

RESOLUTIONS and RECOMMENDATIONS

Fall 2006 - Spring 2007

Faculty Senate Recommendation concerning Aid in Relocation: Attraction and Retention of Faculty

In response to a general request for recommendations of ways to improve either retention of current JSU faculty or attraction of new faculty to the university, the Faculty Senate suggests that greater aid in relocation be given to incoming faculty as a way to attract them to the University. Departments and colleges at JSU currently approach helping with faculty relocation in a variety of ways. In order to facilitate the University goal of being the friendliest University in Alabama, the Senate suggests the adoption of a more unified, university-wide approach. Not only do we believe that such a plan will have an important, long-lasting, positive effect but also it will not cost the University anything.

The plan the Faculty Senate puts forth herewith has two major components. The first component is for the University to offer greater aid in helping faculty find housing. Other universities have developed associations with local realty companies and routinely incorporate tours of the area into the interview schedule for candidates seeking employment. The agents of these companies absorb the cost of these tours. In order to avoid any hint of favoritism, a list of agencies could be constructed and maintained by our human resources department. Any department wishing to hire a new faculty member could then call and find out which agency was next on the rotation. The agency then contacted could decide who within their employees would take the candidate on the tour of the area. The second component is that the University provide an information packet about the area using materials available from the Chambers of Commerce of Calhoun County and the Cities of Jacksonville and Anniston.

Passed by the Senate on 13 November 2006

Faculty Senate Recommendation concerning Tuition Waivers: Attraction and Retention of Faculty

In response to a general request for recommendations of ways to improve both retention of current JSU faculty and attraction of new faculty to the university, the Faculty Senate suggests that full tuition waivers be provided for faculty taking courses at JSU, for at least up to one course per semester and 50% thereafter.

Indeed, providing full tuition waivers would be in line with the university's ongoing efforts to bring faculty compensation up to the regional average. Additionally, such a policy would provide increased opportunities for faculty development, and having faculty as students can add much to any classroom experience, for both the teaching faculty and the other students.

Currently faculty, staff, and their dependents can receive 50% tuition remission/assistance from JSU. In contrast, many universities in Alabama provide a 100% remission for their faculty members for at least one course a semester (up to five hours). Those universities include Alabama A&M, Alabama State, Auburn, Auburn University at Montgomery, Troy University, the University of Alabama, University of Alabama at Birmingham, the University of Alabama at Huntsville, the University of Montevallo, the

University of North Alabama, the University of South Alabama, and the University of West Alabama (which provides a full waiver only after six years of full-time service). (Please refer to the attached document for further details.)

Additionally, the Senate further suggests that the university provide full tuition remission for at least one course per semester for staff and dependents and 50% thereafter.

We recognize that many issues--including, but not limited to, minimum GPA, definition of dependents, the exact number of hours per semester to be paid at 100%, and procedures for admission of faculty members to classes when there is limited space--would need to be worked out. Even so, such a policy's long-lasting positive effects can only impact the university positively.

Passed by the Senate on 22 January 2007

**Faculty Senate Recommendation concerning
Attraction and Retention of Faculty:
Promotion to Distinguished Professor**

In response to a general request for recommendations of ways to improve both retention of current JSU faculty and attraction of new faculty to the university, the Faculty Senate recommends that the University put in place another faculty rank, that of **Distinguished Professor**.

The Senate recommends the addition of this rank for two primary purposes. First, having a rank beyond Professor will motivate faculty members to continue with their work for the university, both in the classroom and on committees, and outside of the university with their scholarship. Second, the rank and its concomitant raise constitute a concrete way for JSU to show how valuable its faculty are, especially those who have served for decades. Since Merit Pay is available only rarely, instituting the rank of Distinguished Professor would indicate JSU's commitment to fostering and rewarding ongoing academic excellence.

Promotion to this rank would not be automatic or pro forma. Those applying for this permanent rank would be required to have maintained excellence in teaching, scholarship, and service (the specific requirements for each area to be determined) and to have served a minimum of years (10 or 15 would be appropriate) at the rank of Professor.

The application process would be in line with the application processes for Associate Professor and Professor. Those who apply for and achieve the rank should receive a raise suitable to a rise in rank and large enough to warrant the effort of application.

Someone achieving the rank of Distinguished Professor would then upon retirement be eligible for recognition by the Senate for Distinguished Professor Emeritus/Emerita.

Approved by Senate 4-9-2007

**Faculty Senate Resolution on
Campus Safety Protocol**

WHEREAS recent events at Virginia Tech reminded the Jacksonville State University community of the dangers possible on the modern university campus; and

WHEREAS the JSU Student Handbook clearly prohibits many forms of violent and dangerous behavior and proscribes the processes of the JSU JUDICIAL system for infractions, with punishments including expulsion when deemed appropriate; and

WHEREAS the JSU JUDICIAL system establishes a lengthy process, including a disciplinary hearing; and

WHEREAS such a lengthy process might not be an appropriate or adequate response to an IMMEDIATE THREAT OF VIOLENCE; and

WHEREAS neither the JSU Faculty Handbook nor the JSU Student Handbook provides ANY PROVISIONS for how faculty are to deal with students whom they deem to be IMMEDIATE THREATS to their own or others' safety;

THEREFORE, BE IT RESOLVED

That JSU establish a protocol for members of the campus to follow when they have good reason to suspect that a student might be an IMMEDIATE THREAT.

That this protocol include specific offices, if not specific individuals, who should be informed of the potentially dangerous student.

That such offices or individuals keep records of such information.

That such offices or individuals IN A TIMELY MANNER take specific steps to follow up on such information.

That such offices or individuals communicate the outcome of their efforts to the person who informed them of the potentially dangerous student.

That this protocol, once decided upon, be written and be disseminated throughout the university community.

Approved by Senate 5-14-2007

**Faculty Senate Resolution on
Training for Faculty and Staff:
Recognizing and Dealing with Potentially Dangerous Students**

WHEREAS recent events at Virginia Tech reminded the Jacksonville State University community of the dangers possible on the modern university campus; and

WHEREAS the university provides informative seminars on issues like sexual harassment and cultural diversity; and

WHEREAS few faculty and staff are trained to understand and diffuse potentially dangerous student behavior;

THEREFORE, BE IT RESOLVED

That JSU establish seminars and a published action plan to inform faculty and staff about the warning signs of potentially dangerous student behavior and of techniques for dealing with students who exhibit such behavior.

That such information be available to faculty and staff regularly and beginning as soon as possible, perhaps including presentations for Faculty Advisors for Student Orientation over the summer, at New Faculty Orientation, and at the University-wide meeting at the beginning of the Fall semester.

Approved by Senate 5-14-2007

**Faculty Senate Resolution on
the University Travel and Self-Improvement Grants Program**

WHEREAS, capable faculty are essential to the mission of the University, and,

WHEREAS, the Administration has stated that attraction and retention of capable faculty is a University priority, and,

WHEREAS, the University Travel and Self-improvement Grants program is intended to provide opportunities for faculty self-improvement or renewal, and,

WHEREAS, the University Travel and Self-improvement Grants program gives priority to those faculty members in tenure track or promotion eligible tracks, and,

WHEREAS, serving in an official capacity in a professional association has a positive influence on promotion and tenure, and,

WHEREAS, the University Travel and Self-improvement Grants program only provides funds for faculty members who are making presentations of scholarly papers or creative activities at national or regional professional meetings, and,

WHEREAS, faculty members who are selected to serve in an official capacity in a national or regional professional association must therefore attend official meetings of said association, and,

WHEREAS, faculty members who are serving in an official capacity and who are attending official meetings are sometimes not compensated for the expenses associated with attendance at official meetings by the association they are affiliated with,

THEREFORE, BE IT RESOLVED THAT:

Jacksonville State University amends the University Travel and Self-improvement Grants program to include funds for attending professional meetings for those faculty who hold official positions or offices in professional organizations and who are not compensated for the expenses associated with attendance at said organizational meetings.

Approved by Senate 5-14-2007