



UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

Plenary Session

August 17, 2022 –Zoom 3:00 pm

MINUTES

Present: Faculty and Guests

- Adams, Jamie
- Amare, Nicole
- Arif, Delaware
- Bates, Robin
- Batten, Lynn
- Beebe, Donald
- Black, Michael
- Brannan, Lauren
- Brock, Casey
- Bunch, Jaclyn
- Copeland, Donna
- Curtis, Missy
- Davidson, Clay
- Donaldson, Amanda
- Garand, Kendrea
- Getch, Yvette
- Gregoricka, Lesley, excused
- Godang, Romulus
- He, Jia
- Holden, Shelley
- Huang, Jingshan, excused
- Khan, Zoya
- Lewis, Drew
- Lin, Mike
- Lynch, Colleen
- Manders, Jenny
- Meola, David
- Migaud, Marie
- Min, Hosik
- Myers, Charlene, excused
- Ní Chadhain, Sinéad
- Pavelescu, Andrei
- Pfleeger, Jenna
- Raczkowski, Chris

- Rayner, Jonathan
 - Rich, Tom
 - Richardson, Joe
 - Sayner, Sarah
 - Shaw, Christy
 - Shaw, Thomas, excused
 - Shepard, Beth
 - Swanzy, Debra
 - Swofford, Jim
 - Thompson, Christina
 - Turnipseed, David
 - Vandewaa, Elizabeth
 - Vandewaa, Arie
 - Vrana, Laura
 - Walker, Sean
 - Wassenaar, Christina
 - Webb, Bret
 - Weber, David
 - Woodmansee, Brenda, excused
 - Lawkis, Nick
- Meeting called to order 3:00 pm
 - Approval of Minutes for 5/18/22 Meeting: Approved
 - Approval of Agenda for 8/17/22 Meeting: Approved
- **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.)
 - **Meeting with the Board of Trustees**
 - The Faculty Senate Executive Committee will meet with the members of the BOT, President Mr. Jo Bonner, and Provost and Executive Vice President Dr. Andi Kent next month. In this meeting, we look forward to sharing the priorities of the Senate, and we would like to hear about the priorities of the Board this year.
 - **Searches:**
 - Several searchers are ongoing:
 - **Associate Vice President/ Chief Human Resources Officer:**
 - We have interviewed two candidates and another one pulled out from the search
 - **Deans:**
 - There are searches for three Dean positions: Allied Health, Computing, and Honors College. The search committees have been formed and the FS has representatives in each of the committees.
 - **Raise & Supplement:**
 - On behalf of the USA faculty, The FS Executive Committee has conveyed our sincere gratitude to the administration for the recent raise and supplement for

faculty, administrators, and staff. However, we are also urged to continue to work together to make salaries and opportunities competitive in the USA.

- **Enrollment**
 - The enrollment is down about 4%, especially for the returning students the number does not look good. However, the numbers look good for the freshman and international students.
- **Ad hoc Committee on Student Recruitment and Retention**
 - An enrollment cliff has been predicted for the 2025-2026 academic year and beyond. Enrollment is a significant factor in the University of South Alabama's financial portfolio. As such, minimizing the impact of the enrollment cliff and, in the longer term, expanding student enrollment and retention is critical for USA faculty and staff.
 - An adhoc committee on *Student Recruitment and Retention* was recommended by the FS President.
 - Committee discussion of faculty documentation of recruitment activities, faculty needs around recruitment, and the bylaws related to establishing an adhoc committee.
 - A motion was made to put the charge for the adhoc committee on the agenda for new business, the motion was approved by the majority.
- **Presidential Council on DEI**
 - President Mr. Jo Bonner has acknowledged the necessity to form a Presidential Council on DEI. The council will oversee all DEI-related activities on campus.
- **Guest Speaker:** Nick Lawkis from the Office of Governmental Relations
 - Mr. Lawkis reported that state appropriations were up 11,616339 (9.0%) for FY 2023 from FY 22. This is the highest increase in history, according to Mr. Lawkis.
 - Mr. Lawkis reported that the University received 7.5 million dollars that is earmarked for renovations of the engineering science labs (See project funding below):

Project	Year	Amount
Engineering Laboratory	2022	\$ 7,500,000.00
Marine Sciences	2021	\$ 900,000.00
PED CWH	2021	\$ 500,000.00
GOMESA - Marine Sciences School	2021	\$ 2,100,000.00
College of Medicine	2020	\$ 50,000,000.00
PED CWH	2020	\$ 500,000.00
Mobile County	2019	\$ 2,500,000.00
USA Trauma Center	2018	\$ 4,000,000.00
Medians, Sidewalks and Street Lights	Various	\$ 86,000.00
City of Mobile	Annually \$250k	\$ 2,000,000.00
	TOTAL	\$ 70,086,000.00

- Mr. Lawkis also reported that enrollment was down by approximately 644 students which is a decrease in 6.5 million dollars in revenue for the University.
- **Reports from Senate Committees:**
 - **University Policies and Handbook Committee**
 - The chair of the Handbook Committee reported update on policies from the handbook committee.
 - NTT Promotion Policy-Dr.Ní Chadhain reported that the policy has been problematic as it was revised by the committee sent to CAD and sent back with changes. The changes were not tracked in track changes; therefore, Dr. Ní Chadhain reported on the changes and outlined them for the faculty senate to review. A few of the changes included:
 - Colleges may differ in alternative titles for NTT faculty
 - NTT faculty may apply for promotion if not originally appointed in an instructional professor track
 - Promotion to associate professor of instruction external review is not required, although colleges/schools may elect to require it
 - A motion was passed to table the vote to approve CAD's changes to the NTT promotion policy until the next meeting, the motion was approved by the majority.
 - Dr. Ní Chadhain also reported on policies that were published that did not go through the faculty senate for a vote because they were related to students and not faculty. The policies were:
 - Policy and Procedures for Proctoring, and the
 - Policy for Verification of Student Identity
 - Dr. Ní Chadhain reported that the Research Scientist policy was approved.
 - **Environmental Quality Committee**
 - The chair of the Environmental Quality Committee reported that the term sustainability is broadly used to indicate programs, initiatives and actions aimed at the preservation of a particular resource. However, it actually refers to four distinct areas: human, social, economic and environmental – known as the four pillars of sustainability. Therefore, Dr. Turnipseed proposed a name change to Environmental Quality & Sustainability to better represent the charge of the committee.
 - A motion was made to present the information about the name change for the committee for faculty to have time to review it and a vote will be held at the next meeting, the majority approved tabling the vote until the next Faculty Senate Plenary Meeting.
 - **Evaluations Committee**
 - Dr. Bunch reported that the Evaluations Committee will be sending out a new survey with open ended questions to gather information from faculty as to any topics/issues of concern they would like to see the faculty senate address

- **Reports from Caucus Leaders:**
 - None
- **Reports from University Committees:**
 - None
- **New Business:**
 - **Ad hoc Committee on Student Recruitment and Retention**
 - The committee would be comprised of 7 members from the Faculty Senate, Enrollment Services, and the general faculty. The charge of the committee will be to:
 - (1) Catalog faculty activities in the community (e.g., middle and high schools, YMCA/YWCA, etc.) that either directly support or could be leveraged to support student recruitment efforts,
 - (2) Coordinate with the Enrollment Services to make them aware of ongoing faculty engagement within the community and to make faculty aware of potential recruitment opportunities,
 - (3) Catalog high-impact practices implemented by USA faculty outside the classroom.
 - (4) Provide a summary of activities to the Faculty Senate leadership and the Upper Administration.
 - The committee would coordinate with both the Director of Enrolment Services and the Associate Vice President, Student Academic Success. A summary/compilation of findings will be included at the end of the academic year report.
 - The committee questioned the need for the adhoc committee to be formed, the rules of the bylaws in creating an adhoc committee, and faculty responsibilities in recruitment efforts and documenting community recruitment activities.
 - A motion was made to vote on establishing the adhoc committee at the next FS plenary meeting, the motion was approved by the majority.
 - **Bylaws Revisions**
 - The committee is revising the bylaws and will report any updates at the next meeting.
 - **Other**
 - Dr. Pavelescu reported that the Faculty Senate Constitution is not on the FS website. The FS secretary will request that it be added to the website.
 - Jamie Adams reported that the Alpha Hall East and South will be demolished. No other details provided.

Meeting Adjournment: MMSA 4:26 pm

Minutes transcribed by Donna Copeland