

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

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**Plenary Session**

**September 15, 2021 – Zoom – 3:00 pm**

**MINUTES**

Present: Faculty and Guests

- Adams, Jamie
- Amare, Nicole
- Bates, Robin, excused
- Bowman, Ashleigh
- Brannan, Lauren
- Broach, Ellen, excused
- Bunch, Jaclyn
- Chadhain, Sinead
- Cleary, John
- Copeland, Donna
- Estis, Julie
- Feldvoss, Joerg
- Fregeau, Laureen
- Gregoricka, Lesley
- Godang Romulus
- Hartin, Charles
- Harmon, Charles
- He, Jia
- Henry, Alison
- Holden, Shelley
- Hossain, Delwar
- Jordan, Kimberly
- Lewis, Drew
- Lin, Mike
- Lynch, Colleen
- Madden, Ellen
- Manders, Jeannette
- Mark, Patricia
- Myers, Charlene
- x Raczkowski, Christopher
- x Rayner, Jonathan
- x Rhinehart, Jason
- x Sayner, Sarah
- x Shaw, Christy, excused
- x Shepard, Beth

- x Spencer, Edmund
- x Swanzy, Debra
  - x Turnipseed, David
  - x Vandewaa, Elizabeth
  - x Vrana, Laura
  - x Walker, Sean
  - x Webb, Brett
  - x Weber, David
  - x Windham, Mike
  - x Woodmansee, Brenda
  
- o Meeting called to order 3:] TJ [1p0 Td (t) ra call

mirrors the community rate. Employee infection rates are less than the community. Contact tracing team handles each case individually. Close contact exposures are usually with students that room together, eat together, study together.

μ Dr. Estis agreed to take all the faculty concerns back to the COVID-19 Response Team for further discussion.

○ **President's Report:**

- BOT Meetings: Beth reports that meetings happen on Thursday and there is a recording on Friday. The meetings are live streamed on the BOT website. Anyone is welcome to watch.
- O & M Budget: The O & M budget is separate from the College of Medicine and the Healthsystem budget. The budget for the year did not include any salary increases for this year. The reason given was that USA took a significant hit in student retention from 76% to 71% this year, which is about 200 students or \$2 million tuition dollars.
  - State appropriations were up this year 6.2% and the dip in enrollment and tuition

- Mitchell College of Business: The investigation is completed. Dr. Kent has included all the new initiatives of the Diversity committee is doing. Also, the new interim chief diversity officer will join the FS in October.
- Critical Race Theory and Legislation: The impact of critical race theory is still being discussed on teaching, research, etc. Excomm did ask admin to consider making a statement of the impact of the legislation on higher education.
- Enrollment Totals: Undergraduate 8833, Graduate 4859, Med Students 300, Total enrollment minus med students 13,992.
- Response to FS COVID-19 Resolution: The FS excomm sent the resolution to admin and received a response from interim President Smith to our requests. The response from Dr. Smith will be sent out to Caucus leaders, who will forward it to all the faculty in respective colleges. A plan was made to accomplish this.

- **Completion of Pending Business:**
  
- **Reports from University Committees:**
  - **Report from University Fringe Benefits Committee Meeting 8.24.21**
    - Despite COVID, USA insurance costs had a good (flat) year. As we enter 2022, we have about a \$1M deficit, and the projection for 2021-22 indicates a \$3M shortfall (estimated increase spending over the current year).
    - FYI, the average cost of the plan per employee per month is \$1070.
    - **Changes to the plan coming as of 1/1/22:**
    - An increase in plan cost across the board (regardless of plan):
      - x \$4 per individual policy per month
      - x \$14 per family policy per month
    - Elimination of the Base Plan. It was stated that this plan is mostly used by older faculty/staff. A disadvantage of the plan to USA is that it does not allow for the acceptance of cost-sharing coupons for pharmacy; as a result, the pharmacy costs of this plan are becoming prohibitive. Base plan members will be folded into the Standard Plan.
  
    - Faculty had indicated that they were unable to get into some specialty medical clinics (for instance, Dermatology) at USA because these physicians state they are not accepting new patients, even USA employees. Gerald Gattis (Assistant VP Finance & Admin/HR) said to contact him or Tina Stalmach (Director, HR Benefits) if this happens (contact info below). They will intervene and try work with clinics, services and individual physicians who are not accepting new patients.
      - x Gerald Gattis contact information:  
[ggattis@southalabama.edu](mailto:ggattis@southalabama.edu); 251-460-6133
      - x Tina Stalmach contact information:  
[tstalmach@southalabama.edu](mailto:tstalmach@southalabama.edu); 251-460-6133
  
    - Pharmacy coverage will be changing as of 1/1/22. Drugs will be placed into 6 tiers with copays listed below (all are for a 30-day supply)

- Our new carrier for disability and life insurance will be SunLife (it was Standard).
  - At this point, a Benefits Expo is being planned for 11/5/21 at the Terrace of the Student Center from 8 am til noon. Virtual sessions are also being planned to help employees navigate the open enrollment period.
  - The Diversity & Inclusion: The committee met, and the committee is asked to look at a program for the University by the interim Chief Diversity Officer. They were also asked to look at the handbook and they talked about a curriculum requirement in gen-ed classes for diversity.
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- **Reports from Senate Committees:**
  - None
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