

- Presidential Search

As you know, there is a search underway for the new president. I have been appointed to the committee (see full list below). You may notice that there are only three faculty on the committee (including myself). Dr. Alvin Williams is listed as faculty but is the Interim Dean in MCOB and I believe was the Associate Dean prior to being appointed Interim Dean. Also, there are no female faculty on the search committee. It is also my understanding that the committee membership is dictated by BoT policy. The committee is scheduling its first meeting for March 30th, so I will have more information next month. I think faculty input is critical in this process and hope to be able to discuss it at future meetings, in the interim, please work with your caucus's leaders on any thoughts on the search. Caucus leaders, please send me a summary of discussions and thoughts.

committee. **President search:** Dr. Waldrop will be stepping down July 1st. An interim/3 deans will step up until the new President is found.

- **Completion of Pending Business:**

- **Resolution Commending the Vaccination Program by USA Health:** Faculty Senate Executive Committee is proposing a resolution commending the vaccination program by USA University Health at the Mobile Civic Center
- Motion and vote held to approve the resolution with amendments made to commendations to USA Health, the admin, faculty, staff, students, and volunteers participating in the vaccination program.

- **Reports from University Committees:**

- **The University Fringe Benefits Committee:** met on February 23, 2021. The increase in healthcare premiums at the beginning of 2021, a summary of those changes can be found in the attached file "1b". The

- There is some discussion of adding a High Deductible Health Plan with a Health Savings Account referred to as HDHP-HSA. A HDHP-HSA offers a very flexible tax advantage.
- Advantages:
 - Lower monthly premium resulting from the higher deductible (cost shifting).
 - Employee contributions to the HSA are tax favored under the Section 125 Plan and are not subject to federal taxes, Social Security (6.2%) and Medicare (1.45%).
 - Portability of employee ownership (no use it or lose it rule).
 - Encourages consumer to make better informed choices for cost effective health care.
- Disadvantages:
 - Lower paid employees may be attracted to the plan and may not be financially able to handle the deductible.
 - The deductible may cause rationing of healthcare including primary care and early detection of disease.
 - Tax regulations apply to the HSA such as a 20% penalty for early withdrawal.
 - Other plan coverage and secondary plan coverage (COB) may disqualify HSA pre-tax contributions.
 - Employer responsibility to educate employees on this type of plan.
 - Funding an HSA precludes funding a health care FSA.
- **Handbook Committee**
 - Amendments made to the Handbook to delete “when a class has five or fewer enrolled, the course instructor may request that classes from different sections be combined and then released to them.”
 - Additions include “when student perceptions are not released due to a low number of responses the course instructor may request classes from different sections to be combined and then released to them.”
- **Reports from Senate Committees:**
 - Faculty Senate Diversity & Inclusion Committee
 - The committee has begun to compile a list of suggestions to address diversity, inclusion and equity at USA to send to Paul Frazier upon the President’s request.
 - A Google doc will be shared with the entire Faculty Senate and will be categorized and compiled with the existing list to eliminate duplications and to prioritize the recommendations to be sent to Paul Frazier. The Faculty Senate is urged to make recommendations in the Google doc by the end of the week 3/19/21 so that the list can be sent by the first of next week 3/22/21.

A program to on-board new faculty that includes an introduction to the culture of this area and cultural sensitivity

College level and/or university level mentoring committees that are charged with retaining faculty from underrepresented groups
d groups

- Assign these officers to review social media for their college/school for inappropriate material and review for inclusive and diverse nature of posts.

- **Reports from Caucus Leaders:**
 - A report was made from the College of Education and Professional Studies, which indicated that Drs. Tres Stefurak and Joél Billingsley held a previously planned event involving CEPS students, with the focus towards a dialogue, in part, about incidents similar to that in the MCOB and the climate they create, in addition to engaging in critical self-reflection and needs assessment with students about our college cultural climate.
 - As well, the CEPS Diversity, Equity & Inclusion committee has finished working on a statement that has been crafted over fall semester that will be submitted to the Interim Dean for potential addition alongside the college mission statement that addresses how the college seeks to address diversity, equity, and inclusion concerns.
 - Finally, the DEI committee has finished reviewing and giving feedback on the new CEPS Diversity Manager role and the process will begin to fill the position. This person will assist in applying best practices to recruiting, interviewing, and retention practices for faculty and staff from diverse backgrounds.
 - No reportse