



FS News

FACULTY SENATE NEWSLETTER

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Statement From New Senate Chair Doug Haywick, Earth Sciences

The year ahead for the Faculty Senate: Where do we go from here? If you can believe early reports, the upcoming academic year promises to be a reasonably good one for higher education in Alabama, at least as far as funding is concerned. No one can predict what this will mean for the faculty, but I for one will not miss our annual funding crisis. It will allow us to concentrate on other important matters.

Past chairs, including Rich Brown and Steve Morris, have strived to build trust between the Senate and the University Administration and during their tenures, communication channels have indeed improved. So too, with a bit of prodding from the Faculty Senate, has the rapport between the University and the USA Foundation. My first goal for this year is to preserve and where possible, to further improve our relationships with these groups. This is particularly important now because of the concern over retention and freshman graduate rates from our institution. We need to make certain that faculty concerns are heard and that any policy changes regarding these matters are made only after comprehensive faculty input. Consequently, I intend to make retention and freshman graduation rates priority topics for the upcoming Senate and if possible, to take on a leadership role. I also want to ensure that every standing University committee has Faculty Senate representation and that these representatives report the activities of their respective committees to the Senate on a regular basis. We would be better informed and reps could provide more comprehensive feedback about faculty concerns to their committees.

Improved communication also needs to occur between the Faculty Senate and faculty and this is my second goal for the year. Steve Morris went a long way to increase our exposure last year with the introduction of a Senate newsletter and Jan Sauer greatly improved the information content of our Senate webpage, but I fear that there are still many faculty who just don't know what we are about. I will try to make the Senate more inclusive by recruiting faculty representatives from traditionally under-

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represented departments and academic units. We will continue to support existing good programs (e.g., the new faculty mentoring program) and seek new ideas from the faculty and administration for the future. We have heard a lot about student retention. Why not consider faculty retention this year?

We are beginning to undergo a major change in senior University personnel. Some retirements have already taken place (e.g., Al Yeager, Assistant Vice President, Institutional Research) and others have been announced for the near future (e.g., Judy Stout, Associate Vice President Academic Affairs, Graduate Dean, Honors Director). Our third goal for this year should be to ensure that the Faculty Senate is prepared for these major administrative changes. Faculty DO have a say in how appointments are made, and we must now start to communicate what we consider to be the qualifications that faculty want for each of these positions. If we have success with our first two goals (both of which involve improving communication), our third goal should be relatively straightforward.

I look forward to the year ahead. May it be a relatively "uneventful" one.



FS officers and committee chairs for 2005-06 (from left to right): Deborah Spake (Evaluation), Steve Morris (Past Chair), Nicole Flynn (Planning & Dev.), Susan McCready (Salary), Doug Haywick (Chair), Donna Wooster (Academic Policy), John Kovaleski (Mentoring), Vaughn Millner (Secretary), Barry Nowlin (Environmental), Jan Sauer (Technology), Irene McIntosh (Chair-elect).

P E N D I N G M A T T E R S

➤ **Dental Policy.** Research by the Senate shows that our sister institutions offer some form of optional, employee-funded dental coverage. **UAB**, for instance, offers a basic and a comprehensive plan that cover preventive and diagnostic services at 90% UCR (usual, customary and reasonable) with basic services subject to a \$25 deductible. The employee premium is \$21.32 for single coverage and \$49.08 for family coverage per month. The comprehensive plan covers major services at 60% UCR subject to the deductible and orthodontics at 50% UCR up to a \$1,000 lifetime maximum per patient. The premium for this plan is \$39.92 for single coverage and \$91.94 for family coverage per month.

It has been five years since USA faculty failed to muster enough support for a proposed Mutual of Omaha plan. Many who support the idea found the plan inadequate for the cost. The Senate has asked Vice President Wayne Davis to identify and negotiate a dental policy for the faculty. It is possible now that no minimum level of participation is necessary in order to offer the optional coverage.

➤ **University/Faculty Club.** The Senate formally accepted the offer of using the Career Services building as a University Club once it is vacated. John Sachs has done a superb job in spearheading this endeavor and will continue to do so even though he is rotating off the Senate.

➤ **(Student) Retention Issues.** The Administration is focusing much attention on this issue and has asked the Senate to help in identifying ways to improve student success. The faculty survey has helped the Administration gain input. Members of the executive committee will be attending a retreat in May to explore the issues. Initiatives being discussed include creating mechanisms to help freshman develop study skills and adapt to college life, improve advising, and provide more effective tutoring, etc. Perhaps after we look at this issue, we might want to look into faculty retention issues as well.

➤ **New Patent and Invention Policy.** Following its approval by the Council of Deans and the Academic Affairs Policy Committee, the Senate is now considering the new Patent and Invention Policy. Designed to “expand the research enterprise of the institution, encourage the practical application of inventions made through research...” the new policy lays out the relationship between the faculty and the University as it relates to the allocation of rights, the management of inventions, the distribution of income, and the role of the Office of Technology Development.



Comparison of Faculty Salaries

	Professor	Associate Professor	Assistant Professor	Instructor
USA (2002-03)¹	71,208	56,592	50,108	36,099
USA (2001-02)²	72,989	55,056	46,880	32,689
<u>NASULGC (2001-02)³</u>				
National	90,096	62,952	53,868	37,717
Reference	78,488	59,319	48,788	36,042
<u>CUPA-HR (2001-02)⁴</u>				
National	77,983	59,207	48,839	36,467
<u>AAUP (2003-04)⁵</u>				
National Public				
Category I (Doctoral)	94,606	66,275	56,277	37,972
Category II (Master's)	74,872	59,365	49,795	36,981
Category III (Baccalaureate)	68,996	55,887	46,387	37,516
East South Central⁶				
Category I (Doctoral)	88,571	62,680	52,384	34,793
Category II (Master's)	66,921	54,237	46,324	35,972
Category III (Baccalaureate)	57,941	47,566	40,835	34,844
<u>Alabama Institutions (in 1,000's)(2004-05)⁷</u>				
Auburn (I)	92.0	65.3	57.4	31.3
AUM (IIA)	68.4	55.9	48.7	38.0
Birmingham-Southern (IIB)	72.1	58.6	44.5	29.4
Jacksonville State (IIA)	67.0	58.8	46.7	40.9
Troy U, Dothan (IIA)	65.2	54.8	48.8	34.4
UAB (I)	88.0	64.0	52.3	38.6
UAH (I)	83.6	62.2	55.1	—
UA, Tuscaloosa (I)	90.7	65.6	52.1	34.5
U of North Alabama (IIA)	62.2	54.1	47.0	39.9
<i>Average Annual Salary Public School Teachers (2002-03)⁸</i>				
<i>National</i>	<i>45,891</i>			
<i>Alabama</i>	<i>38,246 (83.3% of national)</i>			

¹ Table 5.4. Institutional Services.

² Exhibit 2.1 Comparison of University of South Alabama Average Faculty Salaries to NASULGC

³ Ibid. National Association of State Universities and Land Grant colleges Annual Faculty Surveys. Oklahoma State University.

⁴ College and University Personnel Association for Human Resources.

⁵ Survey Report, AAUP

⁶ Alabama, Kentucky, Mississippi, Tennessee

⁷ The figures cover full-time members of each institution's instructional staff, except those in medical schools. USA does not appear in the data. Source: AAUP Faculty Salary Survey, 2004-05.

⁸ NEA Rankings and Estimates, 2004.

Administrators Salaries compared to Median Salaries (2002-03)

	Type of Institution			
	USA	Doctoral	Master's	Baccalaureate
Chief executive	325,000	250,358	171,765	170,000
Chief academic officer	198,722	190,000	125,000	109,760
Assoc. chief academic officer*	115,925	126,522	92,709	80,000
Director library services	122,430	121,595	73,680	60,735
Director sponsored research	125,000	87,496	66,824	57,177
Dean, arts and sciences	133,350	137,692	96,596	93,281
Dean, business	150,000	181,125	114,100	75,006
Dean, continuing education	129,551	123,882	87,663	71,342
Dean, education	131,017	134,700	97,000	69,027
Dean, engineering	176,800+	174,386	125,715	93,600
Dean, graduate programs	124,675	129,665	91,060	76,923
Dean, health related professions	127,794++	134,295	100,391	74,259
Dean, honors program*		102,680	72,062	68,484
Dean, medicine (VP for USA)	293,750	320,852	226,000	169,128
Chief financial officer	220,497	139,517	95,386	85,760
Chief development officer	191,625	153,370	105,896	100,970
Director, governmental relations	145,697	103,498	86,088	74,045
Chief, student affairs officer	146,000	140,000	96,124	85,908
Chief, admissions officer	128,512	85,541	65,000	66,800

*also serves as dean of honors program

+ 2003-04

++ average of two posts at USA

Source: 2003 College of University Professional Association for Human Resources based on the reports from 1,415 public and private colleges and universities. Reprinted by *The Chronicle of Higher Education*, 2005 (www.chronicle.com/prm/weekly/v49/i31/31a03801.htm).

Comparison of Executives' Compensation at State and Regional Public Institutions (2004)

Institution	Total Compensation*	Other
UAB	\$400,000	House
UA Tuscaloosa	\$400,000	House, Car, Club membership
UA System	\$400,000	House, Club membership
UGA	\$637,966	House, Car, allowances
Ga. Tech	\$531,587	House, Car, allowances
GSU	\$722,350	Car, allowances

* Refers to both public and private sources of compensation. Source: *The Chronicle of Higher Education*
"President's Pay and Benefits at Public Institutions"

(www.chronicle.com/prm/premium/stats/990/2004/public.php)

Note: USA was not included in the study.

C O M M I T T E E R E P O R T S

Academic Development and Mentoring Committee

Since the Mentoring Program began in the Spring of 2004, participants in the program include 12 new faculty in Spring 2004 and seven new faculty in Fall 2004. The Faculty Mentoring Program Reception was held on Thursday, October 21. This event provided the opportunity for new faculty and their mentors to meet and enjoy dinner and casual conversation. New faculty and senior faculty mentors who joined the program in Spring 2004 and Fall 2004 attended. In October 2004, reading materials were distributed to Mentors to help explain faculty mentoring and the mentoring relationship.

A Faculty Mentoring Program Evaluation Form was developed and distributed in March 2005 to all new faculty and senior faculty participating in the program. Evaluations were received back from nine faculty mentors and eight new faculty members. Overall, the evaluations were positive in respect to structure and function of the mentoring program. The responses will be used to plan initiatives and program content for next year.

For 2005-2006 the Committee will work on the following:

1. Survey the Vice President for Academic Affairs, Deans, and Department Chairs for awareness, feedback, and help in promoting this University-wide faculty mentoring program before the New Faculty Orientation Program in August 2005.
2. Enhance resources for the Faculty Mentoring Program:
 - Develop a website for the program including application forms, list of senior faculty mentors and on-line links to faculty mentoring resources (articles and websites).
 - Develop and administer additional mentor training materials.
 - Conduct a Fall semester workshop/retreat for new and senior faculty participants (set goals, present mentoring materials, etc).
 - Organize and conduct semester workshops and/or luncheons with guest speakers.
 - Develop and coordinate activities with the PETAL Program and other University and College initiatives to enhance teaching and research.
3. Continue the Mentoring Program (recruiting new faculty and senior faculty mentors, conducting reception for new faculty and mentors in the fall, and conducting program evaluation).
4. Represent the faculty on policy issues relevant to other academic concerns related to teaching and research.

John Kovaleski (Education), Chair

(Barbara Burckhart, Bob Coleman, Brenda Beverly, Curtis Harris, Irence McIntosh, Ehab Molokhia, Robert Moore)

Academic Policy and Handbook Committee

The Academic Policy and Handbook Committee worked on two major items this year. First, the committee addressed the tabled item brought forth from 2003-2004 Faculty Senate regarding the proposed Non-tenure Track Faculty Promotion Policy. At the first committee meeting, May 5, 2004, Dr. Covey addressed the concerns of the Faculty Senate with regard to the Non-tenure Track Faculty Promotion Policy. The Non-tenure Track Faculty Promotion Policy was approved by the Faculty Senate at the June 21, 2004 meeting. Another important agenda item was the student/class withdrawal policy. The Committee Chairman was assigned to the Task Force charged with recommending options for the student withdrawal policy. The Task Force, chaired by Dr. Judy Stout, presented two proposals to the Faculty Senate January 19, 2005. Faculty Senate approved the proposal to move the withdrawal date to the 9th week of the semester. Student groups strongly objected to this proposal and the issue remains pending.

Marian Peters (Nursing), Chair

(Melissa Costello, Rebecca Giles, Michelle Moreau, Justin Robertson, James Swofford, April DuPree Taylor, Donna Wooster)

Environmental Quality Committee

This year, the Environmental Quality Committee elaborated the following long-term goals: 1) to provide a forum to educate the University community about the presence of rich environmental resources held by the University and facilitate environmental education efforts; 2) minimize the adverse impact of the consumption of materials for the University; 3) explore and facilitate the development of an environmental quality standing committee for the University; and 4) gather environmental performance indicators and report annually on the condition of the University's environmental status. The Committee also worked to fulfill two short-term initiatives: environmental education of the university community and continued exploration of a comprehensive University recycling effort.

Among the activities this year, the committee facilitated the purchase by the Faculty Senate and a number of Senators of wood duck nesting boxes from the Alabama Coastal Foundation for the University campus. Committee members labeled the boxes with

brass plaques (Faculty Senate 2004-2005) and installed them in remote wetland locations on campus. Committee members Vaughn Millner and Barry Nowlin will help maintain the boxes annually, collect data, and communicate findings to the Alabama Coastal Foundation. The committee also gathered information about how to create a “living memorial” and posted this information on the website. In addition, Committee members met with Andy Lindsey, Grounds Manager for the University, about establishing a more comprehensive recycling effort for the University. Among items discussed were (a) hiring an outside contractor to help with recycling efforts, and (b) responding positively to student groups asking if they can help with recycling efforts. The Honors students were interested in working on such an effort. Vaughn Millner met with Honors students who were responsive to the project. Andy Lindsey requested a recycling proposal. The recycling proposal draft was submitted to Dr. Stout, Honors Advisor. This project is still pending.

Finally, the Committee offered a series of recommendations for the future:

1. Continue recycling efforts
2. Continue campus environmental education efforts
3. Continue to respond to environmental problems, such as those caused by run-off from new building, etc.
4. Reconsider whether environmental performance indicators are achievable in the realm of this committee’s responsibilities
5. Facilitate the protection of the “ravine” described by Dr. David Nelson
6. Consult with Dr. Nelson or other campus experts regarding the environment
7. Provide a copy of Dr. Nelson’s report to each subsequent year’s Environmental Quality committee

Vaughn Millner (Education), Chair

(Stephen Bru, Nicole Flynn, Bill Harrison, Arnold Luterman, Barry Nowlin, Martin Parker)



Vaughn Millner and Barry Nowlin with the recently installed wood duck nesting boxes on campus

Evaluation Committee

This year, the Evaluation Committee collected information from the Faculty on two separate occasions. The first was a survey to gauge interest in a proposed University Club to be located on campus. The second was the administration of the 17th Annual USA Faculty Survey.

The University Club survey was delivered via e-mail to current faculty on January 14, 2005, with a reminder e-mail sent on January 25, 2005. One hundred and sixty-seven (n=167) completed surveys were returned by either e-mail or campus mail, resulting in a 20% response rate. The survey showed

- 83% of respondents supported the idea of a University Club on campus
- 64% supported a University Club at the proposed site
- 52% indicated a willingness to pay \$120 annual membership fee to access the proposed facility

Complete results were presented to the Faculty Senate and are posted on the Senate website.

The annual faculty survey was last distributed in the Fall of 2003. Though open-ended comments from that survey were available on the faculty senate website, the tracking data had not been updated for comparison to prior year’s surveys. The 2003 survey data was obtained and provided to the Faculty Senate webmaster in order to update the comparative tables.

This year’s annual survey was distributed in the Spring semester. An e-mail was sent to the USA Faculty on March 25, 2005 asking for their participation and directing them to the survey website. Those who were reluctant in past years to participate due to security fears related to online survey administration were offered the option of having a paper version sent to them via campus mail. A reminder announcement was distributed by e-mail on April 7, 2005. By April 19, 2005, two hundred and sixty-two surveys (n=262) were completed, resulting in a 31% response rate.

Goals for 2005-2006:

- Tabulate data from the 17th Annual USA Faculty Survey
- Update the Faculty Senate website to include comparative data for 2005
- Distribute the 18th Annual USA Faculty Survey in the Spring of 2006
- Explore methods for improving faculty participation in senate surveys

Deborah Spake (MCOB), Chair

(Matt Ames, James Davis, Dennis Guion, Tom Hain, Judy King, Jonathan Scammell)

Planning and Development Committee

During the past year this committee has worked on starting up a University Club on campus. President Moulton indicated support for the initiative and offered the Career Services Building once they move to the new student center. To gauge faculty support, we developed and administered a faculty survey with the assistance of Deborah Spake. The results were very positive. With over 20% of faculty responding, about 80% of respondents were in favor of developing a club and approximately 60% were willing to have dues taken out their paycheck to support it. As a result, the Senate formally accepted President Moulton's offer to occupy the Career Services Building in the future. We have also spoken with Joe Busta about raising funds for the project. It is hoped that a University Club will provide a space for faculty to meet, socialize, relax, etc.

John J. Sachs (Education), Chair

(Nick Aronson, Frank Donovan, Alice Godfrey, Randall Powell, Irene Rattle, Charles Rodning, Justin Sanders)

Salary and Fringe Benefits

The Salary and Fringe Benefits Committee established a list of items we felt are important for USA faculty. Some items are in progress and some completed. Included are:

1. Salary inequities particularly those that pertain to senior faculty and new hires. Susan McCready was interested in this topic and plans to reinvestigate these issues, and if possible come up with an equitable solution.
2. Are University Faculty interested in establishing a day care center?
3. Re-evaluate a dental plan for University health plan members.
4. Up-to-date discussion of the University health plan including: future plans such as additional cost increases, tiered costs for those that participate in long term health improvement programs such as smoking cessation. Evaluate what other universities and/or businesses are doing to improve employee's health.
5. There was general interest in having a presentation on the Research Park such as what is its future, and how does it pertain to the University Faculty. This was presented at a Senate meeting by Robert Galbraith.

Steven Teplick (Medicine), Chair

(Len Aldes, Matt Ames, John Jefferson, Elizabeth Mancini, Susan McCready, Cornelius Pillen, Nicholas Sylvester)

Technology Utilization Committee

The Committee looked at eight issues of interest to the faculty this year:

- Turnitin: 21 faculty members have attended workshops on use of the program. Judy Stout will provide statistics on its actual use. The program will not accept long documents like theses and dissertations in their entirety. A few faculty have had technical difficulties and some are not clear on exactly what is not covered in the Turnitin database. It has also been reported that some administrators are not very supportive of the use of this program. The committee will continue to monitor the issues.
- Groupwise: Academic Computing is open to exploring other programs. Those faculty who would prefer not to use Groupwise can ask for a jaguar1 account. A shorter southalabama.edu address may be available soon. AC is currently working on configuring a program to reduce the amount of spam.
- Wireless: Academic Computing reports that wireless access is spreading throughout the University as each College can afford its infrastructure. Authentication of authorized users-faculty, staff, students-needs to be standardized.
- Faculty Development: As related to technology, development opportunities take place in several different areas. PETAL, the Computer Center and OLL need to work together to set a unified schedule of development sessions at times and on days that allow all interested faculty to attend. University might consider instituting a "Technology Week" during an interim period.
- User Groups: Academic Computing is working to create a forum-type environment which will allow faculty and others to communicate with each other online about technology and other issues.
- Content Management System: CMSs are used to allow collaborative web publishing without expert technical proficiency. The committee recommends that University Administration encourage and support web technologies useful for instruction, research, and collaboration that are not currently available and/or supported by Web Services.
- Online textbook ordering: This will not be available to faculty because of logistical and legal issues.
- Omniform: More research is necessary to understand the nature of the problem.

Jan Sauer (University Library), Chair

(Steve Brick, Elliot Lauderdale, Harold Pardue, Federico Perez-Pineda, Bill Pruitt, Rebecca Ryan, Richard Whitehurst)

N E W S A N D U P D A T E S

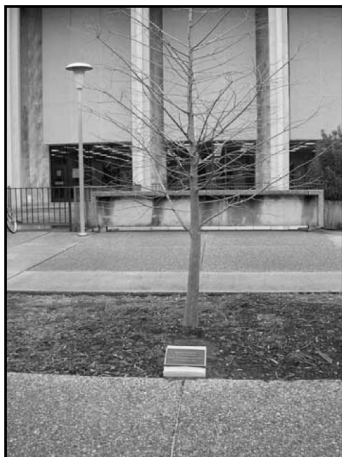
Year in Review by outgoing Chair, Stephen Morris.

This year's Senate has really not confronted any major issues: no football, no presidential searches, no votes of confidence. I set out three broad goals at the beginning of the year: to enhance the institution's visibility, inclusiveness, and relevance. To that end, the Senate published its first newsletter; we established and organized an office that makes it easier to find information on the University and past Senate business; we strengthened communication between University committees and the Senate; we continued to develop the faculty mentoring program and started the process of establishing a faculty club; we sponsored the first Senate night at a USA basketball game; and we have continued to strengthen our relationship with the administration and even the USA Foundation. We have not passed many resolutions, but we are consulted by the administration and actively involved in the deliberations over policy. I continue to believe in the three broad goals and hope to continue to work with Doug and the new executive committee in their pursuit.

Presentations to the Senate.

The Senate often invites guests to our meetings to discuss certain issues and answer questions. This year the Senate was honored to hear from:

- **Keith Ayers, Director of Public Relations**, offered a brief presentation and answered questions on the JAGTran system.
- **Dean David Johnson (Arts and Sciences)** spoke on the grant incentive program and teaching excellence awards proposals.
- **Robert Galbraith, Vice President for Research**, offered an update on the Research Technology Park and its impact on faculty.
- **Dr. David Nelson, Associate Professor of Biology**, reported on the campus environment.
- **Gordon Stone, President, Higher Education Partnership**, discussed the work of the organization in lobbying for higher education at the state level. He provided an update on the current budget process.
- **Dr. Joe Busta, Vice President for Development and Alumni Relations**, offered an update on gifts, noting that the number of gifts has climbed from 2,169 in 2002 to 4,639 in 2004, while the dollar amounts have increased from \$1.8 million to \$11.6 million during the same period.



Establishing a Living Memorial on the USA campus *(information provided by Vaughn Millner, Chair, Environmental Quality Committee)*

Living memorials can be as expensive, or inexpensive, as you would like. Plants may be purchased and donated without a plaque, but most donors add a plaque, which includes both the common and scientific name of the plant as well as the person it is honoring. Plaque sizes begin at 6 x 9 and are cast bronze. They are positioned so that they will not be harmed by groundskeeping. A standard plaque costs about \$200.00 and takes roughly four to six weeks to arrive on campus. Plants can run from \$25.00 to over \$100.00. Additional benches and picnic tables can also be purchased.

Surprised, confused about the new pharmacy deductible?

The Senate asked Vice President Wayne Davis to provide more information on the deductible. His response, including extensive examples of how the deductible works, can be found on the Senate Web Page.

Facilities Reports.

Every month the Chair receives a copy of the Facilities Report detailing all construction activities on campus. These reports are available on the Senate webpage.

Senate Office.

This year the FS acquired office space to house the institution's documents and notes. The Senate office, located on the 3rd floor of the library, houses Senate documents, reports, minutes as well as the official reports from Board of Trustees meetings, the campus Master Plan, and related materials. All faculty are welcome to consult the documents. The key is available at the Circulation desk.

