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## Faculty Senate Meeting Minutes – September 2011

Faculty Senators

*University of South Alabama*

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

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**September 21, 2011**  
**3:00pm --Faculty Club**  
**MINUTES**

**Present:** E. Adams, Gubler-Hanna, Spector, P.Carr, Fisher, Guzy, M. Johnson, B. Lunceford, Marin, Marshall, Moore, Shaw, Feinstein, Bru, Byrd, Davidson-Shivers, Ferguson, Norrell, P. Turnipseed, M. Adams, Donovan, Britton, Finley, Nero, Kaulfers, Madden, Retzlaff-Roberts, D. Turnipseed, Brown, Keasler, Meyer, Minchew, Herf, Quiett, Walls

**Excused:** T. Smith, Connors, K. Jackson, Picket, Green, Rachek, Rusyniak

**Unexcused:** Powers, Bosarge, Grishko, Martinko, Rizk

Call to order at 3:05pm with quorum.

The Senate meeting opened by hearing from guest: Dr. Nicole Carr, Director, Student Retention and Living/Learning Communities

Dr. Nicole Carr discussed Jag Success program and that it opened Tues. 9/20/11 and will closed next Tues. Please send an email to Nicole Carr for assistance or go to website.

Dr. Nicole Carr expressed a “thank you” for those faculty involved in the Learning Communities. These communities are set up by discipline, special populations, etc. She reported that Fall 2011 there were 483 students signed up for the LLC of those, 300 students are residential with 100 students living in the new residence hall. The University is already considering Fall 2012 plan – the website will have sign-up sheet for any faculty interested in participating. Training will take place in the old PETAL area of the main Library. Nursing/Health/Wellness has classroom in residence hall. There is also an apartment and office for the faculty in-residence Dr. Justin St. Clair (English). Dr. St. Clair holds office hours each evening from 6-8 pm for students. Dr. St. Clair reports that students are beginning to understand the resources offered. He is working on setting up series of lectures and informal events for interaction between faculty and students. Example: Group of nursing students there practicing injections with oranges. Please feel free to share ideas for integration email [jmstclair@jaguar1.usouthal.edu](mailto:jmstclair@jaguar1.usouthal.edu)

Dr. Carr reported that plans are underway for new dorms and there may be potential for more integration of faculty into residence halls.

Sam Fisher requested that Dr. St. Clair and Dr. Carr come back at end of Fall semester to give status of how things progressed during the term with the project.

1. **Approval of agenda for July 20, 2011.** S. Fisher made a motion to approve the agenda. The motion was seconded by H. Brown. Agenda was unanimously approved.

2. **Old Business.**

a. President’s Report—T. Meyer

T. Meyer discussed the following goals:

- Senate Faculty Rules/By-Laws:  
Develop and codify the rules and by-laws necessary to permit the conduct, continuity, and efficiency of Faculty Senate proceedings in accordance with the new Faculty Senate Constitution. T. Meyer stated the Faculty Senate By-laws should be available from the FS Executive Committee by the end of Fall 2011 semester.
- Faculty to the Front:

Continue to raise the profile of the Faculty Senate as a relevant, engaged, and productive participant in the shared governance of the University and continue to “focus on faculty”, highlighting the contribution(s) of the body of faculty as a primary determinant of quality and success in University matters, academically, economically, and administratively.

- **University Anti-Harassment Policy:**

Work to secure a campus where harassment of any kind, whether it be political, religious, racial, gender, sexual orientation, or academic is intolerable both from and authoritarian as well as a peer perspective.

T. Meyer stated this is already being worked on within the Faculty Senate although it was previously tabled by the 2010-11 Faculty Senate. T. Meyer stated that the University Administration has drafted an anti-harassment policy but it hasn't been released yet from the University attorney's office. The Faculty Senate will continue to pursue this policy and try to obtain a copy for review.

- **Wages and Benefits:**

Develop and maintain mechanism for ongoing Faculty Senate assessment of current state of parity with similar reference institutions. T. Meyer reported to the Senate that there is an internal equity adjustment process for faculty salaries under consideration by administration for those faculty who qualify. Previously equity adjustments were considered by meritorious raises. The new process involves the contingency that since faculty haven't had raise in 4 years the administration are taking the last 5 years of evaluation scores and averaging them. To be eligible for an equity adjustment the faculty average score must have been .52 standard deviations above department mean. T. Meyer stated that the actual policy might be published before next Senate meeting in Oct. and he wanted to be sure and share the information with everyone to be proactive. G. Dardeaux asked if it has been compared nationally. T. Meyer said that it's the next thing on the Senate agenda. David Turnipseed (Chair, Salary & Benefits Comm.) will conduct research to find comparison nationally and report to Senate at next meeting. University spending information is public domain – can be checked at main library. B. Webb noted that info on Governor's website – State's check book – G. Davidson-Shivers notes that “Open Alabama” has similar information posted. M. Nero noted that the University Library web page has a link to University spending and can be viewed by individual. The link is <http://spending.southalabama.edu/spending/>

T. Meyer continued by discussion that the Faculty Senate Bylaws revisions are underway. Not complete – but will hopefully be completed by end of Fall 2011 semester.

T. Meyer discussed the issue of the Anti-Harassment Policy. He noted that this topic is still on the agenda and is a work-in-progress for the semester for this term of senate. T. Meyer noted that the University attorneys have addressed some of this at the University level in a discrimination policy. T. Meyer said he will request that the Faculty Senate be granted a review of that policy and see if addresses the issues we see.

T. Meyer reported that University BCBS health insurance premium are being changed – costs are going up. There will be an approximate \$13 increase in single coverage and for family coverage the cost will increase by \$17. We are competitive with state institutions.

Faculty Club – suggestions to have some cards, chess sets, sound systems. T. Meyer said that they are still working on equipment and reservations policies. Reservations can be made on website. There is a policy handbook that was sent to all faculty. Please send feed back to T Meyer.

### **3. New Business:**

#### University Calendar

P. Carr represents the Faculty Senate on the University Calendar Committee which has proposed an amended calendar for 2012-13. P. Carr noted that the term start date in August (Fall semester) was not up for discussion. The calendar is essentially same as in past. Classes begin Aug. 20 – students still interested in Fall break. There are no Sat. exams. There is a Study day (exam prep day) maintained in this calendar. Fall term finals are Dec. 10-13 and Commencement is Dec. 15. T. Meyer and P. Carr were asked by registrar for permission to shorten time required to submit final grades. Professional students are at disadvantage for being able to obtain licenses or take certification tests without their degree in hand. T. Meyer & P. Carr conducted an informal faculty survey. Faculty saw no issue and agreed to losing extra grading day and therefore has gained credibility and hasn't upset many at the administration level. Spring 2013 calendar. Students wanted Monday before Tuesday on Mardi Gras as holiday. In order to give them that day – the registrar wanted to move back to Jan 9 start date and 1 week later classes will begin. P. Carr noted that the committee noted that this didn't make sense. Deans supported the academic view to not allow the Mardi Gras additional day of holiday. G. Dardeaux – expressed concerns as related to faculty who have families and issues with child care because of calendar

changes. L. Minchew asked if there was any discussion on return date of Jan. 2<sup>nd</sup>? P. Carr noted it was brought up as an issue because there wasn't concern expressed on faculty survey. P. Carr and M. Meyer noted that this is not a "proof" schedule it has been passed up the line and is in the final stages of approval. L Minchew: Requested that the faculty need standardization for actual reporting dates and asked that this please be brought up to committee again. T. Shaw expressed concern that faculty had no input into start date from the aspect that this was part of the issue that it was a unilateral decision made by Dr. Johnson's office in the past calendar. M. Spector asked in this was just for this calendar or can we affect future calendars. P.Carr - asked if we can discuss the start date and it was take off the table. T. Shaw stated his concern that this lack of faculty input on the calendar once again goes against the shared-governance premise of the Faculty Senate constitution. He said faculty should have some say in the schedule. G. Davidson Shivers noted that this calendar increases faculty work week by one week per term. D. Feinstein note that the calendar has policy purposes – the administration needs to demonstrate that faculty are working set date to set date for political issues. P. Carr will bring up issue again in 2013/2014 calendar meetings. L. Minchew –noted that there is no exam prep date in Spring but there is in Fall - what is the reason?

Election of chair for Planning & Development Committee: Jack resigned from senate because of appointment to Honors Program. Nominate: Ellen Madden – other nominations: Laura Moore. Comments were heard from each candidate. Election conducted: Ballots cast & counted by all Senators present and the new chair of the Planning & Development Committee is Laura Moore. T. Meyer issued a thank you to Dr. Madden for being willing to step up and serve.

Faculty Banquet: T. Meyer noted that it's time to begin thinking about the Annual Banquet. We need to choose a time, location, etc. There is a goal of getting plans by end of year. Faculty are asked to submit idea to the Planning & Dev. Committee who will bring ideas to next meeting.

David Turnipseed spoke that the Homecoming plans coming along. Menu and tent are similar to last year. There will be a brief visit by band and a possibility for photos with drum major. Lots of good food and entertainment for faculty and families. Lots of give aways. Oct. 15, 2011.

Leigh Minchew - was there any other information available about the college reunions at Homecoming? Dr. Jim Connors absent.

Jag-Gals – Leigh Minchew invited all USA faculty women to join. Currently there are 450 women already involved. Membership is free.

P. Carr spoke on the "Moving faculty forward" discussion from previous meetings. He addressed the process of Administrative hires. Interim hire has been awarded the position even though there has been strong faculty input against the interim. How can the Senate discuss mechanism for faculty input into interim appointments. Is there a possibility of ranking for positions? And for those searches that affect academic positions can we request that those searches not occur over holidays or semester breaks? If the person awarded the position by administration is someone other than the search committee recommends, can we ask that the administration come back and give explanation with the rationale for why the recommended person wasn't hired? P. Carr stated that this may be pushing what is considered shared governance. P. Carr said that there isn't an appointed committee to tackle this yet – but we may need to do that.

P. Carr noted that there is a potential need for two new committees at the University level: Landscape Committee – interest in landscape and nature-scape- include biologist and geologists. And a committee for Mentoring and Faculty Development at the University level.

P. Carr noted that the newly developed Innovations in Learning Center (ILC) should have a development committee. P., Carr stated that we need to exercise more input through committee decisions but the committees must exist at University level – otherwise they don't consult us.

P. Carr suggested the idea of developing a "University Goal" - i.e. a goal for making this university a better place for students and faculty and to gain some distinction among academics state-wide. P. Carr stated that decisions should be from bottom up rather than top down. What is an appropriate goal for University? What does the faculty want to see this University shoot for as a goal that is a faculty-generated rather than administration-generated idea?

#### **Committee reports:**

- Academic Development and Mentoring (Thomas Shaw): No report.
- Environmental Quality (Doug Marshall): The finishing of the Glen Sebastian Nature Trail is underway.

- Evaluation Committee (Patsy Turnipseed) Faculty evaluation summary from Spring 2011 is completed and will be on the website for review.
- Planning and Development (Laura Moore): No report.
- Policies and Faculty Handbook (Sam Fisher): No report.
- Salary and Benefits (David Turnipseed): No report. But committee will follow-up on research pertaining to internal equity review as compared to others.
- Technology Utilization Committee (Donna Retzlaff-Roberts): Met with Keith Ayers (Web Services) - He offered to have the web personnel take a look at the Faculty Senate web page and try to upgrade and update the site in the short term. The University is in the process of updating the entire university landing page and so they would prefer to wait. And incorporate the new Senate page into that format and work on short term fixes until such date.

**Caucus reports:**

T. Meyer proposed idea of Caucus Council tasked with the mission of researching ideas for how to get faculty more involved in the workings of the Senate. Dr. Carr will work with the task force and disseminate suggestions to the Executive Committee and the Senate.

- Allied Health: Mike Spector – College faculty meeting is Fri., Sept. 21, 2011
- Arts and Sciences: Laura Moore – faculty met with Dean
- Continuing Education: Stephen Bru – no report
- CIS: David Langan - Faculty are excited about moving into Shelby Hall
- Education: Gayle Davidson-Shivers - The teacher education programs in the COE is beginning their NCATE accreditation review. This year we are working on our self-report, which is due next fall. The site visit will occur in spring 2013. Andre Green was successful in securing another NSF Noyce Grant to support math majors seeking a master's degree in teaching to join the previously awarded Noyce for science.  
<http://www.southalabama.edu/coe/pathwaytoscience/index.html> The COE has recently signed partnerships with Inha, Sangmyung, and Dongghuk Universities in South Korea and are negotiating partnerships with the University of Glasgow in Scotland and Hangzhou University in China.
- Engineering: No report.
- Library: Vera Finley – No report.
- Mitchell College of Business: Ellen Madden – a Phd has been approved.
- Medicine: Lyudmila Rachek – No report.
- Nursing: Leigh Minchew – Orientation was conducted for approximately 300 graduate and doctoral nursing students.

**Next Senate meeting is October 19, 2011 at 3:00 at the Faculty Club.**

Meeting adjourned 4:30 p.m.

Respectfully submitted:

Diane Keasler, FS Secretary 9/26/11