

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

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**Faculty Senate Plenary Meeting**  
**Sept. 18, 2024, MCOB- 3:00-5:00 p.m.**  
**MCOB 265**  
**MINUTES**

Present (In-House): G. Abeynanda, J. Adams, R. Bates, C. Baughn, M. Black, C. Brock, G. Brown, S. J. Brown, C. Brown, C. Khan, A. S. Maras, C. S. Parsi, C. Racz, K. W. E. Ejer, n a B i

Present (In-House): Horst, R. Thomas, D. Turnipseed, and L. Vrana.

Excused: T. Davis, B. Dzwonkowski, J. Ellzie, L. Fleck, M. Lin, A. Shea, and J. Swofford.

Unexcused: G. Borchet, Y. Coronado, C. Gavrilita, C. Holliday, N. Holliday, W. Kilgo, M. Sehgal, A. VandeWaa, and A. Williams.

Guests: Julia Kristman & Deirdra Byas (Title IX Office) and Mathew “Maverick” Cox (Assoc. V.P., Enrollment Management)

The meeting was called to order at 3:00 pm with President Christina Wassenaar, presiding. Quorum was met.

**I. PRELIMINARY BUSINESS:**

Approval of Minutes: Approved, as amended with corrections, by a majority of quorum.

Approval of Agenda: Approved, as amended with corrections, by a majority of quorum.

Presentation: Mathew Cox spoke on the status of our fall enrollment. He started off with his appreciation for what the university faculty does for student support and enrollment. The overall enrollment for this semester is 14,003 students (versus 13,768 last year). The high point in enrollment was back in 2017 when there were just over 16,000



There should be some mandatory training of supervisors to require that they follow evaluation guidelines consistently across colleges, rather than doing (or not doing) whatever they want. Christina and Bret have already started working with Clay (as Chair of the Evaluation Committee) to look into how to approach the request for additional training/professional development.

Presentation [Pt. 2]: Julia Kristman & Deirdra Byas (Title IX Office) came to address any concerns faculty may have regarding how to follow the requirements from the mandate under Federal law for addressing sexual misconduct (discrimination, harassment, sexual assault, rape, stalking, dating violence, etc.) Flyers were distributed to explain how to initiate an incident report. It can also be done by going to the Title IX Office web site. The report is confidential. The Office will meet only with the aggrieved party; the faculty/staff that reports the problem will not be included in the investigation. Once someone is aware of an incident, the employee must report it to Title IX within three calendar days. Starting in January, all employees will be required to go through specific training.

Additional points--

<sup>3</sup>/<sub>4</sub> Students who are parents and are having difficulties with the education system at USA need to be part of the Title IX program before assistance can be given to them, including communicating with their class faculty to let them know about the student's rights and/or accommodations. Student must provide documentation regarding the problem.

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- x Faculty Salaries & Benefits (Pavelescu):
  - o Andrei announced that the committee will be meeting soon and will discuss several items, including salary inversion and compression. They will also discuss the methodology for a salary survey.
  
- x Research & Creative Activities (Migaud): [Submitted as a written report.]
  - o The RCA Committee approved the proposed changes to the standing committee's charge to be presented at the Sept. Plenary meeting.
  - o The organization of the Research Mixer event is progressing. The event should take place either the last week of October or first week of November. Details are still being worked out.
  - o The RCS Committee discussed at length how to find a way forward to meet the requirement of the new law, AL-SB 129. Recommendations from the Committee include:
    - ¾ The South's legal team should provide PI/Faculty with defined criteria for grant applications.
    - ¾ The Committee recommends that a committee of PIs from different disciplines should work with the legal office to discuss and review ways to meet the Alabama's state requirement while still meeting the requirements of the RFAs from the funding bodies.
    - ¾ The RCA Committee would like for Dr. Chambers and South's legal team to come to the Faculty Senate and present a path forward that is clear for all.

A motion was made from the floor by J. Bunch to suspend the reports from the rest of the standing committees/caucus leaders/university committees, due to the exodus of some senate members, and amend the agenda so as to proceed to New Business. Motion was seconded. Motion was carried by a majority of the members.

**IV. NEW BUSINESS**

- 3.2.2. – Change in the charge of the Faculty Salaries and Benefits Committee.
- 3.2.3. – Change in the charge of the University Planning and Development Committee.
- 3.2.4. – Change in the charge of the Teaching, Learning, and Technology Committee.
- 3.2.5. – Change in the name and charge of the Environmental Q

**V. MISCELLANEOUS ANNOUNCEMENTS:**

- x The Council of Deans has officially voted down, in its entirety, the proposed changes of the Non-tenured Track promotion procedures (Handbook 3.15) that was sent to them last spring.

Meeting was adjourned at 5.00 pm.

Minutes were submitted by Vicki Tate, Secretary.