



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

---

**Plenary Session**

**August 18, 2021 – Zoom – 3:00 pm**

**MINUTES**

Present: Faculty and Guests

- Adams, Jamie
- Amare, Nicole
- Bowman, Ashleigh
- Brannan, Lauren
- Broach, Ellen
- Bunch, Jaclyn
- Chadhain, Sinead
- Cleary, John
- Cloutier, Robert
- Copeland, Donna
- Dahal, Arjun
- Feldvoss, Joerg
- Fregeau, Laureen
- Gregoricka, Lesley
- Godang Romulus
- Gurt, Deborah
- Halbrooks, John
- He, Jia
- Henry, Alison
- Henning, Jeremiah
- Holden, Shelley
- Hossain, Delwar
- Huang, Ying
- Kozelsky, Mara
- Lewis, Drew
- Lin, Mike
- Lynch, Colleen
- Madden, Ellen
- Manders, Jeannette
- Mark, Patricia

- Myers, Charlene
  - Pelekanos, Sharon
  - Prakash, Aishwarya
  - Raczkowski, Christopher
  - Rayner, Jonathan
  - Rinehart, Jason
  - Sayner, Sarah
  - Shaw, Thomas
  - Shepard, Beth
  - Spencer, Edmund
  - Strickland, Jason
  - Swanzy, Debra
  - Sweeney, Bob
  - Thompson, Tara
  - Tsai, Kevin
  - Turnipseed, David
  - Vandewaa, Elizabeth
  - Vrana, Laura
  - Walker, Sean
  - Webb, Brett
  - Weber, David
  - Whitener, Brian
  - Windham, Mike
- 
- Meeting called to order 3:05 pm
  - Approval of Minutes for 5/18/21 Meeting: Approved
  - Approval of Agenda for 8/18/21 Meeting: Approved
  - **President's Report:**
  - Presidential Search:
    - Beth Shepherd reports that the committee met last week.
    - There are 40 active candidates that have applied
    - Interviews will begin September 7, 2021, via Zoom.
    - Candidates will be narrowed down to three to five candidates, and they will be invited to the campus for interviews sometime in October.
  - COVID Updates:
    - The committee is meeting regularly; no changes anticipated in current policies.
    - For fall term the following have been reported by the Reopening Committee:

- Fall vaccines numbers for students are low. Students will be encouraged to get their vaccination. State law prohibits asking students about their vaccine status or mandating the vaccine at this time.
- **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.
- Many staff feel unsafe and discussions about faculty concerns ensued. The faculty want to ask the re-opening committee for more flexibility.
- Faculty will draft and vote on a resolution addressing all concerns and proposing solutions/actions for the administration. A special session will be called to vote on resolution on 8/25/2021.
- Budget Updates:
  - \$20 million in HERF funds are remaining; admin is working with a consultant to determine how the monies will be spent/distributed. The deadline to use the money is May 2022.
  - Currently in good standing with the budget.
- Enrollment:
  - Beth reports as of last Friday there was a 14% increase in incoming Freshmen (which is less than expected).
  - There was a decline in international students.
  - Transfer students were up by 15%.
  - Graduate enrollment is up but is contingent on international students (we will know more as the international students arrive).
  - Retention remains an area for improvement, which stands at 71%. The goal for enrollment is to break even.
- Strategic Plan:
  - Upcoming dates for Faculty to attend strategic planning meetings are 8/26 and 8/30. Check email for updates. To signup for one of the two meetings log on to the following site: <https://form.jotform.com/200404435060136>.
- Diversity & Inclusion:
  - The committee is working on a larger plan for the website.
- Senate Priorities 2021-2022
  - Senate priorities for the upcoming academic year were proposed by Beth, including:
    - Communication:
      - Regularly Update the Website
      - Newsletter-End of each semester
      - Faculty Involvement in Presidential Search
    - Faculty Recruitment and Retention:
      - Salary Survey Completion and Reported
      - Internal Compression/Inversion Completed and Reported
      - Workload Survey

- FTNTTF Promotion
    - Revival of Faculty Peer Mentoring
  - Policy/Handbook
    - Recruitment of underrepresented groups
    - Ombudsman recommendations
    - FTNTTF Promotion
  - Teaching
    - Proposals related to evaluation/SPI
  - Other
    - Faculty representation on the Board of Trustees
    - Future Presidential Search Committee composition
- **Completion of Pending Business:**
  - NTTF Policy (non-tenure track promotion policy)- currently both held to same standard regarding promotion.
  - CAD sent a revised policy back to FS for vote (step 5 of process).
  - FS voted to reject proposed changes, and the FS will develop a new proposal to send to CAD.
- **Reports from University Committees:**
  - None
- **Reports from Senate Committees:**
  - Policy & Handbook
    - AFE- this is best we have right now on consistency on calculating workload.
  - Teaching, Learning, & Technology
    - Critical Race Theory- will monitor state legislation
  - Academic Development & Mentoring
    - Academic mentoring is going to be combined with the Faculty Scholars Program. There will be four sessions held- September, October, January, and March.
    - New faculty scholars and mentors will be present at each session to develop connections.
    - The committee is seeking funds for serving lunch at the meeting and for compensation for the mentors.
    - The committee is looking for faculty that are willing to volunteer as a mentor.
  - Other
    - Salary & Benefits
      - Salary Survey- data will not be available until Admin looks at it and they will decide whether to give faculty raises.

- Fringe Benefit Committee meeting is next Tuesday. Will ask about medical services not covered when doctors are not taking new patients- do we still need to pay out of network co-pays?
  - Environmental Committee will have a name change to Sustainability & Environmental Committee. Opens charge to sustainability of people as well.
  - Diversity, Equity & Inclusion- meeting next week to set agenda for year. Once the committee is an adhoc meeting for one year and then it will be voted as an official committee in March/April.
- **New Business:**
- Policy
    - DEI Hiring- hold for next meeting.
    - Ombudsman- want to include second Ombudsman that can serve year-round.

Meeting Adjournment: MMSA 4:42 pm

Minutes transcribed by Donna Copeland