



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

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**Plenary Session**

**May 19, 2021 – Zoom – 3:00 pm**

**MINUTES**

Present: Faculty and Guests

- Adams, Jamie
  - Bates, Robin
  - Brazy, Martha
  - Chadhain, Sinead
  - Cleary, John
  - Cloutier, Robert
  - Copeland, Donna
  - Carr, Nicole
  - Delmas, Peggy
  - Feldvoss, Joerg
  - Fregeau, Laurene
  - Gregoricka, Lesley
  - Godang, Romulus
  - Halbrooks, John
  - He, Jia
  - Henry, Alison
  - Henning, Jeremiah
  - Holden, Shelley
  - Hossain, Delwar
  - Huang, Jingshan
  - Huang, Ying
  - Lewis, Drew
  - Lynch, Colleen, excused
  - Madden, Ellen
  - Manders, Jeannete
  - McCready, Susan
  - Myers, Charlene
  - O'Connor, Tracy
  - Parlescu, Andrei
  - Pelekanos, Sharon
  - Pettaway, Kimberly
  - Prakash, Aishwarya
  - Raczkowski, Christopher
  - Rayner, Jonathan
  - Rinehart, Jason
  - Sayner, Sarah
  - Shepard, Beth
  - Spencer, Edmund
  - Strickland, Jason
  - Swanzy, Debra
  - Sweeney, Bob
  - Thompson, Tara
  - Turnipseed, David
  - Vandewaa, Elizabeth
  - Vrana, Laura
  - Walker, Sean
  - Webb, Brett
  - Weber, David
  - Woodmansee, Brenda
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- Meeting called to order 3:11 pm
  - Approval of Minutes: Approved
  - Approval of Agenda: Approved

- **President's Report:**
  
- Fall Admission & Continued Enrollment:
  - Beth Shepherd reports that applications are up 35% where they were from last year, while admissions are up by 42%.
  - Housing registration is up by 36%.
  - Orientation sign-up are up 29%, while Freshmen transfers admissions are up by 68%.
  - Graduate enrollment is up 5% across all colleges, and the overall goal is to break even.
  - Continuing Freshmen students return rate is down by 6%, second to third year retention rate is down 7%, and fourth and fifth-year Freshmen student return rates are down by 2%.
  
- Presidential Search:
  - Beth Shepherd reports that the committee has been formalized, and the potential timeline is to solicit feedback from important stakeholders over the summer semester.
  - There is no firm date set of when the new President will be hired.
  - An advertisement for the Presidential search has been posted in the Chronicle on May 12.
  
- Salary Survey:
  - Beth Shepherd reported that there will be a faculty salary survey run by Gordon Mills. The survey will be conducted externally.
  - Dr. Vandewaa reported that the salary survey review will be completed looking at other institutions with comparative Classification of Instructional Programs (CIP) codes over the summer.
  - Academic Affairs will get the final faculty survey report before it is disseminated.
  
- Mitchel College of Business (MCOB) investigation:
  - Beth Shepherd reports that the MCOB investigation is ongoing. Suggestions from the FS executive committee were made for administration to send out communication with faculty that the investigation is ongoing and that administration share with faculty that they are taking the investigation seriously.
  
- Diversity & Inclusion:
  - The suggestions for the hiring practices for diversity and inclusion that were voted on unanimously by the FS at the last meeting are now on the website.
  
- Campus Re-opening:
  - All employees are required to return to regular hours at their workplaces no later than June 1, 2021.
  - Supervisors will continue to encourage and promote COVID-19 precautions as employees return to in-person work.
  - Any employees who are experiencing personal concerns related to COVID-19, such as anxiety or stress, are encouraged to reach out to the University of South Alabama's Employee Assistance Program (EAP) for support.

- For fall term the following have been reported by the Reopening Committee:
  - **Social Distancing.** In most settings, social distancing is no longer required for individuals who are fully vaccinated.
  - **Masking.** While on University of South Alabama academic campuses or while participating in USA-sponsored activities, employees, students, and guests are required to follow current CDC guidelines.
  - **Health and Safety Measures.** For in-person events and meetings, all employees are encouraged to be mindful of room capacity for social distancing and opportunities for attending meetings remotely when practical.
  - **Reporting symptoms, exposures, and positive cases.** Daily health screenings using Guidesafe Jag Healthcheck are no longer required; however, all employees and students are required to monitor and report symptoms and exposures and to report positive cases.
  
- **Completion of Pending Business:**
  - None
  
- **Reports from University Committees:**
  - Beth Shepherd reported that she will send out written reports to the FS group in writing each month.
  
- **Reports from Senate Committees:**
  - Diversity & Inclusion Committee:
    - The Faculty Senate Diversity & Inclusion Committee agenda for 2020-2021 included several projects and an examination of related ideas. The first project completed was creating a list of suggestions on how to move forward on issues of diversity and inclusion after the MCOB incident. The list was submitted to Dr. Paul Frazier, Chief Diversity and Inclusion Officer.
    - The big project completed by the committee was the suggestions for hiring practices for faculty from underrepresented groups that was voted on at the last FS meeting and passed unanimously. This document is now published on the FS website.
    - The committee currently soliciting ideas for our 2021-2022 agenda.
  - Policy & Handbook Committee:
    - Dr. Spencer reported that the committee will be working over the summer on revisions for the procedures of non-tenure track faculty.
  - Evaluation Committee:
    - Dr. Rackowski reported that the committee is revising the survey questions to provide valuable data to support the work that is done.
  
- **New Business:**

- Statement for the “Fundamental Rights, Responsibilities, and Privileges” of the faculty at the University of South Alabama:
  - Beth Shepherd reports that the statement for fundamental rights, responsibilities, and privileges of faculty at the University of South Alabama was sent out prior to the FS Plenary meeting for everyone to review.
  - Dr. Vandewaa reported that the committee has been working on the document for Faculty rights and responsibilities for several years. This statement is not to replace the handbook but to supplement it.
  - This document is meant to highlight the basic rights and responsibilities for faculty that could be put in the senate documents.
  - The committee was expanded to allow for diversity of many different faculty from different areas of the University.
  - Dr. Turnipseed reported that this is an internal document that represents what faculty feel is their fundamental rights and responsibilities as faculty.
  - A vote was conducted with 32 senate members approving the document, 2 faculty opposed the statement, and 2 faculty abstained from voting either way. The statement for the fundamental rights and responsibilities for faculty passed by majority vote.

Meeting Adjournment: MMSA 4:26 pm

Minutes transcribed by Donna Copeland