



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

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**Plenary Session**

**January 18, 2023 –Zoom 3:00 pm**

**MINUTES**

Present: Faculty and Guests

Adams, Jamie  
Amare, Nicole  
Arif, Delaware  
Batten, Lynn, excused  
Black, Michael  
Borchert, Glen  
Brannan, Lauren  
Brock, Casey  
Bunch, Jaclyn  
Copeland-Streeter, Donna  
Cooke, Kathy  
Curtis, Missy  
Davidson, Clay  
Donaldson, Amanda  
Getch, Yvette  
Godang, Romulus  
Holden, Shelley, excused  
Huang, Jingshan, excused  
Jahnke, Karl  
Kersey, Jeremy  
Khan, Zoya  
Lynch, Colleen  
Manders, Jenny  
Marri, Preethi  
Migaud, Marie  
Meola, David  
Min, Hosik  
Myers, Charlene  
Ní Chadhain, Sinéad  
Pavelescu, Andrei  
Raczkowski, Chris  
Rich, Tom  
Richardson, Joe  
Sayner, Sarah  
Shaw, Christy

Shaw, Thomas  
Shepard, Beth  
Swanzy, Debra  
Thompson, Christina  
Thompson, Tara  
Turnipseed, David  
Vandewaa, Elizabeth  
Vandewaa, Arie  
Walker, Sean  
Wassenaar, Christina  
Webb, Bret

### **Salary Survey**

The Provost Office will request Gordon to pull out some data of R1 institutions from the last faculty salary survey and report back to the senate. NTT faculty were included in the last salary survey, but the instructors were not included. The admin informed us that the instructors need to contact the chairs/deans to get more information about their salaries.

### **Elections:**

The elections for the new Senators will be held in the coming weeks and the respective caucus leaders will inform the constituents and hold elections soon. The elections for the officers and Executive Committee members will be held during our April plenary meeting.

### ○ **Reports from Senate Committees:**

#### **Salary & Benefits Committee**

Dr. Vandewaa reported that the FS excom met with admin about salaries. Admin reported that the last salary survey included NTT faculty but did not include instructor salaries. Dr. Vandewaa reported that the salary survey did not include NTT faculty and the excom will keep pushing for admin to do a salary survey of pier institutions for NTT faculty and instructor faculty salaries.

She reported that excom will push for base salaries to be above the average living wage in Alabama.

Discussions took place related to a DEI issue related to the salary disparity/inequity and the ability of instructors not feeling comfortable going to their department chairs to ask about their salaries as recommended by the admin. There were also discussions about R1 salary comparisons.

#### **Handbook Committee/Teaching, Learning, and Technology Committee**

Jamie Adams reported that the committee took the feedback from the FS and sent a letter with the recommendations to the co-chairs of the original committee that wrote the initial report. He reports that he is still awaiting a response from the letter that was sent.

#### **Faculty Handbook Committee**

No report.

Policies that were voted on from last month to return to CAD (Chair Review policy) or forwarded to the Academic Affairs Policy Committee (

In addition, the official search for the AVP of enrollment services has begun and the goal is to bring candidates to campus by March. Next month the process will begin for the search for the Dean of MCOB.

**By-Laws-No report**

○ **Reports from Caucus Leaders:**

No caucus reports.

Allied Health report is that there is an ongoing Dean search. Three candidates have been selected for interviews, two have already been interviewed and one more will be added as one dropped out.

○ **Reports from University Committees:**

None

○ **New Business:**

**Guest Speaker: Philip Fishel Interim Chief of Police**

**Mr. Fishel** reported on active shooter with three areas of focus:

Avoidance, readiness, & respond.

He reviewed the run-hide-fight if shots are fired

Signage has been placed in all buildings and he recommended that faculty review it at the start of each semester

He discussed downloading the LiveSafe App that can be used to immediately contact help in case of an emergency.

There is a team that meets to assess the likelihood of an event, as well as other variables to determine hazard and vulnerability related to an event if it should occur.

Mr. Fishel also discussed the actions for increasing camera coverage, building access, ID cards, key access, panic buttons, phone coverage, and license plate recognition for prevention readiness.

Mr. Fishel discussed the response by faculty to hide by barricading the door, silencing devices, turning off lights. If faculty have to fight, use any force necessary.

**Other:**

Dr. Wassenaar asked the FS about issues with the bookstore and obtaining codes for electronic books for students in a timely manner. Other faculty recommended contacting the bookstore manager to facilitate getting the codes for students.

Dr. Arif reported that the FS is asking the caucus leaders to provide workload policies to the excom. The policies will be compiled and reviewed for consistency among colleges and to make recommendations for consistent practices for faculty workloads.

Dr. Arif also reported that the caucus leaders have been asked to hold elections for FS replacements for the upcoming academic year. Also, he asked for nominations for excom officers for the April election.

Minutes transcribed by Donna Copeland-Streeter