

Faculty Senate Plenary Meeting
Sep 17 , 2025
MCOB Room 265
3 p.m. to 5 p.m.
(Zoom Option included)

Attended in Person (32): Bates, Robin; Black, Michael; Brock, Casey; Carmichael, Bishop; Dasgupta, Santanu; Davis, Sara; Davis, Tara; Léonard, Marie des Neiges; Ellzie, Joel; Fox, Dalten; Frye, Doris; Godang, Romulus; Hauff, Caitlyn; Hudson, Geoffrey; Liebertz, Scott; Lohar, Bhushan; Macdonald, Rebecca; Merritt, Brandy; O'Connor, Tracy; Pavelescu, Andrei; Pramanik, Paramahansa; Pennywell, Gwendolyn; Rabideau, Brooks; Robertson, Justin; Selwyn, Candice; Shaw, Christy; Stenson, Alexandra; VandeWaa, Elizabeth; Walker, Sean; Wassenaar, Christina; Wilbert, Arik

Attended on Zoom (23): Baughn, Christina; Bokhari, Amber; Brower, Greg; Capasso, Tom; Cole, Tracy; Coronado, Yun; Cutchen, William; Daniel, Casey; Davidson, Clay; Dzwonkowski, Brian; Fesenmeier, Michael; Fleck, Lorie; Holliday, Candice; Huang, Jingshuan; Mbaka, Maryann; Ochoa, Juan; Pancione, Kirsten; Parsell, Karen; Salvitti Fermin, Mariarita; Shea, Allyson; Swofford, Jim; Vrana, Laura; Wu, Charles

Excused: Minton, Bonnie; Pettway, Matthew; ter Horst, Eleanor; Thomas, Rebecca; Getch, Yvette; Holliday, Nicolette; McDonald, Tyler; Williams, Katie

Absent Unexcused: Bunch, Jaclyn; Fregeau, Laureen; Gavrilita, Christina; Huang, Ying; Kumar, Jatinder; Marass, Ashley; Marri, Preethi; Streeter, Donna; Williams, Ashley

Preliminary Business

This meeting was called to order ~3:05 p.m. with Faculty Senate President, Christina Wassenaar presiding. Quorum (36 senators) was met.

Approval of August 2025 Minutes

Approval of September 2025 Agenda

Guests:

Student Affairs: Michael Mitchell (VP, Student Affairs/Dean of Students), Deidra Byas (Title IX Coordinator) & Mario Sheats (Dir, Ctr for Ed Acces & Dis Res)

- **CEADR:** Mario Sheats (Dir, Ctr for Ed Acces & Dis Res)

- Provide only accommodations specified by student's letter from CEADR.
- Don't make individual decisions about recommendations, refer students to CEADR
- Accommodations cannot be applied retroactively (except medical withdrawal after drop date & if an error occurred in CEADR's processing of student's request).
- Students are CC'ed anytime a message leaves CEADR's database.
- Students can opt out of accommodations without informing the professor first
- Students have to have a new accommodation letter sent each semester for each course, even if they are retaking the same course.
- CEADR set-up: 9 testing rooms with double sided glass and cameras. For proctoring, cameras are life-monitored. Overflow leads to direct supervision.
- Anything students are allowed to have with them in the classroom while taking an exam, they are allowed to have with them while taking the exam at CEADR.
- Late classes: staffing issues exist for proctoring late exams. CEADR usually has a late-testing day or two during the week. But, often students are allowed/asked to take such exams at different times. Profs concerned with the integrity of testing materials in such instances may need to make separate tests for students with CEADR accommodations.
- Other questions, reach out to CEADR

- **Title IX:** Deidra Byas (Title IX Coordinator)

- The goal is to allow students to stay in school and be successful.
- Accommodations for victims of events are based on allegations of what has happened and short term (usually one semester).
- Pregnancy & Parenting: accommodations letter will not come from CEADR but from Maxient (may look like or be flagged as phishing). Accommodations typically end at the end of pregnancy, except if something happened.
- Attempts are made to cater the accommodations to the students (e.g., move a lab to a different semester).
- If both parents are students, both parents receive the same accommodations.
- Title IX reporting & accommodations tend to apply to events that happened on campus, but:
 - Although most Title IX incidents are addressed based on where the incident occurred, typically when it takes place on our campus or involves a University of South Alabama affiliate, there are occasions when an incident occurs off campus, but both parties are affiliated with the university. In such cases, Title IX may still assist and intervene, as off-campus conduct can have implications for the campus environment. Our office is committed to supporting all students, regardless of where the incident occurred. While individuals may not be able to pursue a formal adjudication process through Title IX for certain off-campus

incidents, we can provide supportive measures and accommodations when appropriate and deemed reasonable by the Title IX Coordinator.

- If professors are asked to provide accommodations for more than a semester or made aware of something that happened on campus in the past that had not been reported to Title IX, reach out to the Title IX office.

Mathew Cox (Associate VP, Enrollment Management)

- South is extraordinarily supportive of student enrollment services & their efforts
- Good news is that our reputation is growing in a positive direction. We are no longer low on the list of target universities for local students from affluent public areas. We tend to be ranked between number two and four.
- Enrollment Cliff & smaller percentage of students considering college essential are coming challenges to enrollment. So is the fact that Dual Enrollment at local community colleges is free (currently, the majority of our transfer students don't come from in with a 2 yr AA from a single community college, but have a little bit of credit from institutions here and there).
- South is working to expand its footprint outside of Alabama. This includes recruiting in Texas where the number of HS graduates who plan to go to college far exceeds what local flagship universities can/will accept). LA & IL are also included.
- South is also re-engaging students who applied within the last 5 years to make sure they know who we are now and what we are offering.
- South is taking a systematic approach to making re-enrolling easy.
- To attract international students, new merit-based scholarships will roll out soon that allow good international students to pay in-state tuition.

President's Report:

Was made available in writing as an appendix to the agenda before the meeting.

Old Business:

- Most current updates will be covered in reports to follow
- Faculty One-Stop Site & Workload Survey: reminder to work in committees to review current state and help flesh out.

Reports from Committees

- **Evaluation** (Clay Davidson)
 - Working on workload surveys in collaboration with several other committees.
 - Working on T&P survey for the College of Medicine and the Libraries
- **FacSal&Ben** (Geoffrey Hudson)
 - Salary Survey:
 - Work on Salary Surveys is ongoing.

- At this stage the FS committee is working with Institutional Research (Gordon Mills) and others in Academic Affairs on thoughtful selection of what would be our “Peer Institutions” for relevant salary comparisons.
 - The goal is to finalize peer institutions by October and complete the Salary Survey by February so that it can be taken into account for the next budget cycle
 - It is also planned to expand the current process document and maybe share it out.
 - Every step of the process is being documented.
 - Also, work is ongoing on including instructors & non-tenure faculty in the salary survey with the same timeline (by Feb). Corresponding data are not included in the CUPA database, so administrators are exploring a comparable adjustment for these faculty.
 - In response to questions of if these data can be adjusted for cost-of-living increases to 25/26 norms rather than applying 24/25 norms (from the data) to our next year’s budget, Geoffrey Hudson made a note to ask the appropriate stakeholders.
- Benefits
 - COVID vaccine - same vaccination from Jan 25 extended through the year.
 - Flu shots available at the Benefits Fair on October 15th (*later on the Digest included that a free Flu Shot Clinic will be held October 17th, 8am - 4pm, at the Faculty Club. Vaccines will be available to USA employees & family members covered by USA Health. This applies to children 4 years and older. USA retirees are not eligible.*)
 - Benefits Fair to be held on October 15th.
 - Open Enrollment October 13th (Mo) through 24th (Fr)
- **Res&CreatAct** (Rebecca Thomas)
 - Panic about Executive Orders has died down a bit. Some areas (e.g., Medical School) have even seen a small uptick in funding.
 - ORED is conducting town halls which include collecting input for a forward-looking five-year plan as well as the current impact of Executive Orders.
- **UnivPlan&Dev** (Sean Walker)
 - Working with Master Plan and Buck Kelly on campus with facilities needs and assessment. Kelly along with Sean and his committee are working to ensure that the master plan is in alignment with the strategic plan of the University.
 - In the process of setting up listening sessions and reaching out to folks as well as the Gen Ed Committee
- **Wellbeing&Ret** [*ad hoc*] (Caitlyn Hauff)
 - Integrally involved in workload survey and one-stop website projects
 - Vote to keep turn into standing committee will be during October Plenary

- **Sust&EnvirQual** (Dalton Fox) - *in writing in agenda attachments*
- **Teach/Learn&Tech** (Michael Black) - *in writing in agenda attachments*
- **FacDev&Ment** (Tracy O'Connor) - *in writing in agenda attachments*
- **UnivPol&HandBk** (Donna Streeter) - *in writing in agenda attachments*

Reports from Caucus Leaders

- **A&S** (Eleanor ter Horst) - *in agenda*
- **CAHP** (Casey Brock) - *in writing in agenda attachments*
- **CIS** (Michael Black) - *nr*
- **CEPS** (Caitlyn Hauff) - *in agenda*
- **ENGR** (Brooks Rabideau)
 - Also introduced new Senator
- **LIB** (Tracy Cole) - *in writing in agenda attachments*
 - Open Access Week
- **MED** (Greg Brower) - **Dr. Marymont retired in November, nfr**
- **SIM** (Robin Bates) - *nr*
- **MCOB**
 - Introduced new Senator
- **CON:** (Elizabeth Vandewaa) - *nr*

Reports from University Committees:

- New University Committee, Faculty Success Team, has been approved
- No reports from current University Committees

New Business

- New Title II Requirements that will go into effect in April of next year were introduced and it was noted that **Raj Chaudhury** (ILC) has been brought into the loop to see how ILC can support faculty in adapting their course materials for compliance. It was noted that textbook suppliers also provide potentially helpful materials.
- The idea of introducing FS Awards for outstanding senators was floated and it was noted that such an effort might land in the Faculty Development & Mentoring Committee.
- Reminder for the Huddle in the Faculty Club was shared.
- Suggestion to invite a guest speaker involved with recruiting International Students (e.g., Zach Thomas (Asst Dir, Global Outreach), Anastasia Fetcu (Intl Student Recruiter) & Harold Purdue (Assoc VP, Academic Affairs)) so that senators may share insights and ideas for International Student recruitment .
- The question was raised if FS has a faculty affiliate with athletics so that issues of accommodation letter process gaps and travel excesses can be addressed.

Adjournment

Minutes created by Alexandra C. Stenson with assistance from **Geoffrey Hudson** , Mario Sheats, **Deidra Byas** for parts associated with their contributions to the meeting. Matew Cox also read the

portion of the document relating to his presentation and confirmed that it accurately reflected what he had conveyed.