



UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

Plenary Session

September 21, 2022 –Zoom 3:00 pm

MINUTES

Present: Faculty and Guests

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

- Rayner, Jonathan
 - Rich, Tom
 - Richardson, Joe
 - Sayner, Sarah
 - Shaw, Christy, excused
 - Shaw, Thomas
 - Shepard, Beth
 - Spencer, Edmund
 - Swofford, Jim
 - Swanzy, Debra
 - Thompson, Christina
 - Thompson, Tara
 - Turnipseed, David
 - Vandewaa, Elizabeth
 - Vandewaa, Arie
 - Vrana, Laura
 - Walker, Sean
 - Wassenaar, Christina
 - Weber, David
 - Woodmansee, Brenda
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- Meeting called to order 3:03 pm
 - Approval of the amended Minutes for 8/17/22 Meeting: Approved
 - Approval of Agenda for 9/21/22 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.)
 - **Meeting with the Board of Trustees**
 - The Faculty Senate Executive Committee met with the members of the Board of Trustees on September 7, 2022. We shared our priorities for this year and focused on the importance of supporting faculty for teaching the goals to be the flagship of the gulf coast. We highlighted the value of support to research and pointed out some areas that needed to be addressed to make us an R1 institute. The issue of salary and benefits also were addressed.
 - The trustees highly appreciated our meetings and presentations and acknowledged the importance of regular meetings with the Faculty Senate.
 - **Budget Updates:**
 - Our enrollment is down, according to the latest count. The administration is considering financial adjustments for a balanced budget. The administration will ask the respective units to work on the budget adjustment. The Faculty

Senate will advocate for maintaining equity in terms of taking measures for creating a balanced budget.

- **Searches:**
 - The new AVP for Marketing and Communications started his job. Also, an offer has been made for the Chief Human Resources Officer position.

- **Presidential Council on DEI**
 - The Faculty Senate has been advocating a Presidential Council on DEI for a while. President Mr. Jo Bonner informed that he assigned Chief Diversity Officer, Dr. Joel Billingsley, to give him a feasibility report after looking at practices in other institutions.

- **Senate Priorities:**
 - Based on the survey conducted last Spring following are priorities of the Senate on rank order:
 1. Salary and Benefits
 2. Equity in promotion for non-tenure track faculty
 3. Academic Freedom
 4. Faculty Participation in Institutional Government
 5. Diversity, Equity, and Inclusion

- **Reports from Senate Committees:**
 - **Academic Mentoring Committee**
 - Dr. Holden reported Meple Mentoring kicked off its training sessions September 7th and 8th and September 19th was the official kick off the program. Participants (N=23) have been assigned to Monday or Thursday (based upon their schedule) mentoring pods. Below is the Fall schedule.
 - Dr. Holden also reported the following upcoming events:
 - **October Events:**
 - Cookies, and a Case Study on Monday, October 10, 2:30-3:30 *or* Thursday, October 13, 10-11
 - *Discussion Theme:* Teaching, Midterms, Grading, and Student experience feedback.
 - *Pod activity:* Drop by each other's office hours for a quick 3-minute chat (assuming there are no students in line!)
 - Coffee, Cookies, and a Case Study on Monday, October 31, 2:30-3:30 *or* Thursday, October 27, 10-11
 - *Discussion Theme:* Interdisciplinary Research with Guest Speakers

- **November Events:**
 - **Tasting Event at the Archeology Museum** on Thursday, November 3, 2-3 *or* Wednesday, November 9, 2-3.
 - *Pod activity:* Meet for a quick walk on the Glenn Sebastian Trails.
 - **Coffee, Cookies, and a Case Study** | Monday, November 28, 2:30-3:30 *or* Thursday, December 1, 10-11
 - *Discussion Theme:* Successes & challenges of the semester
- **December Events**
 - **Méple Lunch** on Thursday, December 8, 12-2 Guest Speaker *TBA*
- *Spring 2023 Schedule TBD* **Faculty Club Celebration** Tuesday, April 11, 4:30pm to 6pm
- **University Policies and Handbook Committee**
 - Dr. Chadhain reported edits for the **3.15.5 Non-Tenure Instructional Track Professional Level Positions, 3.15. 6 Non-Tenure Instructional Track Professorial Level Positions – Promotion** policies that were presented in the last FS plenary meeting, .
 - A motion was made to vote on the changes to the policy that were reviewed in the previous meeting. A vote of 35 yays, 2 nays, and 3 abstentions for approval of the edits to the policy.
- **Salary & Benefits Committee**
 - Dr. Vandewaa reported on the changes to the benefits plan for 2023.
 - **Increase dental out-of-pocket max from \$1250 to 1500.**
 - **Voluntary visual option!** This will be an optional, employee-paid program. There are single and family options. If only one person in the household needs vision services, single coverage can be purchased. The primary policy holder does not need to be the one using the benefit. Medical coverage will still cover an eye exam/year. This plan is mostly for glasses, frames and contact lenses (I have all of the details and can show these at our next meeting).
 - Rates for single: \$7.18/month. Rates for family: \$19.82/month
 - **Expanded ABA coverage (for autism therapies).** Will now cover children from age birth-9 years (previously was age 3 years-9 years). Dollar limits have doubled here as well.
 - **Expanded preventative coverages that are no charge** (Blood pressure monitor, Peak flow monitor, INR screening, LDL screening, HbA1C testing, retinopathy screening).
 - **New diabetes program** (Virta) to work with patients to reverse T2DM and prediabetes.
 - **Some prescription drug savings** (coupon programs expanded, copay incentive for using generics or biosimilars).
 - **Other Changes:**

- **USA Network benefit design changes: (Note: these copays were \$0. The increase is shown below)**
- USA Physician copay: \$15
- Outpatient surgery copay: \$150
- ER copay: \$200 (waived if admitted)
- ED Physician copay: \$15
- Rehab copay (PT, OT, ST): \$15
- Rationale here was to make users “more judicious” about using USA ER for ‘minor’ issues. We were told that about 20% of faculty are using 80% of benefits like the ED and ‘unnecessary’ doctor appointments.
- **Delay instituting a high-deductible health plan** until 2023/4 after looking at data and revamping enrollment system
- **Increase in premiums:**
 - Single member (Choice plans): \$2/month
 - Family (Choice plans): \$7/month

- **Teaching, Learning, and Technology Committee**
 - Jaime Adams reported on the teaching portfolio document. The document was distributed to the FS prior to today’s meeting to allow faculty time to review the recommendations. The Deans are asking for faculty feedback.
 - Jaime Adams asked for faculty to send written feedback to he and Dr. Chadhain about the document and their prospective committees will work on it.

- **Reports from Caucus Leaders:**
 - None
- **Reports from University Committees:**
 - None
- **New Business:**
 - **Bylaw Revisions:**
 - Beth Shepard went through each change in the FS bylaws that have been made at this time and asked for faculty questions and feedback about each change as she presented the document.
 - Suggested edits were made to change pronouns to be more inclusive throughout the document.
 - Ms. Shepard reported that faculty senate will not vote on the changes at this meeting, but a vote will be taken at the next FS plenary meeting.
 - **B&N First Day Program**
 - Jennifer Russell reported on the First Day Complete Program. The program is designed to aid students in getting their course materials on the first day of their classes. The program has shown to improve student retention.
 - It includes digital and print materials to improve equitable access. It is a seamless process where the Digital material will be downloaded in the learning management platform and the print materials will be rented and

either sent directly to the student or they can pick up their printed material in the bookstore.

- The fees are a flat fee/course charge by credit hour that is included in the student's tuition.
 - Faculty will maintain full academic freedom and select the materials they choose for the course.
 - Students can opt out of the program anytime they want to, which opts them out for the entire semester; however, they can opt back in anytime they choose.
- Dr. Swofford presented a document to discuss faculty salaries and asked faculty to encourage administration to look at raising faculty salaries. He made a motion to comment administration what they have done already.
 - A motion was made that the topic be tabled and the FS will vote on the motion at the next meeting.

Meeting Adjournment: MMSA 4:45 pm

Minutes transcribed by Donna Copeland