



UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

Plenary Session

October 21, 2020 – Zoom – 3:00 pm

MINUTES

Present: Faculty and Guests

- Adams, Jamie
 - Amare, Nicole
 - Beebe, Donald
 - Bowman, Ashleigh
 - Brannan, Lauren
 - Broach, Ellen
 - Bunch, Jaclyn, excused
 - Cleary, John
 - Cloutier, Robert
 - Copeland, Donna
 - Donaldson, Amanda
 - Feldvoss, Joerg
 - Fregeau, Laureen
 - Gecewicz, Chimene
 - Gossett, Nicholas
 - Halbrooks, John
 - He, Jia
 - Henry, Alison
 - Hossain, Mohammad
 - Lewis, Drew
 - Lin, Mike
 - Lindeman, Christina
 - Lynch, Colleen
 - Madden, Ellen
 - Magnin, Sarah-Koon
 - Manders, Jeannete
 - Mark, Patricia
 - Marri, Preethi
 - McCready, Susan, excused
 - McKinney, Dawn
 - Myers, Charlene
 - Pelekanos, Sharon
 - Raczkowski, Christopher
 - Rayner, Jonathan
 - Rinehart, Jason
 - Sayner, Sarah
 - Scott, Shanda
 - Shepard, Beth
 - Sittig, Scott
 - Spencer, Edmund
 - Strickland, Jason
 - Swanzy, Debra
 - Sweeney, Bob
 - Thompson, Tara
 - Turnipseed, David
 - Vandewaa, Elizabeth
 - Webb, Brett
 - Weber, David
 - Woodmansee, Brenda
 - Young, Stephen
- Meeting called to order 3:09 pm
 - **Approval of Minutes:** Minutes for September 30, 2020 meeting approved.
 - **Approval of Agenda:** Approval of the Agenda.

- **Special Guest Speaker:** Dr. Paul Fraizer (USA Chief Diversity and Inclusion Officer)
 - Diversity matrix that Dr. Fraizer shared with Dr. Cleary was sent out to the Faculty Senate.
 - Dr. Fraizer discussed that each Dean sends a Diversity report to the Provost each year and Dr. Fraizer discussed adding consistency to the report.
 - Dr. Fraizer asked Faculty to review the Matrix and provide feedback. The feedback will be used as a more accurate assessment of what was being done across campus in each college related to Diversity and Inclusion
 - Dr. Fraizer discussed the first climate survey and he discussed sharing the results with the Faculty Senate.
 - Dr. Fraizer also reported that Diversity training modules will go-live online in Canvas soon.
 - Dr. Fraizer reported that “Framing Research and Working Toward Tenure” workshop will be offered during the first week of December for training.

- **Completion of Pending Business**
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- **President’s Report**
 - **Promotion and Tenure extension for life events:** COVID would count as a life event.
 - Dr. Cleary reports that Dr. Andrea Moore Kent (Interim Prov& Sr VP Academic Affairs) is looking to confirm that COVID-19 can count as a second life event.
 - **Faculty Activity Forms (FAR Reports:** Dr. Cleary reported that there were Faculty questions of how conferences are going to get recorded or how research production, teaching load, or presentations will get recorded.
 - 30-60-10 traditional---All Deans are encouraged to keep this percentage (knowing that other Faculty may have different distributions
 - Discussions with department chairs are encouraged to take place now and not wait until evaluations are due.
 - Professional Webinars can be added to FAR
 - If you are accepted to a conference for poster or podium presentation---you can add to FAR or Digital Measures that will add it to the FAR.
 - **Students Working Remotely:** Dr. Cleary reports that he got questions from Faculty about student workers and research assistants. He reported that there is an appeal process is in place for students to request to work remotely.
 - **Flu Shots:** Dr. Cleary reported that flu shots were changed from being required for Faculty to strongly encouraged.
 - Twelve-month faculty get an extra vacation day if they get the flu shot by the end of October and send proof to Human Resources. Staff that do not accrue vacation will get a \$25 Starbucks gift card.
 - Faculty with allergies get no incentive if they do not take the flu shot (it is not required)
 - Dr. Waldrop was checking into new type of shot for people with allergies (egg free)
 - Flu vaccines are required for all students living on campus.

- Students without insurance coverage are sent to One Stop. Also, the SGA has some funds to help
 - **COVID-19 Testing:** Dr. Cleary reported that random testing of approximately 3% of the University population on a weekly basis. Sentinel testing is optional but strongly encouraged.
 - **Facilities Under Construction:** The official ground-breaking for the Hillcrest free-standing Emergency Room started last week.
 - The MAPP Family donated land at the corner of 181 and 104 for the USA Health Baldwin County campus. USA is working to obtain a certificate of need---other hospital system(s) is opposing.
 - Also, the Dauphin Island Sea Lab Research moving to building in the Technology Park three.
 - Baldwin County facilities: There are 3 facilities, the College of Nursing at the civic center, the church, and the administrative building. The lease was not renewed, and the healthcare facility will be move to the facility we own, and hopefully the healthcare stuff will move to the Mapp Family campus.
 - **Bookstore Issues:** Dr. Cleary reported sending the Caucus leaders an email to ask for information related to the bookstore.
 - Representatives met with Barnes & Noble and they made assurances that they were going to fix the issues.
 - Communication especially is a problem!
 - Immediately report lack of communication or any issues to the bookstore manager and then to the caucus leaders if not getting a response and then report to Chris Cleveland (who works under John Smith).
 - Policy for students using the bookstore
 - Financial aid must be used through the bookstore
 - Students are supposed to purchase through the bookstore
 - **Graduation Rates:**
 - Overall, 2009 4-year graduation rate was 14%, latest cohort was 32%
 - Overall, 5- and 6-year graduation rate has increased steadily. We are doing a much better job of retaining students.
 - Mid-Term grades
 - Freshman 2 courses below C---1-year retention rate drops dramatically and is a predictor if they are coming back the sophomore year. There was an increase in number of students that were not successful at mid-term. Strategies to improve student engagement strategies are being looked at for future discussion.
 - Nicole Carr to speak at Executive Committee regarding success strategies for students
 - **New Business:**
 - **Proposed Amendments to By-Laws:**
 - Changing the name of the Technology Utilization Committee to the *Teaching, Learning, and Technology Committee*
 - Change to vacancy in the Faculty Senate President's office
 - Will be filled by vice-president

- There was also some re-numbering of some items to help make sense of the numbers in the document.
 - Dr. Cleary called for a vote to approve the proposed changes of the amendments to the by-laws. The proposed amendments were approved.
- **Proposed formation of a FS Advisory Committee to Develop a Mission Statement:**
 - Develop a guiding principle document that identifies what the Senate wants to accomplish as far as the goals and priorities of the FS.
 - Asking for the Advisory Committee to provide a preliminary report for the December 2 (EXCOM) meeting and a final report by January 20, 2021.
 - Dr. Cleary asked for a vote. The FS passed the vote to develop an advisory committee.
- **Other:**
 - Dr. Adams reports that if Faculty did not get it, there was an email that went out that there is a benefit fair from November 2 to November 6 virtually.
 - Dr. Swanzy reiterated the importance of faculty in the CON to have access to records in Sakai. Dr. Swanzy reported that this issue was reported to the Dean, Dr. Hall and she was working on a plan for the CON.
 - Faculty Senate Advisory Committee: Any Faculty who want to serve on the FS Advisory Committee need to email Beth Shepherd of their interest to serve on the committee.
 - Dr. Hossain reported that the University received 2.5 million from the State of Alabama that is to be used to purchase equipment, computers, for remote learning.
 - Dr. Thompson reported that she is looking for mentors for new mentees. Faculty can contact her at tarathompson@southalabama.edu if interested.
 - University Planning and Development Committee and he was the secretary of the FS due to other obligations has stepped down from the committee and we have a new member Jia He to represent the library on the FS.
 - Dr. Cleary reported that the spring semester has been changed to start on January 20 and Spring Break will be cancelled.

Adjournment: MMSA 4:45

Minutes transcribed by Donna Copeland