

University of South Alabama

JagWorks@USA

Minutes 2013-2014

Faculty Senate Minutes

5-2013

Faculty Senate Meeting Minutes - May 2013

Faculty Senators

Follow this and additional works at: https://jagworks.southalabama.edu/minutes_twentythirteen



UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

May 15, 2013 – Faculty Club - 3:00 pm
Final Minutes

Attending: Estis, Gordon-Hickey, Morgan, Smith, Carr, Faile, Fisher, Husain, Kozelsky, Loomis, Marshall, Ni Chadhain, E. Richards, Schulze, Shaw, Smith, Campbell, Landry, Finley-Hervey, Whiston, Broach, Davidson-Shivers, Norrell, Stefurak, Phan, West, Tate, Alexeyev, Audia, Cioffi, Falkos, Gillespie, Rich, Hunsader, Noland, Woodford, Buckner, Fuller, Huey, Minchew, Varner

Excused: Kennedy, Connors, Haywick, Marin, Mishra, St. Clair, Glover, Britton, Burnham, Gupte, Ruchko, Rachek, W. Richards

Unexcused: Benko, Taylor, Walls

Call to order – D. Marshall at 3:01

Approval of minutes: April 2013 meeting

Motion was made and seconded. Minutes were unanimously accepted.

Approval of agenda

Motion was made and seconded. Agenda was unanimously accepted.

President's Report

* 50th Celebration/ Graduation

D. Marshall asked for feedback on the new faculty entrance at graduation? Comments included that there was general agreement that faculty liked the idea of walking through the main floor but many would prefer a more traditional format in which faculty process after the students. One member noted that walking through an empty room was an issue.

Questions were raised about the graduation format with several noting they would like to see the most important degrees – Ph.D. – awarded first before everyone is exhausted and trying to escape.

Another member asked why masters students were in the back of the seating chart and asked whether masters students should sit at the front not in the very back?

D. Marshall noted that he had talked to Dr. Smith about the students' celebratory dance at graduation and it is going to be stopped because of the impact on other students coming after. President Smith was already working on the issue when D. Marshall asked about it.

* How Mr. Mitchell's Gift Works - A Faculty Senate Scholarship?

At the 50th Anniversary Celebration, Abe Mitchell announced a new \$25 million endowment for the University and \$25 million for the Mitchell College of Business. The \$25 million for the University is not money in the bank. USA does not get the money until someone else puts up matching dollars. Dr. Busta believes he has a number of matching donors so that the enhanced scholarship program can begin immediately. The gift is designed to encourage people to set up scholarship in their names at ½ the cost. Anyone who puts up \$10,000 will create a \$20,000 endowment which will give a student a \$1000 per year scholarship. \$10,000 is the minimum to set up a named scholarship.

D. Marshall floated the idea of raising money for a faculty scholarship. If we can pool faculty donations, we could create a faculty scholarship. D. Marshall asked Senators to think about people they know who

would be interested in helping put together a “faculty” scholarship. It is a powerful way to leverage money.

* Presidential Search Update

D. Marshall noted that everyone should have received a copy of leadership statement by email. That statement will be sent to prospective candidates to try to entice people to apply. It will be used as a recruiting tool. If anyone wants to comment on the document, let D. Marshall know.

The next search committee meeting is June 6, after which the recruiting firm will begin the actual contacting of potential candidates. Potential candidates will be sent the 50th anniversary book and links to the You Tube promotional video.

D. Marshall noted that both he and Phil Carr have talked to Mr. Funk (the outside search firm consultant) and each time have received detailed, thoughtful replies in a very prompt time frame.

* Strategic Planning Final Product

D. Marshall sent the draft strategic plan to the Senate by email. He noted that he had made a push for some last minute changes but was not successful. This document is likely headed to the long range planning committee in the form that was emailed. There are things the D. Marshall wanted to change but compared to the original document, the current draft represents not only a completely different document but a completely different process that led to the document.

M. Gillespie noted the lack of focus in the document on graduate education and asked why wasn't the notion of graduate education in the forefront? D. Marshall replied that there was some discussion as part of the research component that had graduate program implications, but those discussions did not lead to specific references to expanding graduate programs. That goal may be included at the next level of the strategic planning process. Those involved in the strategic planning process have said the strategic plan will be a living document that will be revisited each year. So next year we will be talking about what needs to be added/changed.

Other discussion ensued about the lack of focus on the international side of what we do, particularly the failure to mention international in goal 6.

* The Administrative Match Program and Trustee Outreach

D. Marshall announced that each member of the executive committee has been matched with an administrator. For the last few years the Faculty Senate President has been meeting with the VPAA and those meetings have been seen as successful because they have helped establish a relationship through which things can get accomplished. This year the administrative outreach is being extended beyond the VPAA. Each executive committee member has been paired with an administrator and will try to meet once a month or so to establish a working relationship. We hope that by forging relationships with various members of administration, administrators will see the Faculty Senate as a resource with which to consult.

In the same line, we are trying to get caucus leaders to talk to their Deans on a regular basis to open similar lines of communication. The officers are also trying to get to know the trustees better so that the faculty have direct connection with the trustees.

* Academic Freedom in Research

D. Marshall noted: “I’m putting out a feeler.” We have received reports that there is at least one unit on campus that is looking at changes to its annual faculty evaluation process in a way that would devalue co-authoring and publications outside a narrowly-defined “teaching field.” That effort seems to be going against norms at other universities and against the moves we are making at this University. Discussion ensued. It was noted that in a different unit multiple authorship has been devalued for years which has

led to a variety of issues and a lack of what could be beneficial collaboration both within the unit and outside. Others noted that the unit in question would be a very valuable resource for co-authoring, particularly co-authoring in pedagogical studies. Concerns were raised about the impact of the proposal on graduate students and junior faculty members who often look to faculty outside their direct disciplines for publishing and mentoring assistance – something that should be rewarded and encouraged, not devalued. A member of another unit noted that there are issues in some departments with devaluing pedagogical research. The general consensus of the members presented was that the issue warranted further consideration by one or more of the standing committees and potentially the ad hoc research committee.

On a similar note, in one unit there is discussion of extending the probationary period/tenure track from 7 to 10 years. The proposal would not make the extension mandatory. A faculty member could decide to apply for tenure at the usual 7 years, but faculty members would have the option of utilizing a longer period of time because of the current shortage of grant and other funding opportunities that are taken into consideration in this unit's tenure process. Some noted that there could be benefits to faculty members of having a longer time before the "up or out" decision was made; others raised concerns about whether this would create a presumption that faculty could not go up for tenure until 10 years – a presumption that would have implications for both recruiting and salary/benefits. It was suggested that the proposal be sent to the Policy & Handbook Committee for consideration.

* Research Mentoring Initiative –

A meeting to discuss research mentoring at USA is planned for 12 noon, Thursday, May 16 at Camille's. Anyone interested is welcome!

Announcements

- Assistant VP Research Search Update – P. Carr
 - – tentative interview dates – May 20, 23 & 30

Unfortunately, the search is going on now, which is likely to limit faculty participation. However, the VP is very interested in getting someone into the position as soon as possible. There were @ 30 applications and the search committee has invited three candidates to campus. On the dates listed (see email that went to faculty for places, time & candidate credentials) there will be presentations by each candidate. There will be a means to give feedback for those who attend.

There was a question raised regarding the title for the position, which includes more than just "research." E. Buckner noted that she believed the title included more than just "research" because the position will include a substantial research training/development component.

- VP for Financial Affairs Search Update – P. Carr

The search has concluded. P. Carr noted that it was an internal search/hire for a VP-level position. He noted that he knew that many faculty members were not happy with the process; however, President Smith made a strong case for the internal search. P. Carr noted that he agreed to the process at least in part because of concerns with whether faculty would actually take an active part if the search was external. He noted that in the recent VP for Research search, few faculty members attended the public presentations even though the position has a direct impact on what faculty members do.

There were multiple applicants and multiple people were interviewed. Ultimately, Steve Simmons was offered the position.

Questions were raised about the option that allows the new President to have Mr. Simmons revert to his old position and a new search conducted. The member asked why the position was not simply called an "interim" position. P. Carr indicated that he did not know the answer to the question but confirmed that Mr. Simmons's job is being held open if the new president wants to bring in someone new.

- Ombudsperson Search Update – J. Estis

The search is underway. Applications have been solicited and a number of applications have been received. C. Guest, B. Litchfield, R. Rhodes & J. Estis are the committee. There is concern that there will not be enough business for the Ombudsperson to warrant the course release. Please let people know about the position and have people utilize the office.

The position is designed to work with faculty – both part-time and full-time – on faculty-related issues. Staff issues should be directed to HR.

- Assistant VP Academic Affairs Search Update – Susan Gordon-Hickey

Keith Harrison is the chair of the search committee. The other members include J. Turrens, V. Millner and S. Gordon-Hickey. It is early in process. The job posting has been approved. The job will be posted in a number of different places, some of which have come from suggestions of faculty senators. S. Gordon-Hickey expects the committee to get busy over the summer.

- Director of International Education – J. Estis

This search is for the position formerly held by Jim Ellis. The search is underway. Currently there are 43 applicants. That field has been narrowed down to a group of finalists who initially will be interviewed via Skype. The current plan is to bring three of the candidates to campus. The search is moving quickly because of the University's focus on recruiting international students and sending our students abroad.

Old Business

- Resolution on Administrative Hiring Procedures – Update

D. Marshall noted that he wished he had more to tell the Senate. At this point, it appears that we are close to having closure. The sticking point remains interim appointments. Administration is saying they don't even like the weak language on trying to look for an interim who is not interested in applying for the permanent position. There are a few more items for discussion, including how many faculty members should be on a committee to have real representation. D. Marshall and P. Carr hope to meet with VPs Johnson and Franks soon so that the resolution can be presented at the Board of Trustees meeting in June. There are several items in the resolution that require Board of Trustees approval.

- Ad Hoc Committee Formation and Assignments
 - * Legislative Outreach
 - * Recruitment and Retention
 - * Wellness Subcommittee

D. Marshall noted that under the Faculty Senate bylaws every Senator must be assigned to a standing committee. We currently have an ad hoc research committee and intend to create two more ad hoc committees and one subcommittee for this year. Senators who volunteer to serve on an ad hoc committee will have fewer duties on the standing committee.

Legislative – this ad hoc committee is designed to work with Happy Fulford to reach out to legislators. We are getting a lot of attention from legislators. A number of them attended the 50th celebration. We hope to have faculty more involved when legislators come to campus. Legislators have noticed us because Mobile-Baldwin-Washington Counties represent 40% of the state's GDP. The committee is also timely because the executive committee is closely watching what is going on in Texas where Gov. Perry has pushed an initiative to re-evaluating universities in a way that is not research friendly and rating faculty members. If you are interested in chairing or being a member of this ad hoc committee, please contact D. Marshall.

Recruitment & Retention – this ad hoc committee will work with the various departments/committees that are dealing with retention and have input into retention and recruiting issues. We have new focus on out-of state and out-of-country recruiting and many faculty members have connections/knowledge/ideas in those areas. Faculty also have good ideas on both recruitment and retention and we hoped to gain more of a voice on those issues moving forward. If you are interested in chairing or being a member of this ad hoc committee, please contact D. Marshall.

Wellness - Phil Norrell noted that there are currently a number of different scattered efforts on campus related to wellness but no comprehensive program. He hopes this subcommittee of the Salary & Benefits committee will be able to work with the various groups to create a more comprehensive/cohesive wellness effort. P. Norrell noted that wellness is a cost factor that needs to be addressed. If you are interested in working on the subcommittee, contact Phil Norrell (Educ).

- Library and Archives

At the April meeting there was discussion about library space issues and possibly moving the archives into the library. The topic was raised during the Executive Committee's monthly meeting with administrators. Administrators noted that they are still looking for donors to build a facility on campus. Assurances were made that there is no imminent move and it will not be a sudden move. There was also a verbal commitment that the rate of loss of materials would not be greater than normal rates. Administration is looking at compressable shelving, electronic versions of what is in the collection, etc. to keep what is in the collection accessible -- and there is potential that we could gain resources through this process. The archive move is currently on at least a 2 year window.

New Business

- * Annual Agenda Brainstorming

The Faculty Senate is often reactive. If we are just reactive, we miss opportunities. D. Marshall stated that he wants proactive ideas from Senators and wants the whole Senate to think about where we should deploy our political capital to make this a better University and a better place to work. Before the next Senate meeting, caucuses should discuss pressing issue for your unit and bring those to the attention of the Executive Committee.

- * Comparative Teaching Modalities at South

It has been 4 years since the big push for online and blended. It is time to take a look at this. We know the University has data but we want to do an independent review of the data. President Moulton said at Future of Higher Ed meeting that online was not saving money but in other settings we are told we are saving money. Much of what we hear about the various successes of on-line and blended learning is based on global data. We know that on-line and blended is working very well in some areas. We suspect that it is not as well-received in others. Consequently we want to look at some of the data by unit rather than globally. What is working well in one unit may not work so well in another. Moreover, there are a lot of questions to ask – some of which have been reviewed, others have not. Often the reviews to date have been conducted by groups that are perceived to have a vested interest in showing that the programs are successful. We would like the Faculty Senate to look at the data as an independent reviewer.

- * Part-Time and Instructors' Council (P-Tic)

USA is increasingly relying on part-time faculty and yearly appointed instructors. They are faculty and they need a voice. We would like to give this growing group some proactive representation. The current plan is to host a meeting of this group 1 or 2 times each semester. Dr. Smith has agreed to buy lunch for the part-timers to encourage participation. We hope to find out what we can do to help them and get their issues addressed. Woody Hannum is interested in this. D. Marshall is working with Dr. Hannum and Dan Martin to create a channel for part-time faculty to talk to Senate.

A suggestion was made to create a council of PT faculty to represent them since FS does not technically represent PTers. Discussion ensued on whether the Senate represents this contingent given the lack of clarity in the Constitution/Bylaws.

A question was raised about full-time instructors? D. Marshall indicated that his inclination is to include them in the discussion. While they are clearly represented by the Faculty Senate, they still have many of the same vulnerability issues of part-time faculty members.

L. Minchew mentioned the need to reach out to the on-line part-time faculty in nursing. D. Marshall said he would talk to Dr. Hannum about that.

Guest Presentations:

- None

ADJOURNED at 4:03

Minutes submitted by K. Woodford, Secretary

Following adjournment - Initial Meeting of Standing Committees:

- Setting Committee Goals for 2013-2014

Committee Reports – submitted in writing

- Academic Development and Mentoring (Thomas Shaw)
We currently have four mentee/mentor relationships active in the 1st Year Mentoring program.
- Environmental Quality (Doug Haywick)
No report
- Evaluation (Sam Fisher)
No Report
- Planning and Development (Mark Gillespie)
No report
- Policies and Faculty Handbook (Eric Loomis)
No report
- Salary and Benefits (Susan Gordon-Hickey)
No report
- Technology Utilization (Kevin West)
No report
- Ad Hoc:
 - Research and Creative Activities (Ellen Buckner)

The Research Committee meeting invited old and new members to contribute to upcoming goals and priorities. New Members and returning members in attendance were: Ellen Buckner (CON), Lynne Chronister (VP-ORED), Phil Carr (A&S), Philip Smith (A & S), and Jonathan Audia (COM). Others who could not be present were: Grant Glover, Thomas Rich, James “Tres” Stefurak, Douglas Marshall, Mikhail Alexeyev, Harry L Roddy. Thanks to Mark Gillespie, Susan Gordon Hickey for past service. The committee met May 7 from 4-5 PM, in the Fourth Floor Conference Room of Health Sciences (Nursing side).

VP Lynne Chronister has asked to officially thank all of the Committee Members for their exceptional support and contribution to the campus research programs. The information and advice has been invaluable and will greatly benefit the faculty and the University. She went on to discuss and give updates on internal incentive programs which may award cash to faculty developing and awarded grants. She has a consultant, Jennifer Hubert, scheduled to come in to find ways to strengthen this department and its outreach. The Assistant VP position has had numerous applicants. It will focus on interdisciplinary grants, collaboration, and mentoring and other priorities.

Upcoming work:

1. Internal/External Grants Database—Philip Carr discussed the need for a database of internal grant mechanisms. ORED is compiling these. There needs to be a scoring rubric for reading grant drafts and feedback needs to be timely. There is real opportunity for faculty development here. An electronic submission system will help tracking.

2. Faculty incentives: Several members discussed the types of incentives needed with release time (reduction in load) being the most supportive. Transfer of grants process needs to be smoother. New members expressed interest in a paradigm shift for research on campus.

3. Students in Research: There is continued interest in facilitating student involvement from Undergraduate (UCUR) through post-docs, MD-PhD, etc. VP Chronister stated there is a new procedure coming to have post-docs be employees.

4. Mentoring: We may need a mentoring survey to get faculty ideas for how to develop this. Phil Carr said there were some questions in the Annual faculty Survey which gave some suggestions. There was discussion to identify faculty with grant experience to serve as mentors and/or reviewers. Ellen will check on this through VP Chronister’s office. The Faculty Senate Mentoring Committee needs to be involved.

A meeting to discuss this is planned for 12 noon, Thursday, May 16 at Camille’s. Anyone interested is welcome! There was some discussion of a “Future of Academic Research” panel as a campus-wide meeting.

Caucus Reports – submitted in writing

- Allied Health Professionals (Elisa Kennedy)
No report
- Arts and Sciences (Mara Kozelsky)

No report

- Continuing Education (Joycelyn Finley-Hervey)

No report

- School of Computing (Jeff Landry)

No report

- Education (Tres Stefurak)

No report

- Engineering (Grant Glover)

No report

- Library (Vicki Tate)

Due to the construction of Starbucks in the University library and because of the reduction in library staff, the library is in the process of changing the public access points. The former service desk in the Instructional Media Center will be merging with the Circulation desk. Starting with summer session, all AV materials will be checked out at the Circ desk, though the DVD & VHS cases will remain on the shelves in the IMC, for the time being. Also, there will no longer be reference desks in both the main reference area and in the documents area. All reference services will come from the main reference area. A service desk in the documents area will continue to exist to provide assistance with the microform machines and help patrons find materials on the 2nd floor south, but all reference and research assistance will be done in the main reference desk.

Mary Engebretson, Head of Public Services in the UL and formerly Business Librarian, retired after almost 30 years at the University.

The library has added several more ebook subscriptions (Springer, Project Muse, Harvard U. & EBSCO Academic), as well as several more JSTOR collections (IV, VI, VII, IX, X, XI and Life Sciences) to the library's on-line collections.

- Medicine (Judy Burnham)

A biotech company affiliated with the University of South Alabama College of Medicine was among the three winners in the 2013 Alabama Launchpad Startup Competition. The company, Exscien, was awarded \$54,000, more than half of the \$100,000 in funding awarded to the three winners. Exscien focuses its efforts on developing a new drug to prevent and reverse acute lung injury. Dr. Mark Gillespie, professor and chair of pharmacology and a member of the Center for Lung Biology at the University of South Alabama College of Medicine, is one of the partners in the company.

A report co-authored by Dr. David Gremse, professor and chair of pediatrics at the University of South Alabama College of Medicine, is receiving national attention. The report, published by the American Academy of Pediatrics, says pediatricians should differentiate between gastroesophageal reflux (GER), marked by the constant regurgitation of stomach contents, and gastroesophageal reflux disease (GERD) before determining a course of treatment.

The Association of American Medical Colleges (AAMC), Khan Academy, and Robert Wood Johnson Foundation (RWJF) recently announced a new collaboration to provide free, online resources to help students prepare for the revised Medical College Admission Test (MCAT) that will be administered in 2015.

Eight senior medical students at the University of South Alabama College of Medicine, along with USA neonatologist Dr. Keith Peevy, NICU nurse Jamie Partain and USA trauma surgeon Dr. Jon Simmons recently returned from a month-long medical mission trip to Rwanda, Africa. While there, they assisted local Rwandan and Congolese staff physicians at Kibogora Hospital, a roughly 230 bed self-supported facility in Eastern Rwanda that has two operating rooms and wards for internal medicine, pediatrics, surgery and OBGYN.

- Mitchell College of Business (Tom Noland)

Effective 1 June, Dr. Russell Hardin is the new Associate Dean of the Mitchell College of Business. Dr. Hardin is currently the Chair of the Department of Accounting. The Chair of Economics & Finance, Dr. Ross Dickens, is resigning to take the Dean's position at University of Tennessee-Martin.

- Nursing (Elizabeth Fuller)

The CON caucus met following the Faculty Senate meeting on April 17, 2013. Elizabeth Fuller was selected to be the CON Chairperson for this term. The CON Caucus identified Tenure/ Non-tenure and promotions as being topics of interest to nursing faculty. Items to explore were listed:

- *Written policies and procedures requirements for being tenured and promoted.
- *Faculty option once they are no longer tenured.
- *Links between tenure and promotions.
- *Service and practice in relation to tenure and promotion.
- *Types of grants considered for tenure.

On April 29, 2013, the caucus chairperson's met with the Dean Davis to review and discuss the above items. Dr. Davis provided pertinent information regarding the items noted above as well as information regarding the tenure and promotion process. Dean Davis suggested that the topic be placed on the agenda for the next Faculty Organization Meeting (FOM) to better identify and address faculty's questions.

The CON Caucus met again on May 13, 2013 to review the University's Policy via Faculty Handbook and the College of Nursing written format regarding tenure/ non-tenure and promotion. It was recommended that further clarifications are needed regarding the tenure and promotion processes. Also, members concurred that it would be beneficial to include the topic on the FOM's agenda where the leadership and the committee members involved in the process would be present to address faculty's questions.