



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

**Plenary Session**

**November 17, 2021 –MCOB Room 265 & Zoom  
– 3:00 pm**

**MINUTES**

Present: Faculty and Guests

- Adams, Amy
- Adams, Jamie
- Almalouf, Philip
- Amare, Nicole
- Baker, Brady
- Bates, Robin
- Beebe, Donald
- Bentley, Emily
- Bowman, Ashleigh
- Brannan, Lauren
- Broach, Ellen
- Bunch, Jaclyn
- Cairge, Claire
- Chadhain, Sinead
- Chadhury, Raj
- Cleary, John
- Copeland, Donna
- Davidson, Cordell
- Farmer, Lisa
- Feldvoss, Joerg
- Fregeau, Laureen
- Gregoricka, Lesley
- Godang Romulus
- Halbrooks, John
- Harmon, Charles (Miles)
- He, Jia
- Henry, Alison
- Holden, Shelley
- Hossain, Delwar
- Huang, Ying
- Kahn Zoya
- Kent, Andrea
- Kilgo, William
- Lee, Christine

- Lindeman, Christina
  - Jordan, Kimberly
  - Lewis, Drew
  - Lin, Mike
  - Lynch, Colleen
  - Magnin, Sarah Koon
  - Manders, Jeannette
  - Mark, Patricia
  - Migaud, Marie
  - Min, Hosik
  - Myers, Charlene
  - O'Connor, Tracy
  - Pelekanos, Sharon
  - Pettaway, Matthew
  - Prakash, Aishwarya
  - Rayner, Jonathan
  - Rudolf, Stephanie
  - McCarter, Carey
  - Sayner, Sarah
  - Shaw, Christy
  - Shaw, Thomas
  - Shepard, Beth
  - Spencer, Edmund
  - Strickland, Jason
  - Swofford, Jim
  - Swanzy, Debra
  - Sweeney, Bob
  - Taylor, April
  - Thompson, Tara
  - Tremblay-Shelley, Jack
  - Turnipseed, David
  - Vandewaa, Arie
  - Vandewaa, Elizabeth
  - Vrana, Laura
  - Walker, Sean
  - Wassenaar, Christina
  - Webb, Bret
  - Woodmansee, Brenda
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- Meeting called to order 3:00 pm
  - Approval of Minutes for 10/20/21 Meeting: Approved
  - Approval of Agenda for 11/18/21 meeting with amendment to move the agenda item the president search up before the policy discussion: Approved

- **Guest Speaker:** Candace Selwyn
  - Promoting Health, Empowerment, and Recovery from Trauma (HEART)- a new program that is accessed through the student health center.
  - The goal for Candace to share information about the new program at the Faculty Senate is for faculty to be knowledgeable the resource exists.
    - Lack of confidentiality is a main reason that students do not report sexual assault.
    - Starting in Jan 2022- can go to Student Center to get an exam by a trained SANE examiner. After hours- will be referred to USA C&W.
    - All services are confidential unless possible campus safety issue. Then have to work with police.
    - Advocacy services are provided 24/7 whereby students will be paired with a campus advocate.
    - Have also partnered with Counseling Center to partner with a trained sexual assault counselor. Law enforcement must report incidences to Title IX.
- **President's Report:**
  - External Salary Survey- final reports will have list of comparative schools and data by zip code. No date for dissemination of the results has been released at this time.
    - Jan 1, 2022, faculty who qualify will receive adjustment. Would be retroactive depending on when results are released.
    - Compression/Inversion- completed. Affected 65 faculty members (approx. 816 full-time faculty). The list has been sent to the deans.
    - Letters will be sent out this week to notify the faculty that will be impacted. Same and lower rank method should address compression.
    - Any faculty that has question or specific concerns should contact their Faculty Senate caucus leader.
  - Provost search- The university is using the same search firm as was used for the presidential search.
    - Search committee has been formed (approx. 50% faculty), but it has not met yet.
    - The provost search will be a national search.
    - Discussion and Q&A from senate members include a request for transparency of process and the names of committee members to be released.
  - Beth reports that a longer presidential report will be sent out via email to faculty senators (see attached presidential report)
- **Reports from Senate Committees:**
  - See the attached Diversity and Inclusion Committee report and request for feedback on a draft survey (see attached report).
- **Reports from Caucus Leaders:**
  - none
- **Reports from University Committees:**

- None
  
  - **Presidential Search:**
    - Points of Interest- Beth reports that she and John Cleary spoke with chair of the Board of Trustees about faculty concerns over the presidential search and decision.
      - They discussed ideas for shared governance, asking for a Faculty Senate member to be added to the Board of Trustees (which would be a 6-year commitment).
      - Beth reported that they also asked for the Faculty Senate president be a standing voting member of the president's council.
      - A task force was also asked for to look into/ensure diversity, equity, and inclusion with Mr. Bonner's voting record. Asked for DEI council to be appointed to review practices in university.
      - Beth reported that Mr. Shumock was amenable to the suggestions she and John Cleary made.
      - Discussion and Q& A ensued about the procedure for the president search and selection. Beth reported that prior to presidential decision, the Faculty Senate Executive Committee sent a letter to Board of Trustees with their feedback regarding their interview with each candidate, evaluating each candidate based on the criteria set by the search committee.
      - Concerns from faculty members were voiced that job roles/criteria for the president were not met.
      - The Faculty Senate requested a resolution be drafted and a motion was brought forward to vote on each of the three resolutions:
        - Resolutions go to President (interim currently, who has 30 days to respond), letters go to Board of Trustees (response not required).
    - 1. Resolution: Do we as a body wish to draft a resolution in response to the selection (that make requests directed to the new president and changes to selection process/shared governance).
      - Beth called for a vote in favor, not in favor, and those who abstain-PASSED
    - 2. Resolution: Do we as a body wish to draft a letter in response to the board of trustees (consideration given towards changes in composition as no academic based positions exist, transparency in processes, and shared governance).
      - Beth called for a vote in favor, not in favor, and those who abstain- PASSED
    - 3. Resolution: Do we want to draft a letter of no confidence to the Board of Trustees for later consideration? – Motion withdrawn. A committee will be formed to draft something to bring to the next Faculty Senate meeting.
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- **New Business:**

- New business was tabled, and the Faculty Senate voted to suspend the rules to vote for an electronic voting process for the Policy and Handbook policies below:
  - NTTF Promotion Policy
  - DEI Hiring

Meeting Adjournment: MMSA 5:04 pm

Minutes transcribed by Donna Copeland

