

Jacksonville State University
Faculty Senate Meeting
September 23, 2024
3:15pm Merrill Hall B01

Present: T Ridlen, J Ridlen, K Catlin, P McGrail, S Gill, C Murtagh, B Norvell, C Wang, K Walker, L Ingwerson, C Clark, A Gilbert, N Freeman, A Boswell, D Thornton, D Dempsey, S Beeman, L Barrow, S Mikel, W Key, H Dempsey, J Long, B Turgeon, B Norvell, R Blades K Southwick-Thompson (alternate for R Ahmed), S Cofield

Absent: J Godbey, E Hardy, B Hankins, Y Lu, P Robertson, C Hosmer, A Crawley, C Shelton, K. Wickersham

Guests:

Call to Order: 3:17 pm

- 1) Approval of Minutes **First S.Mikel, seconded J Ridlen (All in favor, none opposed)**
- 2) Welcome! **Heidi**
- 3) Updates
 - a. Meeting with President and Provost – **Drs. Dempsey met with them today, discussed feedback from faculty for more time on handbook revision. Also, the handbook has to go to legal for review and our new legal counsel doesn't begin until Dec. 2. So this pushes timeline back. The solution reached with the President and Provost is to split the handbook process in half. Chapters 1 – 5 will go to BOT in July 2025 and Chapters 6 – 10 will go to BOT in July 2026. They also discussed shared governance and committees in this meeting.**
 - b. ADA meeting with Sean Creech and Tim King – **Drs. Dempsey have met with Dr. Creech and Dr. King. By 2026, all classes must be fully accessible. Their goal is to work with faculty to help assist them in reaching compliance with this Department of Justice ruling. Senators are asked to encourage their departments to schedule a meeting with Mr. Creech to see what resources are needed in this time of change to make this happen. The one thing they do not want is for faculty to feel that this is unreachable without sacrificing best teaching practices. Instead, they want to help them find options to make them accessible. They are willing to set up sessions to help faculty. One senator suggested that we see it as a benefit to our students, not as a barrier.**
 - c. Salaries Update
 - i. Salary Committee meeting with Dr. Harmon on Sept. 25 –**Dr. Shelton, Dr. Dempsey, one of the salary consultants, and Dr. Harmon met last week. This proposal is still not finalized. Dr. Harmon is working hard to get it all in place and work through pieces for dissemination. Senators expressed concern that faculty may not be included in relevant discussions and that information at certain levels might be being withheld from faculty. There was a question about shared governance, but another senator pointed out that there has been far more transparency and shared governance in this process than there**

ever has been in the history of JSU. Dr. H. Dempsey said that she would discuss these concerns with the Provost and report back.

- ii. Oct. 21 Dr. Harmon and Dr. Shelton will attend to answer questions about salaries
- d. Handbook Committee
- 4) Committee Reports
 - a. Elections Committee – Stacy reported that the committee had met today to recommend faculty representatives for several more committees.
 - b. Faculty Advocacy Committee
 - c. Policies and Campus Planning
 - d. Student Retention – Allen thanked Tray volunteering to serve as the Senate representative on the new Undergraduate Admissions Standards Committee.
 - e. Bylaws Committee (ad hoc)
- 5) New Business
 - a. Discussion of Faculty Senate goals and initiatives for the year
 - Bylaws, handbook, and direction of Faculty Senate participation in university
 - Sustain and have a plan to keep our momentum going. Have clarity on what we do and how we can continue to do it
 - Department Head Council and culture shift. We don't have a Faculty Senate rep on their Council. Is this something we should request?
 - b. Departmental concerns?
 - PEEHIP supplemental allocation payment – why do those who do not use PEEHIP have to pay this fee? – Advocacy will pursue
 - IT and gigs available for Emeritus faculty on One Drive – President Dempsey will investigate
 - Policies for faculty working for other universities – Executive Committee will discuss with Provost Shelton at their meeting
 - Athletics excuses and absences with class – we must follow the university sponsored activities policy with regard to allowing student athletes to make up missed assignments.
 - c. Committee organization time
- 6) Informational Items
- 7) Adjourn – 4:42 pm, **First J Ridlen, seconded S. Mikel (All in favor, none opposed)**

Faculty Handbook Extension

From Faculty Senate President <fspres@jsu.edu>

Date Thu 9/26/2024 7:51 AM

To JSU Faculty <jsu-faculty@jsu.edu>; Deans' Council <deansteam@jsu.edu>; Department Head Council <academicleadership@jsu.edu>

Good morning faculty!

Part of the feedback the Faculty Handbook Committee received was that stakeholders felt like they did not have adequate time to really examine the first draft of Section A. The committee took this under advisement and discussed it with President Killingsworth and Provost Shelton. We have decided to stretch out our timeline and only ask you to review Chapters 1-5 this year (Segments A & B – final version to be approved by BOT in July 2025) and do Chapters 6-10 next year (Segments C & D – final version to be approved by BOT in July 2026).

I will post the new timeline in the Teams chats for those who are interested, but for now, note that the **Segment B (Draft 1) deadline will be extended until October 24.**

Please let me (or your Teams point person) know if you have any questions!

Best,
Heidi

Heidi L. Dempsey, Ph.D. (she/her)

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Salaries/Faculty Senate Update

From Faculty Senate President <fspres@jsu.edu>

Date Tue 10/1/2024 8:00 PM

To JSU Faculty <jsu-faculty@jsu.edu>

Cc Deans' Council <deansteam@jsu.edu>; Department Head Council <academicleadership@jsu.edu>

Good evening faculty members!

Since many of you have been asking about salary updates, please check out the update that Dr. Harmon sent out tonight from Finance and Administration. Most important is the link to the [FAQs](#). This roughly gives the outline of the salary plan. Since I know many of you are going to ask for clarification, let me see if I can give you an outline of what the Faculty Salary Committee was told.

1. Using the CIP Codes provided by the Faculty Salary Committee, which were verified by deans, the salary consultants went in and created salary tables for each rank and discipline. These will be distributed by Provost Shelton when they are finalized, probably next week. Basically, that means you will be able to look at each discipline (e.g., Psychology) and see what an Instructor, Assistant Professor, Associate Professor, and Professor should be making at minimum, at the midpoint (median), and at maximum when using the new comparison groups. The salary consultants amended the Committee's CUPA-42 group and came up with a new comparison group (CUPA-32) that included more national schools (since we recruit nationally, not just regionally) and eliminated some of the outliers to help give us a better estimate. These salary tables will also help us immensely when we are hiring new faculty because we will have objective numbers to use as hiring amounts.
2. Dr. Harmon will take each person's base salary as of Oct 1 and apply a 2% COLA to it. Then she will compare that number to the minimum salary amount listed for your rank and discipline. If you are above that, you are good and you will just be receiving that 2% increase in this first phase. If you are below the minimum, then she will look to see how much money it will take to raise you to the minimum. The goal is to get everyone to the minimum this fall, but it may not happen for everyone because there are a few where it's just too big of jump for us to handle all at once. So, those people will be targeted first the next year to finish moving their salaries up to the minimum. For everyone else, the next step next year will be to start moving toward the appropriate point in the range for your rank based on your years of service, etc. So, this is different than what the salary committee proposed because we just said move everyone up 1/3 of their total raise. But, Dr. Harmon really wanted to target all faculty and staff who are at the very bottom and below minimum salaries first since she thought those people were in the most desperate need of salary adjustments. So, even if you only get a 2% raise this year because you are above the minimum, we will still be reviewing your salary again next year. We always knew this was going to be a multi-year process, so hang in there!
3. We really weren't kidding when we said that Banner was causing us all kinds of grief and that we are having to do some wonky adjustments to even get it to run the salaries. Just note that faculty are going to get 2 paychecks in November – one Nov 1 that is your regular pay and then one Nov. 8 that is half of your adjustment (second half coming in spring when we can hopefully get Banner

fixed correctly). If you have set deductions taken out (e.g., an extra \$200 for taxes or something like that, you may need to adjust this in HR or it is going to take it out twice). Additionally, you will need to resubmit the respective form to reactivate the deductions.

4. These are base pay adjustments – not like the summer supplement. Whatever you receive is a permanent adjustment to your base pay going forward. It will be at least 2%, if not more, in this first wave.
5. For those who were concerned about transparency and equity, these adjustments are about as transparent and equitable as you can get. All salary tables are based on CUPA data. These will be updated every year to reflect changing trends in the market, so they will not stagnate, and we will always know where our salary is in comparison to these peer institutions. It is based on objective data, not hidden negotiations or favoritism. These tables will be published and always available so there is 100% transparency going forward for all positions at JSU.
6. Next year the Faculty Salary Committee will begin looking at the pieces we were unable to address in this round such as promotion increases, adjunct/overload pay, etc. These pieces will be added to our work to continue moving faculty and staff up above the minimum levels.
7. Provost Shelton will be sending out a communication next week to faculty that includes the faculty salary tables, as soon as they are finalized. Soon after you will receive a personalized letter that details your individual adjustments. If you have questions about the compensation plan in general, email Dr. Harmon at compensation@jsu.edu. If you have questions about your personal salary adjustment, please reach out to your dean for further clarification.

Beyond salaries, please note that midterms are coming up quickly. **PLEASE, PLEASE, PLEASE, make sure that you are recording grades in the Canvas gradebook.** Students are trying to determine whether to drop classes. Student Success is trying to figure out which students are in danger of failing and need interventions such as tutoring. Don't hesitate to issue those Navigate alerts if you have students who need intervention. I hate to say this, but all of these salary adjustments require the revenue that comes from enrollment, so it is all of our jobs to help students every way that we can. They are here, they are ours, and we need to try to help them succeed. Send them to tutoring, make mental health referrals, reach out to ask them why they are struggling, contact the student who has been absent from your class multiple times.

Remember there is no class on October 10 and 11 because these are grading days. **Midterm grades must be turned in for ALL students by 11:59 pm October 13.** The Grades to Banner feature in Canvas can make this super easy for many of you to just push those grades directly from Canvas.

Finally, thank you to all of you who have agreed to participate in shared governance through committee work this fall! I'm still working on a few remaining committees, so I may be reaching out to you yet, but I'm so happy that so many of you agreed to serve.

I will send another Senate update soon with all of the issues we have been working on, but I feel like I've given you enough to chew on here. Have a great week!

Best,
Heidi

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