

Jacksonville State University
Faculty Senate
September 11, 2023

Senators in Attendance: Jess Godbey, Tray Ridlen, Jenna Ridlen, Marck Sciuchetti, Patrick McGrail, Christopher Murtagh, Barbie Norvell, Allison Newton, Rashad Ahmed, Katelyn Walker, Erica Hardy, Billy Hankins, Lance Ingwerson, Chris Clark, Carrie Kirk, Karlie Johnson, Jianping "Coco" Huang, Monica Trifas, Jeff Dodd, MAJ Dereck Okimoto, LTC, Christ Homer, Laura Barrow, Stay Mikel, Chelena Cofield (for Chris Inman Online@JSU), Heidi Dempsey, Kimber Wickersham, James Watkins, Reggie Overton
Guests: Ashley Turner and David Dempsey

President Overton called the meeting to order at 3:15 pm. Introductions were made of the Executive Board. President Overton asked that the veteran Senators mentored the junior Senators. Also, asked that all senators send information to their respective departments. Dr. Wickersham-Secretary will get minutes out within a week and then once approved they can be used to talk to others in their departments.

President Overton noted that all would be available through CANVAS on the modules. It was noted that discussions and announcements can be put on CANVAS.

Approval of the agenda was requested and granted with a 1st motion by Dr. Jenna Ridlen and seconded by Dr. Mark Sciuchetti.

The April 2023 minutes were approved with a motion by Dr. Mark Sciuchetti and seconded by Dr. Tray Ridlen.

Informational reports were given by President Killingsworth, Provost Shelton, Dr. Arlitha Harmon, Sr. Vice President, CFO, and Dr. Sean Creech, Director of Disability Services

- a. President-Dr. Killingsworth: Dr. Killingsworth noted that he did not think he would be here today as he was attending a funeral for professor emeritus, but he is able to be here. He noted that the remainder of the senior leadership team is here Dr. Shelton, Provost and Dr. Harmon, CFO. He noted that they should be able to answer questions and he will address those questions that were submitted. Noted that they are appreciative of the faculty and thanked them for serving. Noted that we are at

our highest enrollment ever with 1800 Freshman. We will continue to recruit traditional students. Think that our growth will be in non-traditional students, graduate programs, and with the dual enrollment. These will be targeted areas.

- Capital projects: College of Health Professions and Wellness have now moved to South Campus at the old hospital. It is now a great learning environment. Stated that all should visit as it is a very well done facility. The official ribbon cutting is October 17 at 2pm. Senators invited to attend.
- The College of Education has also opened at the former Kittystone school building. It looks great and the second floor is still being worked on, but they did begin classes. The Robotics program through the College of Business and Industry is also housed there. There is a student that is helping with logistics in automating a function for a business.
- The Foundation owns the 500 bed North Village, the dining facility off Trustee Circle, and the football complex which are being built. These are being financed by the Foundation and will be leased by JSU. They are also working on the ROC and installing fiber. The 45000 square foot facility and 1000 seat concert hall is in the works. These are being financed through campaigns.
- Wallace was approved to come down. Dr. Killingsworth stated that we have appealed as many times as we can. FEMA has indicated that it was damaged by an earthquake, not the tornado. Due to high costs the building will come down and be covered with grass to be looked at later for future projects
- FEMA has approved a storm shelter by Bennett Field for the band and for any housing over in that area. The design is being finalized and FEMA has allotted \$5 million for the construction. FEMA also approved for Angle Hall to remove and replace all windows. There are restrictions that have to be followed by the Historical Society.

- In all there are 9 projects and the only one that JSU is paying for is the ROC, which is campaign-funded.
- JSU hosted the first in-person ACHE meeting at a university site since the pandemic this past weekend. Troy University moved up with their doctoral programs. This will open the door for JSU to do so as we have many doctoral level programs in the works.
- SACSCOC: We have submitted the report which will be reviewed in October-November by the off-site group. They will be here in March for the on-site visit. Drs. Shelton and Stone have been instrumental in creating these reports. These reports are peer-reviewed which allows the time for them to see what we are doing, offer suggestions, hold us accountable, etc. Noted that the hard part has done and wanted to thank Dr. Shelton for her endless work.

It was noted by President Overton that the format of asking questions prior to meeting seemed to work well and we will continue to do this. Dr. Killingsworth also noted if something comes up in the interim, to feel free to ask that as well.

b. Provost-Dr. Shelton

- Noted that previously when Dr. Joe Delap was Vice-Provost he was the point of contact for Faculty Senate. Dr. Stone is assuming that role now. So if there is something pressing or discussed then Dr. Stone would be the original point of contact. The Provost would still be more than happy to address these, but Dr. Stone will be the main point of contact.
- Dr. Shelton also noted that everyone assisted with the SACS-COC and it was the most difficult thing to do.
- Dr. Shelton noted that Drs. Dempsey have worked very hard on the Academic Calendar. Dr. Heidi Dempsey will review the information regarding the calendar at another time in the meeting.

- c. Dr. Killingsworth asked Dr. Harmon to introduce herself to the Senate as although she has been here for 1.5 years, she has been extremely busy. She noted that she is very glad to be here and noted her history in academia as well as the things JSU has accomplished in the last 18 months. Dr. Harmon encouraged faculty to contact her if needed. She has a history of serving as and working with faculty senate.

Dr. Killingsworth began the question/answer session of questions which were sent to administration prior to the Senate meeting. (Please see attached Appendix A)

- Additional discussion/questions asked during meeting:
 - Do athletics also go through the budget committee like academic departments? Drs. Killingsworth and Harmon noted they do, however, if playoffs were not included (or another like expense) then these expenses will have to be given, but it will then be recovered at a later time in the fiscal year.
 - Are athletic expenditures ever denied? Dr. Killingsworth noted that yes expenditures must be justified whether they be athletic or academic.
 - Faculty Senate had previously asked for a Cost of Living Adjustment (COLA) of 10%. It was noted that this would cost \$11 million to do this across the faculty. Administration decided what could be done was 4% for those making under \$45,000 and 3% for those making over \$45,000 and this was approved by the BOT. Dr. Dempsey noted that we were not trying to bankrupt JSU but one year of COLA was 6% and we only received 3%. Dr Harmon (CFO) noted that we are trying to be fiscally responsible in other places so that we can offer more to faculty in the future. Dr. Shelton noted that Dr. Stone is creating a faculty salary committee which will have a representative from every college.
 - There was a request for faculty discounts or free memberships for gym, sporting event tickets, etc. It was noted that JSU does not own the new REC center. Dr. Shelton noted that when JSU owns the REC center then perhaps we could revisit as

a faculty benefit. However, even now it can be taken out of paycheck and has a significant discount if purchase membership a year at a time.

- o Dr. Overton thanked Dr. Killingsworth for the name badges, jackets, and Faculty Senate "Welcome Back" reception which Dr. and Mrs. Killingsworth hosted. Dr. Killingsworth noted that these were made possible via a donor. He also stated that he wants a team approach and transparency and has invited the Faculty Senate President to future cabinet meetings. This will allow more communication.

- d. Dr. Harmon -Senior Vice-President and Dr. Shelton, Provost, addressed questions that had been submitted regarding accessibility issues that need to be addressed (see Appendix B). Dr. Creech noted that the elevator in McGee was functional on Wednesday. Dr. Heidi Dempsey asked about Ayers, noting that the a student had issues because one elevator was not working and it is the only one which has access to the basement. Dr. Harmon noted that she will look into that one as well. Dr. Creech added that if Dr. Dempsey will send him the student information he will also follow up to see how can assist.

Dr. Shelton and Dr. Harmon addressed the issues that have been raised regarding students in overflow housing without reliable transportation (see Appendix B). It was noted that several of the JSU Rides drivers are out with COVID, but they are actively looking to hire additional CDL licensed drivers. Another issue that was brought up was students being "stranded" at Wal-Mart. Drs. Shelton and Harmon noted that the JSU Rides service is a time-limited service and if students are going to Wal-Mart late and staying after hours there are no additional ride services at this time.

Drs. Shelton and Harmon discussed tuition assistance, benefits, and requests (see Appendix B). Additionally, Dr. Killingsworth noted that there had been questions as to why employees were not allowed tuition assistance for particular programs. He noted that with the doctoral programs we have to limit the number because some programs have small cohorts and if the cohort is 10, all 10 cannot be employees.

Also, there were some employees that were taking 12-16 hours and not completing their jobs, therefore limits were set on hours. Dr. Dempsey noted that the issue was that these were implemented without Faculty Senate input, such as the stipulation that you have to work for 2 years after receive tuition assistance. Administration noted that this was more for staff and not for faculty.

Dr. Harmon noted the changes were talked about in the budget meeting. Feedback was that we were revoking tuition assistance and Dr. Shelton addressed this as erroneous. Dr. Tray Riddle stated that some of the communication could be better. Dr. Harmon responded that the budget committee is being revamped and there will be a repository for budget minutes, timelines, items, etc., It was also noted that the Faculty Senate President is now invited (since July) and this will allow better communication with the Faculty Senate. Dr. Riddle noted that the issue was that the policy revisions were not sent to the Faculty Senate for a vote. Mark Sciuchetti requested that these types of items be submitted as reports and not just discussions. President Overton agreed.

e. Director of Disability Services- Dr. Sean Creech

Wants to answer the questions to the best of his ability and being transparent. Dr. Creech shared that faculty could report through Disabilities Services or you can also do a work order through facilities and they would follow up on this. Dr Creech noted that there were often reports that come in regarding the accessibility doors. He noted that there is a switch at the top of the door and should be in the middle of the door, neither on or off. But if you still need help, please call Disability Services. Dr. Creech noted that his department is currently working to map all accessible services and facilities across campus. Karlie Johnson asked if they were also mapping the campus for gender neutral bathrooms. She noted that there are several who have noted that there is no map

available to show where the gender neutral restrooms are across campus. Dr. Creech noted that this was not under his department.

Dr. Creech noted that there have been questions regarding the software and testing services for this semester.

Students typically receive 1.5 time for testing. There are some who have double time, however, this is mostly for students who are blind and need the additional time for his equipment. Dr. Ridlen noted that if your class is for 1.5 hours, then you can offer the test for the first hour and this will allow the "half" time that follows for those that need accommodations. Dr. Creech also noted that there are opportunities on CANVAS using Honorlock that will give the appropriate time as well as give time back to the faculty for instruction time if wanted.

Questions regarding how to provide a distraction-free zone. Dr. Creech gave an example of Social Work who would provide extra computers, this could be done in the administrative assistant office with a sign on the door to keep the area distraction free.

H. Dempsey noted that the issue is it that we are now responsible for testing not for them to be able to go to the Testing Center. Dr. Creech noted that if the student needs extra time or distraction free testing then they should do this in the departments. Dr. Creech also noted that if there are students who need assistive technology, devices or equipment then they will definitely be appropriate to taking exams in the Testing Center. Dr. King noted that the staff try to take a day each to monitor, but it is not required, but this could compromise the integrity of the exam. Dr. King noted that he thought that the faculty were already thinking about inclusion as they are noting accessibility issues. So the challenge he has for faculty is how to teach and assess students in an inclusive way and it does not have to be done the same way it has always been. If the student gets upset because they cannot come to Testing Center then it can be done in emergencies. Dr. Creech noted that they know how to work with our students, best practices and it is everyone's responsibility to accommodate and we can work together to work with this.

Dr. Patrick McGrail asked how we should suggest to students to contact Disability Services whom we think have a disability and needs accommodations. Dr. Creech stated that you could email him or there is a Navigate option. Karlie Johnson asked if students are trying to work in the library and there are issues what are the options. Dr. Creech noted that students may be sent upstairs or do Navigate request for them as well. There was also a request made for the AIM to be added to the MYJAXSTATE portal. This has been made.

Dr. Creech noted that there have been some questions regarding the new AIM form, especially the attendance policy. Dr. Creech noted that this could vary by course due to nature of the course, accreditation policies, etc. That is why all of the information is requested. Dr. Ridlen noted that many of the questions are replicated from the syllabus. Dr. Creech noted that not all things that should be in the syllabus are always there. The information that is being requested is for assisting the disability services staff can help students to be able to understand the requirements. Dr. Ridlen also noted that there is question regarding the format of the form that could be compiled differently online to make it easier to complete the forms.

Dr. Overton noted that he is sorry that we have run over. Noted that perhaps in future he should request answers and make those available as well to help with time.

2. Committee Reports

3. Old Business:

- a. Calendar: Dr. Heidi Dempsey asked if there is any feedback as written or should we discuss and recommend changes. It should be what we approved in the Spring term. There is only one program which might have difficulty and this is a 7 week term that would be in Business.

Dr. Mark Sciuchetti made motion that we support this calendar and it was seconded by Dr. Lance Ingwerson.

Tenure and Promotion

Dr. Marck Sciuchetti made a motion to approve the Faculty Handbook and Tenure and Promotion Resolution. Dr. Heidi Dempsey had a motion to make an amendment.

Dr. Patrick McGrail led discussion stating he, as well as others are new to the Senat and Dr. Sciuchetti gave examples and state that the intent is for equity across departments. Dr. Heidi Dempsey noted that the overall policy implementation will require all department heads to work with tenure and promotion track faculty. Further discussion noted that there are some departments on campus that do not have guidelines for tenure and promotion. The intent for this policy is to ensure that this is rectified.

Dr. Jenna Ridlen motioned that we accept the motion with amendments Seconded by Dr. Mark Sciuchetti.

All in favor—so moved

Original mark moved for resolution with amendment (see Motion #91123-M002 attached)

c. Dr. Overton noted that the SGA has requested that someone from Faculty Senate be at each meeting. SGA President noted that the meetings are at 6pm on Mondays.

4. New Business

a) Dr. Jenna Ridlen noted that we don't need speakers. Karlie Johnson made amotion that we don't have outside speakers and this was seconded by Dr. Sciuchetti. Dr. Overton asked the prior Faculty Senate Presidents if this was normal. Dr. Jeff Dodd noted that in the past speakers only came to Senate meetings if there were specific questions that they were requested to address. Karlie Johnson made a motion that the next session is for committee and internal work only. Motion was carried with a second by Dr. Ridlen and approval by all senators.

b) Dr. Overton noted that every session we would try to have a "praise and bitch" for each time. Dr. Jenna Ridlen noted that the main issue is communication because the issue with the tuition assistance was not the content, but the way it was communicated. For example, it was sent out two weeks prior to school beginning in an email with a link. Dr. Overton noted that Dr. Dempsey will be going to the Cabinet Meetings and he has been going to these meetings, he will put these on CANVAS. This will help.

Praise: Dr. Norvell stated that she was very appreciative of all that was put on CANVAS.

- c) Departmental Concerns: None noted at this time
- d) Committee Formation and Roundtable Discussion

Committee Formation:

Dr. Sciuchetti moved that we go on to committee formation. Karlie Johnson seconded. Dr. Jenna Ridlen asked who is not on a committee. It was noted that all should be in new committees. Dr. Sciuchetti noted that the only committee that has a structure is the awards committee which needs to have someone from each college. After some discussion it was decided that Dr. Wickersham will create a FORMS to request each Senator to choose his or her top 3 choices.

- e) The meeting was adjourned at 5:15 pm with a motion by Dr. Jenna Ridlen and a second by Dr. Mark Sciuchetti

Respectfully Submitted by:

 9/20/23

Dr. Kimber Wickersham, LICSW-S/MPH/PIP
JSU Faculty Senate Secretary

Appendix A

QUESTION:

In our department meeting, we discussed how employees are mostly learning about athletic costs, salaries, raises, potential benefits, etc through local media and not from the administration. Can you present the data directly to us please? How much is the new football program going to cost annually—including insurance costs, new coaching staff, new/more scholarships, etc? Where is that money coming from? How is this going to change our women's programs in order to comply with title IX and how much will that cost? What is the estimated return of investment and how is that number calculated? Who are the people involved in making these decisions and how is our athletics program being evaluated on an annual basis?

RESPONSE:

The increase in operating FBS football from the FCS level is projected to cost an additional \$2 million than what we have been spending in football at the FCS level, with increases in coaching salaries, operating expenses and scholarships.

However, football is the driving force in revenue and the move to FBS will see an increase of \$3 million in revenue from the NCAA and Conference USA. These increases include a new media rights agreement, FBS College Football Playoff payout (\$1 million to each FBS school), additional grant-in-aid distribution from the NCAA for the increase in scholarships. With the expansion of the CFP to 12 teams, there will be a new TV contract so that revenue will increase.

There will also be an increase in football game guarantees as a FBS member, for comparison, JSU received \$400,000 from Florida State in 2021, but will receive \$1.3 million from South Carolina this fall, and \$750,000 from San Jose next September, so there will be more than \$2 million in game guarantees generated during FY24 from game guarantees. Additionally, there are more home games, so there will be an increase in ticket revenue and with the new suites opening, additional premium revenue, as well.

With the new CUSA media rights agreement, Jax State will play six nationally televised games (4 on ESPNU and 2 on CBS Sports). We will play college football during midweek for the month of October and we will have a national broadcast on linear ESPN or CBS Sports, and the value of a 3 1/2 hour commercial for Jacksonville State is hard to put a dollar value on. However, our earned media value for our one game vs Florida State was more than \$30 million for the 30 days after the win. So we can expect anywhere from \$75-\$100 million in earned media during the season due to this new media rights agreement. This will benefit the entire University and academic units as many watching the games are potential students who may attend Jacksonville State.

Women's bowling became an NCAA-sponsored sport for the 2003-04 academic year, with the first NCAA Championship taking place in April 2004. There are currently 100 NCAA women's bowling programs participating in the 2022-23 academic year. The Athletic Department did their annual Title IX evaluation in 2020, and one of the recommendations was to look at adding Bowling to enhance our gender equity plan. The team will utilize the bowling lanes at Big Time Entertainment in Oxford, so there are no additional facilities required to add bowling to JSU.

Bowling's popularity is on the rise, specifically with the younger crowd. According to the most recent report from the National Federation of State High School Associations,

girls bowling is sponsored by high schools in 28 states and over 28,000 students were participants on 2,925 teams across the country. Women's bowling was listed among the initial NCAA Emerging Sports for Women in 1994 and attained NCAA Championship status in 2004.

There are currently 219 schools within the Alabama High School Athletic Association who sponsor bowling and the AHSAA offers State Championships for 1A-5A and 6A-7A.

The projected costs to add bowling is around \$200,000, which includes salary for one staff member, operating expenses and scholarship costs. The NCAA will provide more than \$50,000 per year to support the addition of bowling as new sport.

Additionally, due to the success of basketball in Conference USA (2023 FAU Final 4 trip) the school is set to receive an additional \$1 million that has been designed to enhance men's and women's basketball over the next six years.

The Board of Trustees made the decision to move to Conference USA and FBS, and athletics is evaluated on a daily basis by the President, Board of Trustees and general public.

I hope this is the information is helpful in answering your questions.

President Killingsworth, here's our increase to move to Conference USA from the ASUN is broke down the following:

Salaries: \$600,000

Operating: \$500,000

Scholarships: \$463,980

Additional NCAA and Conference Distribution: \$2.5-\$2.7 million

Adding bowling:

Salary: \$55,000

Operating: \$50,000

Scholarships: \$105,450

Additional NCAA revenue from bowling: \$50,123

· As an idea to boost morale regarding the athletics program—please consider giving employees free gym membership/access and free or discounted tickets to athletics events.

Athletics currently offers all of our faculty/staff a 50 percent discount on basketball season tickets, a 33 percent discounts for baseball and a 20 percent discount on ^{season} tickets for non-premium seating. Additionally, there are some Faculty & Staff appreciation days where free tickets are offered for home athletic events.

Appendix B

Faculty Senate Meeting

9/11/2023

Accessibility Issues that Need Addressed

- **Elevator in McGee is broken, no fix date, we need this elevator so students can access 2nd floor labs per ADA guidelines**

TKE has been addressing floor leveling issues with the McGee Hall elevator since late summer. It was explained to the building manager it was still in service, but the cab would not 100% level properly with each floor. At times, the elevator was taken out of service as the technicians were trouble shooting. The elevator has been fixed and we anticipate no more issues as result of this problem.

- **The double doors to Martin and McGee need reliable open assist buttons (currently and recurrently broken)**

The automatic door at Martin Hall in the breezeway between Martin & McGee Halls are not broken. When UPD security opens and locks the exterior doors, this automatic door should be cut on and off also. Simple fix, UPD will make sure the operation of the automatic door will be in working order during the hours operation of the facility as requested by the Building Manager.

- **Students who are in overflow housing (specifically Hampton Inn) do not have reliable JSU Ride access to campus, what is the process for reporting/resolving JSU Ride issues?**

Per the Office of Housing Operations & Residence Life, students assigned to the Hampton Inn or Long Leaf Lodge are notified that they must have their own transportation and JSURide is not available. This was the same language used in prior years. An example of the email sent to students is attached with the highlighted information. Also, issues related to JSURide may be reported via email at jsuabs@jsu.edu, jsuride@jsu.edu, or transportation@jsu.edu.

- **Tuition Assistance**: Significant changes were made to Tuition Assistance over the summer. These changes were communicated through a Finance and Administration Updates email on 7.27.23. These changes came after Faculty Senate's April 2023 Resolution On Retaining the Tuition Assistance Policy was presented to administration. My department has several individual concerns about the policy changes and how they affect employees and their dependents in our department/college, but more than that, lots of questions about what shared governance, transparency, and timing went into this decision. It would be helpful if more context could be provided.

- JSU has worked extremely hard to streamline, enhance, add, and right-size JSU's benefit offerings over the past year.
- The previous Tuition Assistance policy was fiscally unsustainable and not best practice. "Parameters" were warranted to ensure program sustainability. Various data points and other institutions policies were reviewed to inform decisions.
- Realizing the value of tuition assistance, the benefit continues to provide aid for employees, retirees, and their dependents.
- JSU has been in conversation with various stakeholders over the past year to review the Tuition Assistance Policy. These conversations are evident in the submission of a senate resolution. Why would a resolution be issued prior to a policy change? The March 14 email from Dr. Shelton encouraged tuition assistance questions from Senate/faculty. In response to the resolution, the tuition assistance benefit was NEVER revoked. In addition to Cabinet, potential changes were discussed in the Budget Committee. Also, Deans received the currently posted policy for review and feedback prior to publication and several meetings were held for discussion. To facilitate transparency and understanding, an FAQ was provided and an additional tailored mail message.
- Additionally, the tuition assistance revision is one element of JSU's financial stewardship realignment. Other aspects of the realignment include but are not limited to salary reviews.
- Additionally, JSU used the institution's "purchasing power" to offer several new or enhanced benefits during open enrollment in 2022. Also, the TIAA 403b was enhanced with new investment diversification options (i.e. Vanguard, iShares, index funds, etc.) and access to advisory services. Additional training opportunities and investment menus are scheduled for release in the coming months

Hello Laila,

According to our records, you have not yet received your housing assignment for fall 2023. We are working to assign you as quickly as possible and want to give you an update on the next steps over the coming days.

- We are still receiving cancellations and withdrawal notices and we are processing them as they are received.
- Students who do not claim their assignments by their move-in date will forfeit their assignments. These assignments will be reassigned beginning August 13 and through the first week of classes and beyond. We will contact you once you have been assigned to provide you with assignment details.

We added additional housing options that are currently available. Students may use financial aid or payment plans for any of the following options. These options will be assigned on a first come first served basis.

1. We have arranged for several units at Long Leaf Lodge, located at Fort McClellan, to be used for student housing for fall 2023-spring 2024. These double occupancy units are like hotel style accommodations, with two full-sized beds, small kitchenette, and private bathroom provided in each unit. These will be offered at \$2,275 per semester per student. Meal plans are not required for students living at Long Leaf Lodge. Students **MUST** provide their own transportation as JSURide will not be able to transport students to and from Long Leaf Lodge.
2. We have availability in Salls Hall, a mixed gender hall, with double occupancy and community style bathrooms. Females are housed on the second floor and males are housed on the third floor. The cost is \$2040 per semester and meal plans are required. The cost of the meal plan is \$1947 per semester.
3. We have secured temporary housing at the Hampton Inn. Students will be billed \$2,040 each for the fall semester for a double occupancy room and will be relocated to permanent assignments once space becomes available. Meal plans will not be required for those staying at the Hampton Inn. Students **MUST** provide their own transportation as JSURide will not be able to transport students to and from the Hampton Inn.

You **MUST** indicate your preferences on this form, <https://forms.office.com/r/707hApQgU1>.

Failure to respond to this form will result in the cancellation of your application on August 10.

Once you have been assigned you will receive an email to your JSU email address, and you will see your assignment on THD Self Service. You will not be able to move in until you receive an assignment; we will provide you with move-in instructions once assigned. Once assigned, the charges will be applied to your account immediately. Please be aware as payment due date is August 23, 2023.

If you are no longer planning to reside in JSU housing and/or no longer plan to attend JSU, you must submit a cancellation by August 1. The cancellation notice must be submitted online at <https://forms.office.com/r/zWa4Uv2jKE>.

Please be advised that we are experiencing high call volumes. If you are unable to reach us via phone, please send us a detailed email to jsuhousing@jsu.edu and we will contact you within 1-2 business days.

We appreciate your patience and understanding as we continue serve our growing student population. Please let us know if you have any questions.

JSU FACULTY SENATE 2023-2024

Resolution #2324-01

Faculty Handbook and Tenure and Promotion Resolution

1. **Background to Motion:** It is assumed that all faculty hired at Jacksonville State University (JSU) will be given the opportunity to develop their professional skills as teachers and researchers and that they will join in collegial service to the institution. These faculty should be fairly and objectively evaluated for tenure and promotion at appropriate times. In the past five years, JSU has experienced quite a lot of change in the Office of the Provost and the structure of Colleges and Deans. With this growth and each new development have come differing ideas about faculty recruitment, retention, and tenure and promotion standards. The Senate began to receive reports from faculty of the lack of objective, measurable criteria for annual performance evaluations, tenure, and promotion decision-making in some departments.

In an effort to facilitate greater clarity about these issues for the faculty, the JSU Faculty Senate needs to examine departmental tenure and promotion policies, evaluate these policies for objectivity, equality, and fairness, and, more specifically, clarify departmental guidelines for teaching, authorship on scholarly/creative endeavors, and objectively measurable collegiality.

It was determined that annual performance evaluations at JSU are heavily linked to decisions regarding tenure and promotion, but there seemed to be a significant “disconnect” between these two processes. For example, some annual evaluations do not differentiate between what “exceeds expectations” vs. “meets expectations vs. “does not meet expectations.” In addition, some annual evaluations do not reflect the criteria for tenure and promotion, so tenure-track faculty are unaware of specific tenure and promotion requirements or the status of their work toward successful achievement of tenure and promotion. Some tenure-track faculty do not receive any written evaluation reflecting their progress toward a successful tenure and promotion process.

Here is what the American Association of University Professors (AAUP) has to say about these matters:

- decisions regarding faculty performance are primarily a faculty responsibility because it is scholars in each field that have the “...chief competence for judging the work of their colleagues...” (p. 121).
- decisions regarding tenure should be made by an appropriate faculty group using procedures approved by the faculty (p. 95, 97)
- a wide “latitude of academic freedom...and standards of fairness” should be observed when an institution is making decisions regarding tenure (p. 95).
- deliberation on faculty tenure and promotion must avoid judgments based on “arbitrary or...inadequate consideration” (p. 94).
- “Good practice requires that the institution (department, college or university) define its criteria for reappointment and tenure and its procedures for reaching decisions on

those matters” (p. 94).

- it is important to inform faculty members of instances that could affect a negative decision regarding tenure so that they have the opportunity to correct such deficiencies (p.95) and;
- Finally, that following the guidelines discussed above “contributes to the achievement of harmonious faculty relationships and the development of well-qualified faculties” (p. 98).
- *Statement on Government of Colleges and Universities*. AAUP. (2022, January 25). <https://www.aaup.org/report/statement-government-colleges-and-universities>

2. **Motion:** Whereas retention of productive and scholarly faculty is tantamount to promoting excellence in teaching and effective learning

Whereas Jacksonville State University (JSU) recognizes the importance of facilitating a culture of productivity through significant contributions to scientific knowledge, public policy, economic opportunity, and artistic expression

And Whereas the faculty expects the university to adhere to AAUP best practices with regard to faculty retention, tenure, and promotion, be it

Resolved, that the JSU Faculty Senate requests that faculty within individual departments work with department chairs/heads to develop written procedures and implement processes across colleges and departments to:

1. ensure all departments have annual evaluations for tenure track and promotion-eligible faculty that reflect the same criteria by which they are evaluated for tenure and promotion;
2. ensure criteria for annual evaluations reflect criteria for tenure and promotion for relevant faculty;
3. ensure criteria for performance evaluation, 3rd-year review for tenure track faculty, and tenure and promotion are specific, measurable, objective, and fair given resources available for faculty;
4. ensure faculty are aware of and provided in writing evaluation and T&P criteria early in their appointment;
5. ensure a workable plan is in place for mentoring of new and junior faculty;
6. make available to the greatest extent possible resources for faculty to achieve T&P goals;
7. establish promotion and tenure committees at both the departmental and college levels;
8. adopt and enforce standards for determining authorship on scholarly works (publications, creative art productions, presentations); and
9. ensure periodic evaluation of T&P procedures, mentoring processes, and implementation of standards for co-authorship of scholarly works.

Passed by the Senate on 11 September 2023