



UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

Plenary Session

November 16, 2022 –Zoom 3:00 pm

MINUTES

Present: Faculty and Guests

- Adams, Jamie
- Amare, Nicole, excused
- Arif, Delaware
- Batten, Lynn, excused
- Black, Michael
- Brannan, Lauren
- Brock, Casey
- Bunch, Jaclyn
- Copeland-Streeter, Donna
- Curtis, Missy
- Dasinger, Jacob
- Davidson, Clay
- Donaldson, Amanda
- Getch, Yvette
- Godang, Romulus
- Holden, Shelley
- Huang, Jingshan, excused
- Kersey, Jeremy
- Khan, Zoya, excused
- Lewis, Drew
- Lynch, Colleen
- Manders, Jenny, excused
- Meola, David
- Myers, Charlene
- Ní Chadhain, Sinéad
- Pavelescu, Andrei
- Raczkowski, Chris
- Rayner, Jonathan
- Richardson, Joe
- Shaw, Christy
- Shaw, Thomas
- Shepard, Beth
- Spencer, Edmund
- Swanzy, Debra
- Thompson, Christina

- Turnipseed, David
 - Vandewaa, Elizabeth
 - Vandewaa, Arie
 - Walker, Sean
 - Wassenaar, Christina
 - Webb, Bret
 - Weber, David, excused
 - Woodmansee, Brenda
-
- Meeting called to order 3:07 pm
 - Approval of the amended Minutes for 10/19/22 Meeting: Approved
 - Approval of Agenda for 11/16/22 Meeting: Approved
-
- A motion to suspend the rules today to vote electronically because COM faculty cannot attend the meeting due to a conflict in the schedule; they are with the architect about the new COM building. The motion passed with the majority vote, 0 opposition, 0 abstentions.
- **President's Report:** President's report attached below: (The report was sent out prior to the meeting for review and discussion of the President's report held during FS Plenary Meeting.)
 - **Dean Searches:**
 - The search process for the AVP for Enrollment Services has started, and the Search Committee was formed.
 - The searches for three deans have been going on, and we are interviewing candidates this semester. These searches should be completed by the next semester.
 - In the spring, there will be two more searches for dean positions in the College of Business and Education. There will be public forums for the candidates, and the president highly encourages the faculty senate members to participate in these public forums. Public forum videos about the dean candidates are available on the website created by the ILC.
 - **SACSCOC Accreditation:**
 - The report has been submitted, and the university expects to hear from the SACSCOC either by the middle of December or during the SACSCOC conference at the end of January. The site visit from the SACSCOC will be in March 2023.
 - **Building Updates**
 - The promised \$50M state funding is tied to a timeline. The university is working towards maintaining the timeline and guidelines. It will take more money to complete the process, and the Office of Development is looking for external funding sources. COM is also looking for extra funding. The university is looking for the possibilities and feasibility of the sites and details of the Performing Arts Center. The university will also request additional funding to finish the engineering labs.
 - **Presidential Town Hall**

- The university President is open to ideas related to holding regular town hall meetings, and he is seeking suggestions from the senate regarding the format of these town hall meetings.
- **University Policy for Special Events**
 - The university will be thoughtful in terms of policies related to cancelling classes in the event of special event closures.
- **Reports from Senate Committees:**
 - **Salary & Benefits Committee**
 - Admin approved a third rank instructor position and recommended faculty provide data of how many people would qualify for the promotion. Any faculty who qualified for the promotion to the third rank instructor would have to go through the promotion process.
 - Dr. Vandewaa reports that the Excom is asking the Admin for salary increases to get faculty salaries to the 50%tile of our peer institutions.
 - Dr. Vandewaa also asked faculty senate to email her for salary increase and/or budget cut ideas to provide to the admin. She reported that the Excom are asking admin to look at inversion and compression salary surveys and look at faculty salaries within R1 institutions.
 - Questions were posted about a Christmas bonus this year and Dr. Vandewaa reported that in light of the 3% raise and 2% supplement this year along with predictions of decreased enrollment for the spring semester there would not be any Christmas bonuses this year.
 - **Handbook Committee/Teaching, Learning, and Technology Committee**
 - Dr. Chadhain reported that the University Policies and Handbook Committee and the Teaching, Learning, and Technology Committee and the FS executive committee have drafted a response to the Ad Hoc Evaluation of Teaching Effectiveness Committee draft report summarizing the feedback we received from the faculty.
 - The document will be sent out electronically for a vote on whether to send it to Admin or not.
 - Electronic voting as of 12/9/2022 are as follows: Total votes=45, there were **32 Yeas**, 7 Nays, and 6 Abstentions.
 - **Faculty Handbook Committee**
 - The following policies have reached the final stages of the policy document exchange and review process:
 - **FS1017 (NTT promotion):** The updated policy has now been approved by CAD and will be updated in the faculty handbook. The big changes from the old policy are:
 - NTT faculty are no longer held to the same standards as TT faculty.
 - External review is not required (decision made at college level).
 - Colleges can use different titles for different kinds of NTT faculty.

- **FS1018 (DEI Guidelines for Faculty and Administrative Searches)**
 - The policy was denied by CAD. Dr. Chadhain reports that the faculty senate might best be served by handing the DEI policy off to the FS DEI committee. They may be better able to get traction on the issue with Dr. Billingsley than the faculty senate will with CAD.
- **FS1019 (Title IX update)**
 - This policy was approved and published.
- **Policies in Process:**
 - Two policies that were voted on by FS last January & February and presented to CAD in May have been returned with revisions:
 - **FS1020 (ombudsperson policy revision) and FS1021 (chair review policy).**
 - Dr. Chadhain reports that we have reached the end of the document exchange process for these two policies.
 - CAD will either approve or deny the policies if we return them to CAD with any revisions. If the policies are denied by CAD they are dead and we have to start the process anew.
 - FS must decide whether to revise the policies and return them to CAD for a vote or whether we should refer the policies to the Academic Affairs Policy Committee (AAPC) to broker a compromise policy.
 - AAPC is comprised of 4 Faculty Senate members: Sinéad Ní Chadhain (University policies and faculty handbook chair), Delaware Arif (FS president), Jaclyn Bunch (FS vice-president), Beth Shepard (FS past president) and 4 deans: John Usher (ENG), Hal Pardue (CIS & Grad School), John Kovaleski (CEPS), Andrzej Wierzbicki (AS).
 - Dr. Chadhain reports that the committee recommends referring these policies to the Academic Affairs Policy Committee. Alternately we could return the document with our original language to CAD for a vote.
 - An electronic vote will be held to determine whether the policy will be accepted as is, returned to CAD with original language, or referred to the AAPC to broker a compromise policy that both sides can agree upon.
 - The electronic voting results for the **Ombudsperson policy** as of 12/9/2022 is as follows:
 - Total votes=47, Accept CAD revisions=5, Reject CAD revisions and return to CAD with FS revisions=1, **Refer policy to the AACP=37**; there were 4 Abstentions.

- The electronic voting for the **Chair Review policy** as of 12/9/2022 is as follows: Total votes=44, Accept CAD revisions=7, **Reject CAD revisions and return to CAD with FS revisions=23**, Refer policy to AACCP=11; there were 3 Abstentions.
- **Reports from Caucus Leaders:**
 - **School of Computing** would like faculty senate to look at the conceal and carry policy for faculty to be able to carry weapons on the university campus.
 - Dr. Chadhain reported that she had been looking into the issue after she was emailed about it. She has contacted Kristin Dukes to give her feedback on the requirements based on the current state laws. The current university policy is the same for faculty, staff, and students.
 - Dr. Bunch reported the last faculty survey resulted in approximately 88-89% of faculty reporting that they feel safe on campus, and therefore, the discussion among the faculty senate was this is not an issue for the FS to pursue based on the current survey findings and the current state laws.
 - Allied Health report is that there is an ongoing Dean search. Three candidates have been selected for interviews, two have already been interviewed and one more will be added as one dropped out.
- **Reports from University Committees:**
 - None
- **New Business:**
 - **Guest Speaker: Dr. Joel Billingsley**
 - Dr. Billingsley thanked the faculty for embedding DEI within the FS structures, such as the DEI committee and asked how the DEI Committee can blend with everything the FS does.
 - Dr. Billingsley reported that she has done exit interviews with the goal of formalizing the process. What she has found as the top reasons or themes that faculty and staff leave the organization as:
 - Compensation
 - Remote or hybrid work
 - Work environment
 - Dr. Billingsley invited all faculty to work together with the DEI Committee to address these top issues, especially the work environment, to make the university the best place to work and for students to have the best experiences on campus.
 - **Other:**
 - None

Meeting Adjournment: MMSA 4:44 pm

Minutes transcribed by Donna Copeland-Streeter