

UNIVERSITY OF SOUTH ALABAMA
Faculty Senate

Plenary Session

April 21, 2021 – Zoom – 3:00 pm

MINUTES

Present: Faculty and Guests

- Budget Updates

- None
- **Reports from University Committees:**
 - The Fringe Committee report is attached to the President's report that was sent out to the FS prior to the meeting. See below:

The University Fringe Benefits Committee met on February 23, 2021. If you recall from my last report the outlook for the university health care plan was rather grim when considering the financial deficit. Thus, the increase in our healthcare premiums at the beginning of 2021. The deficit of the university healthcare plan at the end of 2020 was

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- 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.
- Please reach out to chair of the Salary and Benefits committee with feedback in preparation for the May Fringe Benefits committee meeting.

○ Handbook Committee

Discussion through email on the policy about non-tenure faculty position, the committee needs to have a longer meeting to further discuss to the policy.

○ Environmental Committee

David Turnipseed reported that the Environmental Committee will make a change to The Environmental and Sustainability committee, including all sustainability, in particular faculty sustainability.

○ **Reports from Senate Committees:**

○ FS Diversity and Inclusion Committee

A document from the Diversity and Inclusion committee was sent out prior to the FS Plenary meeting FS for suggestions for recruiting and retaining faculty from underrepresented groups. The FS will review the document and vote to have the document posted on the FS website. The FS committee will begin to work on getting language in the faculty handbook that directs committees to the document.

A vote was called to approve the document for the FS website. It was approved by the FS to put the document for recruiting and retaining faculty from underrepresented groups on the FS website.

○ Delwar asked for suggestions for the Teaching and Learning Committee regarding the student perceptions to take to the committee. The next meeting of the committee is 4-

President: Beth Rugan Shepard. Beth was voted in as FS president by unanimous vote.

Two Candidates for Vice President: Jamie Adams and Delwar Hossain. Both candidates addressed the FS with credentials and plans for moving the FS forward. A secret ballot was sent out for a vote. Delwar was voted in as the FS Vice President.

Secretary: Donna Copeland. Donna was voted as FS secretary for another term by unanimous vote.

- Elections for FS Committee Chairs

Diversity and Inclusion: Laureen Fregeau

Policy Handbook: Edmund Spencer

University Planning and Development: Jason Rinehart

Environmental Quality: David Turnipseed

Research and Creative Activities: Sara Sayner

Evaluation: Chris Raczkowski

Academic Monitoring: Shelly Holden

Salary & Benefits: Elizabeth Vandewaa

Adhoc Health Affairs: Donna Copeland

Meeting Adjournment: MMSA :00 pm

Minutes transcribed by Donna Copeland