

Jacksonville State University
Faculty Senate Meeting
October 21, 2024
3:15pm Merrill Hall B01
Minutes

Present: L Barrow, S Beeman, R Blades, A Boswel – alternate L. Pitts, K Catlin, C Clark, S Cofield, A Crawley, D Dempsey, H Dempsey, A Gilbert, J Godbey, E Hardy, C Hosmer – alternate C Davis, L Ingwersen, W Key, J Long, Y Lu – alternate C. Luay, M Meecham, S Mikel, C Murtagh, B Norvell, J Ridlen, T Ridlen, C Shelton, D Thornton, B Turgeon, K Walker, K Wickersham, C Wang

Guests: S Stone, K Southwick-Thompson

Absent: R Ahmed, E Hardy, N Freeman, S Gill, B Hankins, K Letson, P McGrail, P Robertson

Call to order: 3:15 pm

- 1) Approval of Minutes **First J Ridlen, seconded by A. Gilbert (All in favor, none opposed)**
- 2) Welcome! Heidi
- 3) Updates
 - a. University Compensation Plan/Faculty Salary Committee
 - i. Q & A with Dr. Harmon and Provost Shelton – **began with responses to questions list. Used a powerpoint with a list of given questions and her answers. Goal is to proved a compensation philosophy with a good base for future. Several questions on methodology. Dr. Harmon emphasized that any question to please direct to compensation@jsu.edu. Dr. Harmon also emphasized that the data was used and basis to make changes, nothing else. All data was analyzed by position and reviewed by Deans for input or concerns. Looked at recommendations from Faculty Salary Committee and consultant and bottom line is decisions were made with a belief that they must be sustainable. Not every faculty was brought to the minimum at this time. Long-term vision is to continue to move more towards the median as a continuous plan. Transparency and communication are critical concepts but we are still working on it as there seems to be a disconnect on some perspectives. Goal is to meet with all groups, faculty and staff, as those tables are different. Communication is key – again, ask them to email to compensation@jsu.edu. In closing, asks for patience and grace as try to get changes out.**
- 4) Unfinished Business
 - a. Handbook discussion/feedback
 - i. Handbook Committee decided to include Chapter 6 (Discipline, Termination, and Grievance) in the next round of Handbook revisions for approval this year so these policies could go into effect in Fall 2025
- 5) President's Report
 - a. BOT Update was emailed to all faculty
 - b. Midterm grades and Canvas shells

- i. Canvas (2,128 courses): Published courses with enrollments, **with** grades (1793) ~ 84.3% of total courses
 - ii. Published courses with enrollment, **without** grades (231) ~ 10.9% of total; Unpublished with enrollments (104) ~4.9% of total courses
 - (1) STEP, RISE, Practicums, Internships, Thesis, Varsity Sports, Primary Applied Music, Music Ensembles, Writing Studio, some graduate courses – overall good!!!
 - iii. Midterm grades/grading days: pros and cons of new calendar? **Most faculty feedback is positive, various discussions on how to improve included time for grades due, secondary school systems and being different, and academic calendar with listing on NO CLASSES allowed on grading days.**
 - c. Meeting with Provost Shelton 10/16/24, we discussed:
 - i. Progress and struggles in committee appointments
 - ii. Conflict of interest concerns from faculty
 - (1) Provost Shelton gave us references from the dean's workgroup that had originally started this, including policies and webpages from other universities who had updated/modified their conflict of interest/conflict of commitment policies
 - (2) After reviewing all of this, I sent to the Senate Policies and Campus Planning Committee to begin work on a university policy on this since it needs to cover staff who are working as adjuncts, in addition to full-time faculty
 - iii. Faculty questions about McClellan as an off-campus instructional site
 - iv. Progress on faculty salaries and concerns about overload contracts. **Still in discussions on this area.**
 - v. PEEHIP supplemental charge history. **Continue working on this.**
 - vi. The need for Faculty Senate to have a budget for travel
 - d. Alabama Council of University Faculty Presidents
 - i. Has met and reviewed copies of the bylaws and discovered that President, President-elect, and Past-President are all supposed to be members.
 - (1) Since we don't have a Past-President, I have asked Jeff Dodd to serve in that role on that committee since he as a member of that committee when they were very active
 - (2) We discussed how committee recommendations were made at each university, whether Senate Presidents sit on Deans' Council, the role Senate plays at each university, how much power Senate has to influence change, leadership training for Senators, etc.
 - (3) This committee's funds reside at JSU and I am now the fund manager for them
- 6) Committee Reports
- a. Executive Committee
 - i. Did not meet last week because of BOT meeting
 - ii. Principal occupation and conflict of interest concerns
 - b. Faculty Advocacy Committee
 - c. Elections Committee – **if a current Senator and rolling off, please email Stacy Mikel and let her know and if you have any recommendations for a replacement.**
 - d. Policies and Campus Planning

- e. Student Retention
 - f. Bylaws Committee (ad hoc) – no report
- 7) New Business
- a. Departmental concerns? **Discussion on Staff Senate. They are brand new and it is never happened so it will take some time to implement. Discussions ensued. It is not Faculty Senate’s “lane” to make them meet or do things when they are so infant in their beginning.**
- 8) Informational Items
- a. Faculty Research Symposium Important Dates:
 - i. You can still register to present, judge, eat at the keynote speaker luncheon, and attend the awards reception - [Faculty Research Symposium - Faculty Commons \(jsu.edu\)](#) Mica’s email from today
 - ii. November 7, 2024 - Faculty Research Symposium see
 - b. 3rd Annual Student Success Summit
 - i. February 4th and 5th, 2025 at the Houston Cole Library – *“Student Success and Mental Health: Strategies for Faculty and Staff to Enhance Student Outcomes.”*
 - ii. But here’s the exciting part—we need your expertise and insight! We’re looking for engaging and impactful presentations on how mental health influences student success, and how faculty and staff can play a key role in supporting students during these critical times. If you’ve got a fresh perspective, research findings, or practical strategies to share, we want to hear from you! [Check out our details on the Summit and submit your proposal today!](#)
 - iii. The deadline to [submit your proposals](#) is December 8th, 2024 at 11:59 PM
- 9.) Motion to adjourn – **J Ridlen first, L. Ingwersen seconded (all in favor, none opposed) at 4:45 pm**