

UNIVERSITY OF SOUTH ALABAMA  
Faculty Senate

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**Faculty Senate Executive Committee Meeting**

July 9, 2024, 9:00-11:00 a.m.

Chadhain, Andrei Pavelescu, David Turnipseed, Laura Vrana, and Sean Walker

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**LD BUSINESS**

**What should the Faculty Senate do if the University Administration continues to postpone the discussion about the internal policy of faculty equity & compression decisions.**

- Donna suggested that we have a meeting with Charlie Guest to discuss the status of where the numbers are.
- Andrei requested the current version of the Internal Faculty Compression/Inversion & Equity Analysis document be shared with everyone so we can see what it is.
- Andrei has a question about the criteria for eligibility for the adjustment.
- Donna explained that they did not want the adjustment to be based on evaluation scores, since evaluations are not done the same. The committee wanted eligible.
- Andrei suggested that there should be a historical timeline for annual evaluation scores or an average over a specified period of time. Five years was suggested as the time period.
- Andrei will make the change in the document with the addition of the 5-year time period and will resend the document to Charlie Guest to prompt him to come back to the policy. Then a meeting with Charlie can be set up.
- The updated document will also be sent to everyone on ExComm.

**Sinead brought up the issue about the problems with access to reports from past faculty senate terms that were on the Google drive.**

- A shared drive with reports has disappeared.

- We need an up-to-date record of what we are doing, as well as what has been done in the past.
- Christina, Vicki and probably Donna, too, have plans to meet and organized what we have among the various shared drives so there will be easier access to the faculty senate materials.

**Issue of how to apportion representations of colleges that differ from the current mention outlined in our bylaws. (Pavelescu)**

- Current method in our bylaws says that every college gets a Senator-at-large.
- Then another one is added up to colleges up to 22 faculty members.
- An extra senator is added for every 15 faculty members thereafter.
- This gives greater apportionment to colleges with low number of faculty members since every college will have a minimum of two senators.
- Andrei proposes that, in the future, a different factor will determine the number of senators: 1-7 will receive 1 senator, 8-22 will have 2 senators, 23-37 will receive 3 senators, etc.
- This would require a change in our bylaws, so this can not be done until the next election cycle.
- A motion was made that this issue be tabled for now. Motion carried.

**Faculty workload**

- There is talk of a workload survey to be done by Matthew Reichert but it is unclear where that stands.
  - Bret said he would contact Matthew and include Marie since her committee should be involved with the topic.
  - But the possibility of coming up with a uniform faculty workload policy does not look feasible since academic units are unique in terms of their needs.
- **Discussion on access to statistical information** about the university, specifically the percentage of full-time faculty by rank, gender and Academic Divisions (Table 5.1 as given in the USA Fact Book/Statistical Profile) SEE: <https://www.southalabama.edu/departments/institutionalresearch/factbook.html>

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- The numbers of students allowed to enroll in courses designated as writing intensive have been going up in the past few years. This has been noticed in English courses, as well as in MCOB courses.
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caucus leaders as liaisons between faculty and deans, and between faculty and university administration.

- Proposal will also include input from the caucus leaders themselves.

**“Chicago Statement of Freedom of Expression” / Foundation for**

- **Suggestion to create an additional web page on the FS web site that keeps track of the USA Faculty Handbook proposals sent to CAD (Tate):**
  - The web page would include the text of the proposed changes to the university handbook and a timeline of its status through the process.
  - Sinead and Vicki will work with Justin on creating the web page.
- **The use of the Watermark software in creating annual reports (Miguad)**
  - Donna remarked that the Watermark software is not used currently for all colleges for their annual evaluations.
  - While the Deans assumed that all colleges use it for annual evaluations, the reality is that most only use it for promotion &/or tenure purposes.
  - The software is not constructed to meet the needs of conveying job responsibilities in a meaningful manner, though it works better for professional development and service information.
  - The College of Medicine, while they have not used it before now, is expecting all faculty to use this software for inputting all of their information for all of their years of employment, which has become a burdensome endeavor.
  - Long discussion on how different colleges use or not use Watermark

Meeting adjourned at 11:00 am.

Minutes compiled by Vicki Tate, Faculty Senate Secretary