty. Additionally, discussion with the committee demonstrated that it was not to the advantage of the University or faculty to change the Spring return date for faculty due to outside perceptions of faculty work.
- Senate Faculty Rules/By-Laws: Phil Carr stated that the revision process is continuing. A draft is expected to be presented at the January 2012 Senate meeting for review.
- David Turnipseed presented information regarding the salary equity study. A preliminary study was conducted that compared USA to thirty comparable institutions that revealed equity was in place. It was deemed that the institutions were actually not comparable to USA since we have recently achieved Level 1 Carnegie status. A new study has been commissioned comparing USA to several institutions deemed to be more comparable including: Southern Mississippi, South Florida, University of New Orleans, Mississippi State, Central Florida, University of Alabama-Huntsville, University of Alabama-Birmingham, West Florida, University of Alabama, Florida State, Georgia State, University of Auburn-Montgomery, University of Auburn. When data is received it will be reported at the next 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. (See addendum). Discussion was conducted with Senate participation. Marshall noted that the resolution is a result of request and comment from several faculty who have participated in the hiring process. L. Moore questioned if there is any data available that demonstrates a pattern that the interim is the person who is appointed to the open position? D. Marshall noted that data wasn't readily available but that he would ask to see if it were and would bring that to the discussion in January. D. Keasler suggested that item #5 on the proposed resolution should possibly be removed as it may not actually pertain to the body of the resolution and that the majority of academic units conduct self evaluation that includes the administrators in the respective units. Marshall stated that there are some colleges who do not evaluate the administrators and that this might possibly need to be reviewed. A motion was made by Henri Brown that the discussion be tabled to January to give everyone time to review the resolution and bring thoughts, concerns before the Senate at the January meeting. Motion was seconded by J. Connors. Discussion was tabled and will be brought forward for continuation at the January 2012 meeting. It was requested that comments, ideas, suggestions regarding the resolution be emailed to Doug Marshall.
- University Anti-Harassment Policy: Thomas Shaw presented a statement to the Senate regarding the policy to the Senate for discussion. Shaw noted that University of Alabama and Auburn University already have this verbiage in their anti-discrimination, anti-harassment policies and the SGA and several faculty across campus believe that the University of South Alabama should be comparable in their standard policy. Discussion was conducted. T. Meyer suggested that the policy be disseminated electronically to all senators for consideration. Suggestions and comments should be sent to Thomas Shaw. Discussion will conclude and a vote be conducted at the January 2012 meeting providing there is a quorum in attendance.

## New Business

T. Meyer reported that a discussion was held at the regular meeting of the past President, President, Vice President of the Senate and University administrators regarding faculty participation at the Faculty Club. At the meeting Jim Connors volunteered to spear-head a discussion on the utilization of the club by faculty. Meyer asked Connors to speak to this at the Senate meeting.

J. Connors began a discussion of the lack of faculty buy-in and/or utilization of the Faculty Club and that the lack of support might ultimately cause the University to re-assign the building as an additional meeting facility rather than Faculty Club. G. Dardeau raised a point of order that an ad hoc committee was appointed at the October 2011 Senate meeting to address this same issue. She reported that she has meet with, Victor Cohen and Courtney Bryant to discuss possible solutions to the issue and she felt that it was the charge of the ad hoc committee to continue with this process and she wasn't aware that there was another meeting or someone else placed in charge of the process. J. Connors apologized and stated that the meeting that was held is a standing lunch meeting conducted each month between Senate President, past president, vice president and University officials. There was no intention of usurping the role of the ad hoc committee and he apologized to G. Dardeau and offered his services to her and the committee in future discussion and planning processes. Dardeau accepted the apology and continued with committee report and discussion about potential events that could increase and encourage faculty buy-in and support of the Faculty Club including a "2<sup>nd</sup> Thursday" event where faculty are encouraged to bring a lunch and a friend and have lunch at the Faculty Club. V. Cohen and C. Bryant are willing to look into the costs associated with beverages at the Club and consider adding some additional items such as teas, coffee, hot chocolate, etc. Increased participation may have effect on decreasing costs of items in the future. It was suggested that a survey be conducted with faculty via the Senate to get ideas, suggestions, etc. regarding use of the Faculty Club. P. Turnipseed noted that the serving of lunch at the Faculty Club might be a good way to get faculty to participate. The committee will continue to meet and discuss and report to the Senate. T, Meyer thanked G. Dardeau and the ad hoc committee for their work.

### Committee reports:

- Academic Development and Mentoring (Thomas Shaw): The Academic Development and Mentoring committee has received some development and mentoring information back from the deans but we are waiting on additional information. Once we have that information we will compile a list of the development and mentoring opportunities/activities across the different colleges. We have also developed a draft of a proposal for a university wide committee on development and mentoring. We are in the process of getting feedback from the committee and administration on this proposal.
- Environmental Quality (Doug Marshall): Committee met 11/16/11 and discussed ramping up the initiatives across campus regarding recycling.
- Evaluation Committee (Patsy Turnipseed): No official report. Stated that the committee is willing to conduct additional surveys as needed.
- Planning and Development (Laura Moore): Reported that the committee met and has chosen a tentative date of April 20<sup>th</sup> for the senate banquet. Venues are currently being reviewed.
- Policies and Faculty Handbook (Sam Fisher): No report.
- Salary and Benefits (David Turnipseed): Report presented in "Old Business"
- Technology Utilization Committee (Donna Retzlaff-Roberts): Work continues with Faculty web page revisions. David Feinstein is asking students in CIS if they want to work with the project. Awaiting that response.

### Caucus reports:

- Allied Health: Mike Spector – No report.
- Arts and Sciences: Laura Moore – No report.
- Continuing Education: Stephen Bru – Asked if Senate Minutes could be distributed sooner.
- CIS: David Langan - No report.
- Education: Gayle Davidson-Shivers – Reported that in conjunction with "Founders Day" the COE will present the 2012 Education Summit and Regional Stem Forum Tues., Feb. 7, 2012 8:15 am to 2:00 pm. Keynote speaker on 2/7/12 will be Dr. Freeman Hrabowski, and award winning math and science education leader with special emphasis on minority participation and performance.

- Engineering: No report.
- Library: Vera Finley – Library is currently accepting requests for book purchases. There are over 70,000 electronic book titles available at the library.
- Mitchell College of Business: Ellen Madden – No report.
- Medicine: Lyudmila Rachek – No report.
- Nursing: Leigh Minchew – No report.

**Next Senate meeting is January 18, 2012 at 3:00 at the Faculty Club.**

Meeting adjourned 4:30 p.m.

Respectfully submitted:

Diane Keasler, FS Secretary 11/17/11

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Addendum 1: Proposal for Faculty Senate Resolution 2012-1 document: Presenter -Doug Marshall

Addendum 2: Anti-Discrimination/Anti-Harassment statement: Presenter -Thomas Shaw

