



UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

Plenary Session

October 19, 2022 –Zoom 3:00 pm

MINUTES

Present: Faculty and Guests

- Adams, Jamie
- Amare, Nicole
- Arif, Delaware
- Bates, Robin
- Batten, Lynn
- Black, Michael
- Bolton, Allison
- Brannan, Lauren, excused
- Borchert, Glen
- Brock, Casey
- Bunch, Jaclyn
- Copeland, Donna
- Curtis, Missy
- Dasinger, Jacob
- Davidson, Clay
- Donaldson, Amanda
- Garand, Kendrea
- Getch, Yvette
- Godang, Romulus
- He, Jia
- Holden, Shelley
- Huang, Jingshan, excused
- Jahnke, Karl
- Khan, Zoya
- Lewis, Drew
- Lin, Mike
- Lynch, Colleen
- Manders, Jenny
- Marri, Preethi
- Meola, David
- Migaud, Marie
- Myers, Charlene
- Ní Chadhain, Sinéad
- Pavelescu, Andrei
- Pettaway, Kimberly

- Pfleeger, Jenna
 - Raczkowski, Chris
 - Rayner, Jonathan
 - Rich, Tom
 - Sayner, Sarah
 - Sehgal, Mukul
 - Shaw, Christy, excused
 - Shaw, Thomas
 - Shepard, Beth
 - Swofford, Jim
 - Swanzy, Debra
 - Thompson, Christina
 - Thompson, Tara
 - Turnipseed, David
 - Vandewaa, Elizabeth
 - Vandewaa, Arie
 - Walker, Sean
 - Wassenaar, Christina
 - Weber, David, excused
 - Woodmansee, Brenda
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- Meeting called to order 3:03 pm
 - Approval of the amended Minutes for 9/21/22 Meeting: Approved
 - Approval of Agenda for 10/19/22 Meeting: Approved
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- **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.)

 - **Attendance**
 - The FS president reports that he highly appreciates the faculty's commitment and time for the Faculty Senate. Even though we have a Zoom option for attending meetings virtually, your physical presence is highly appreciated. Just to let you know that our secretary will accept your request to participate in the meetings virtually in exceptional circumstances only. Dr. Arif reports that he appreciates the faculty's understanding and cooperation.

 - **Building Updates**
 - The Board supports constructing a new medical school costing 140M (Approx.). The possible location for the school is Alpha Hall. A donor has pledged 20M for the Performing Arts Center, but it will cost around 80M.

- **Policies**
 - Academic Affairs has informed us that the NTTF promotion policy is to go to the Council of Academic Deans. The Instructor Third Rank is approved but not implemented as there is no funding for it now.
- **Budget**
 - As you know of the current financial situation, the Faculty Senate Executive Committee will continue to ask the administration to provide a guideline for implementing a transparent budget across campus. We plan to address this issue during our next meeting with the President's Council.
- **Recruiting and Retention Initiative**
 - We asked about the ROI regarding recent recruitment initiatives and especially the bus tours in high schools to the administration. The admin has told us that we need at least a year to get some figures on the ROI of the recruitment initiatives. We also asked how faculty could get involved and help with recruitment and retention. The admin told us to share any ideas and thoughts with either Salvatore Liberto or Dr. Andi Kent.
- **Other**
 - Dr. Arif reported that he invited James from Marketing to take pictures at the plenary meeting to update the pictures on the Faculty Senate website.
 - Attendance for the Faculty Senate plenary meeting was encouraged to be in person, if possible. A zoom option would be available for distance faculty or for extenuating circumstances.
- **Reports from Senate Committees:**
 - **Evaluation Committee**
 - Dr. Bunch reported the results of the faculty survey. Preliminary results identified four categories or areas that were significant:
 - Salary
 - Diversity, Equity, and Inclusion
 - Equity in Promotion
 - Academic Freedom/Participation in Governance
 - Salary: A factor analysis confirms that salary was the strongest concern. One hundred participants listed as priority #1. Out of 242 respondents to the faculty survey, only 4 did not list salary as a priority. 2/3 of faculty reported that they were dissatisfied with their salary and salary affected recruitment and retention efforts. Seventy seven percent encountered difficulty when hiring due to compensation, support, and predicted workloads.
 - Diversity, Equity, & Inclusion: Faculty agreed that equity, diversity, and inclusion was affected by compensation and benefits with over 62% of the respondents reported that they feel they are unfairly compensated. In addition, 79% of respondents reported a strong desire for having benefits such as maternity and paternity leave.

- Transparency: Less than 1 in 5 of participants feel that leadership is forthright with regards to faculty salary surveys and the process for addressing salary inversion, compression, and inequality.
- **Handbook Committee/Teaching, Learning, and Technology Committee**
 - Dr. Chadhain reported that faculty was asked for their feedback on the AHTEC document at the last meeting. All feedback from faculty on the document was asked to be provided in writing. After receiving faculty feedback, Dr. Chadhain reports that the following were identified from the feedback:
 - Concern that an annual portfolio is burdensome and duplicates reporting already in place.
 - Skepticism related to the teaching portfolio being used in a meaningful way.
 - Resistance to requirement for “well-developed” course sites in LMS as some faculty do not use Canvas as an instructional tool.
 - Concern about the training of peer evaluators.
 - Concern that professional development implies scholarship in SoTL rather than application of evidence-based practices in the classroom.
 - A recommendation by the faculty senate to write a letter with feedback and opportunities for improvement for the faculty senate body to vote on at the next meeting in order to provide administration with prompt feedback.
- **Environmental Committee**
 - Dr. Turnipseed reported on the name change and the charge for the Environmental Committee that was presented in the last faculty senate meeting.
 - Discussion of the overlap in the committee charge ensued. A vote was taken on the motion to change the name and charge of the Environmental Committee, with 38 yeas, 0 nays, and 0 abstentions.
- **Dean Searches**
 - Dr. Kahn reported on the dean search for the Honor’s College. There were 50 applicants that were narrowed down to 8 for Zoom interviews. The school of computing received a list of candidates, and the list is being narrowed down to begin interviews. that will. Dr. Vandewaa reported that there were 124 applicants for the dean of Allied Health. The goal is to begin interviews for the dean of Allied Health before the holidays.
- **Reports from Caucus Leaders:**
 - None
- **Reports from University Committees:**
 - **R1/R2 Committee**
 - Dr. Sayner reported the committee is in discussion of where we are on the trajectory to becoming an R1 institution and developing recommendations. She reports there have been discussions around research, understanding the Carnegie classification, looking at data of the number of research

dollars being brought in at the university, and the number of PhD students that are being graduated at the institution.

- **Strategic Recruitment & Retention**
 - Jamie Adams reported that there was a university adhoc committee for recruitment and retention. The discussion from the committee was focusing on adult learners and graduate enrollment.
- **New Business:**
 - **Bylaw Revisions:**
 - Beth Shepard reported on the bylaw changes in relation to the second half of the document. She began on section 2 with the revisions to the absences to do away with excused and excused absences to senators regularly and repeatedly missing senate meetings are consulted by the caucus leader/committee chair. Als, there was a change to the appointment of the parliamentarian by a super majority of 2/3rds of the senators present. Last, was that agenda items should be submitted in writing to the President at least 7 days prior to their presentation at the meeting and that the agenda will be distributed within 48 hours of the meeting.
 - Ms. Shepard reported that the working committee will take all the suggestions from the senate and bring the revised document back to the next faculty senate meeting for a vote.
 - **Other:**
 - Discussion about the recent notice of cancellation of classes on game day was last minute through email. Recommendations were to bring this topic to administration to ask for clear communication early on so that faculty will have time for preparation for revising teaching plans and class schedules.

Meeting Adjournment: MMSA 4:25 pm

Minutes transcribed by Donna Copeland