

Jacksonville State University
Faculty Senate Meeting
August 19, 2024
3:15pm Merrill Hall B01
Agenda

Present: J Godbey, T Ridlen, J Ridlen, K Catlin, P McGrail, S Gill, C Murtagh, B Norvell, A Balilaj, R Ahmed, K Walker, E Hardy, B Hankins, L Ingwerson, C Clark, A Gilbert, N Freeman, A Boswell, Y Lu, D Thornton, S Beeman, L Barrow, S Mikel, W Key, H Dempsey, A Crawley, J Long, B Turgeon, R Blades

Absent: P Robertson, C Hosmer

Ex-Officio (Non-Voting) Members: S Cofield, M Meecham, C Shelton

Guests: L Pitts, S Arin

Call to order 3:18 pm

- 1) Approval of Minutes **First J Ridlen, seconded D Dempsey (All in favor, none opposed)**
- 2) Welcome!
 - a. Dr. Dempsey - **welcome**
- 3) Updates
 - a. Provost Shelton – thanks for patience today. Lots of opportunities for improvement.
 - i. Any follow-up questions for Dr. Dempsey or Dr. Shelton from the called faculty meeting? **No comments or questions. What is our biggest challenge this year – salaries is one but systems NOT talking to each other causing barriers for students might be the main issue, as well as onboarding new faculty. Feedback for faculty meetings today (convocation and called faculty meeting – very snappy with great information and smooth (despite lights and technology issues).**
 - ii. Everyone clear on how the escrow works?
 - iii. Update on Academic Advising Resolution (athletics advising restructuring)
 - b. President Dempsey
 - i. Handbook Committee – **Senate's role in process – Read the handbook! Take it seriously because faculty senate is the actual vote when it comes time to vote. Get your colleagues feedback, but you make the final vote in Senate!**
 1. Sent out Section A for review to all faculty, deans, and department heads
 2. Any questions or comments yet on this? **None at this time**
 3. Senate's role in this process
 - ii. SB-129 – **concern about faculty and grants and is there any guidance for faculty on what we should do if a student brings a complaint? Legal counsel? Dr. Dempsey stated if it concerns a federal grant, we must follow federal law. Still trying to figure it out – don't be a leader and see what 'bigger' schools do. Then work accordingly.**
 1. Drafted a report with recommendations for the President

- 2. Drafted the faculty course guidance emailed out earlier
 - iii. Canvas usage – minimum of syllabus and grades in there
 - iv. Reminder how grading days/midterm grades work; grades to Banner – **remember on Thur Oct 10 and Friday Oct 11 no in person classes as these are grading days**
 - v. New/updated webpages for Senate, Committees, Faculty Resources, etc. – **please use them – great resource!**
 - vi. Staff Council – Chief Michael Barton as President
 - vii. Dr. Shelton has agreed to meet monthly this year with the Executive Committee to demonstrate her dedication to shared governance, openness, and transparency. They will discuss progress on Senate resolutions/recommendations, general faculty issues, and Senate questions. If you have any questions/concerns you/your faculty would like to see addressed, please share with an Executive Committee member. The first meeting is 8/26.
- c. Vice President David Dempsey
 - i. International Students Concerns Task Force
 - 1. Discussed international admission requirements – no changes recommended currently
 - 2. Developed FAQ for Faculty/Staff - <https://www.jsu.edu/international/services/faculty-staff-faq.html>
 - ii. Faculty Mentoring Workgroup
 - 1. David Dempsey co-chair with Janet Bavonese
- 4) Committee Reports/Updates
 - a. Updates for the Committees and Charges for the Year
 - i. Faculty Advocacy Committee
 - 1. Parental leave and Tuition Assistance updates
 - ii. Elections Committee
 - 1. Now will be making recommendations for appointments to University/Academic Affairs Committees to FS President, who will pass them along to the President/Provost following guidelines outlined in Chapter 1 of the revised faculty handbook
 - iii. Student Retention
 - 1. Liaison with Student Success/Advising
 - 2. Work to help set up the Undergraduate Admissions Standards Committee
 - 3. David Dempsey is liaison with the Faculty Mentoring Workgroup
 - iv. Bylaws Committee needs to reconvene – anyone interested in joining?
 - v. Faculty Honors
 - 1. Emeriti info is new on website, based on what we passed last year
 - a. Call for this will go out soon and you will need to review
 - 2. Need to work to have rubrics for assessment this year – for Emeriti, Faculty Awards, and Grants
 - vi. Policies and Campus Planning – more policies coming your way soon!
- 5) Unfinished Business

- a. Senior Instructor proposal – **Motion to send this to Advocacy Committee to create a proposal; First Patrick McGrail , seconded Jenna Ridlen (All in favor, none opposed).**
 - b. Distinguished Professor/Instructor – **Motion to send to Faculty Honors Committee to do research and create a proposal regarding whether it should remain a rank or be an award – First B Norvell , seconded L Ingwerson (All in favor, none opposed).**
- 6) New Business
- a. Handbook Policy: Credit hours for student status recommendation – **Motion to approve as written first by Stacy Mikel, seconded by Allen Gilbert (All in favor, none opposed)**
 - b. Senate Recommendation Regarding Classification of Students Handbook Policy – **Motion to approve as written first by D Thornton and seconded by B Norvell (all in favor, none opposed)**
 - c. Separation of “Contract” dates (8/1 to 4/30) from “Availability” dates (approx. 8/15 to 5/14 – depending on academic calendar) – **Motion to table –Stacy Mikel and seconded by D Dempsey (all in favor, none opposed)**
- 7) Informational Items
- a. Fall 2024 Final Exam Schedule is in the Canvas Shell and online
 - b. Final Version of the 2024 Scholar’s Code is in the Canvas Shell
 - c. Dr. Harmon has been invited to attend the 10/21 Faculty Senate meeting with Dr. Shelton to address what the BOT will have approved on 10/15 regarding faculty salaries and answer any questions
 - d. Faculty Senate Budget – we will have a budget line in FY25 (to pay state dues, other expenses)
 - e. Ben Gross – JaxMIX Director -- If you are teaching a general education, please do not remove "Credentials" from the course navigation in your Canvas shell. This link is necessary for Canvas Credentials to properly integrate with JaxMIX, our new signature general education program. Thank you!
 - f. Student Success Summit – February 4-5 – Guest Speaker Dr. Sarah Rose Cavanaugh to address how the mental health crisis is affecting university students today (she is a psychology professor and Sr. Assoc. Director for Teaching and Learning at Simmons University)
 - g. Alabama State Supreme Court hearing oral arguments on campus Sept. 17; plan for flexibility in student attendance
 - h. First home football game – Thursday 8/29 7 pm vs. Coastal Carolina
- 8) Motion to adjourn – **first by B Norvell and seconded D Dempsey, all in favor, none opposed) 4:33 pm**

Submitted by Chris Clark, Secretary

CREDIT HOUR POLICY^[1]

Jacksonville State University's policies and procedures for determining the credit hours awarded for courses and programs conforms to the Office of Post-Secondary Education, US Department of Education's 2020 Code of Federal Regulation (CFR) 34 Section 600.2 credit hour definition,^[2] which states:

A credit hour is an amount of student work defined by an institution, as approved by the institution's accrediting agency or State approval agency, that is consistent with commonly accepted practice in postsecondary education and that—

(1) Reasonably approximates not less than—

(i) One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks for one semester or trimester hour of credit...or the equivalent amount of work over a different period of time; or

(ii) At least an equivalent amount of work as required in paragraph (1)(i) of this definition for other academic activities as established by the institution, including laboratory work, internships, practica, studio work, and other academic work leading to the award of credit hours; and

(2) Permits an institution, in determining the amount of work associated with a credit hour, to take into account a variety of delivery methods, measurements of student work, academic calendars, disciplines, and degree levels.

The institutional accrediting body for Jacksonville State University is the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) who also recognizes and uses as a basis, the Federal definition of a credit hour in its *Credit Hours Policy Statement*.

Clock-Time Conversion

Consistent with the clock-time conversion set by the Office of Post-Secondary Education, US Department of Education's 2010 Code of Federal Regulation (CFR) 34 Section 668.8,^[3] Jacksonville State University defines three (3) credit hours of instruction as equivalent to 37.5 hours of instructional time (2250 minutes). This exceeds the US Department of Education's 2020 Code of Federal Regulation (CFR) 34 Section 668.8^[4] minimum of 30 clock hours of instructional time for three (3) credit hours and meets SACSCOC standards.^[5]

Determination of Course Credit

Faculty and curriculum committees determine the quantity of credits for a course in accordance with commonly accepted practice in higher education. Standards established by external discipline-specific accreditation agencies will be applied as required. Institutionally established criteria reflect professional standards and include some or all of the following:

- Discipline-specific best practices
- Purpose and goals of the course
- Content and topics
- Learning outcomes
- Major assignments
- Assessment methods
- Course level: lower or upper division undergraduate, master's level, doctoral level

- Course schedule type: lecture, lab, clinical, studio, study abroad, internship, field placement, independent study, thesis, or dissertation
- Course delivery method: face-to-face (traditional), hybrid (blended), online synchronous, online asynchronous, or other mode of delivery
- Articulation and transferability of credit to other institutions
- Other factors as appropriate

Faculty develop courses and programs and provide justification for proposed credit amounts. Departmental, college, and university curriculum committees conduct rigorous reviews of course and program proposals, including justifications for credit to be awarded and are responsible for the final approval of proposals. Final acceptance of a proposal by each appropriate curriculum committee denotes the review and acceptance of the proposed number of credits.

Note that course instructors and department heads are responsible for ensuring that a given course (e.g., PSY 201) provides regular and substantive interactions with students, equivalent workload in terms of quality and quantity, and equivalent learning outcomes, regardless of delivery method or calendar type (e.g., short term, summer term, or full term). Ultimately, the responsibility for protecting the academic integrity of curricula, programs, and class schedules rests with the university's Provost and Senior Vice President for Academic Affairs.

Responsibility for the Credit Hour Policy

Faculty are responsible for the content, quality, and effectiveness of the curriculum; therefore, the responsibility for credit hour determination resides with the faculty. The amount and level of credit hours awarded for a course will be determined according to these guidelines and courses will be monitored to ensure that they meet or exceed these expectations. Faculty and academic departments are charged with following the credit hour policy in developing or offering new courses or new modes of delivering existing courses. Department heads are charged with ensuring that courses in their department meet the requirements of the credit hour policy, as defined above, when creating schedules and assigning faculty to courses. The University Registrar oversees the creation and distribution of the university-wide course schedule and works to ensure that courses are scheduled in compliance with the credit hour policy. The Faculty Handbook Committee is charged with periodically reviewing the credit hour policy, as well as reviewing after any changes in the federal or accreditor regulations or policies.

^[1] Revised 06/2023; 08/2024

^[2] US Department of Education (2020) § 600.2 Definitions - <https://www.govinfo.gov/content/pkg/FR-2020-09-02/pdf/2020-18636.pdf#page=68>

^[3] US Department of Education (2010) §668.8 Eligible program rules and regulations - <https://www.govinfo.gov/content/pkg/FR-2010-10-29/pdf/2010-26531.pdf#page=118>

^[4] US Department of Education (2020) §668.8 Eligible program rules and regulations - <https://www.govinfo.gov/content/pkg/FR-2020-09-02/pdf/2020-18636.pdf#page=74>

^[5] SACSCOC Credit Hours Policy Statement (2023) - [Credit Hour Policy Statement \(sacscoc.org\)](https://www.sacscoc.org/Credit-Hour-Policy-Statement)

Further clarification on the Separation of “Contract” dates (8/1 to 4/30) from “Availability” dates (approx. 8/15 to 5/15 – depending on academic calendar)

- a. Contracts/pay periods need to follow calendar months for payroll purposes, now that all faculty are on 8/1 contracts/pay periods, not 9/1 (see escrow email from Dr. Shelton on 6/25).
- b. However, this does not line up with our academic calendar (faculty available between 8/12 and 8/17 and spring grades due between 4/30 and 5/5). Further, faculty are expected to be available to answer student questions, deal with grade appeals, meet regarding student progress in programs, etc. after grades are due. Some faculty have also expressed a desire to have FAR meetings after they turn in final grades to reduce end-of-the-semester craziness. Additionally, when we removed the May term, our contracts went from 9.5 months in length to 8.5 months in length. The goal is to set them back to 9-month contracts.
- c. Thus, the faculty handbook will separate out the contract dates from availability dates, which will start on our current “faculty available” date and end after 9 months (e.g., 8/15 to 5/14 for the current year).

CONTRACT DATES AND FACULTY RESPONSIBILITIES DATES

Due to payroll processing dates, full-time faculty contracts/pay periods begin on August 1 and end on April 30. However, faculty availability for meetings, advising, events, and commencement, does not follow this calendar. Every year the “Beginning of Academic Year Responsibilities for Faculty” date will be published on the Academic Calendar (e.g., the Thursday before classes begin). This has traditionally been known as the “Faculty Available” date. The “End of the Academic Year Responsibilities for Faculty” date will be 9 months from this start date. For example, if Faculty begin on August 13, they will end on May 12. This will allow departments to ensure that faculty are available for May commencement ceremonies; are planning to check email/phone messages during this time about grade appeals, student questions about final grades; submitting assessment data; and are available for end of the year meetings and events.

JSU FACULTY SENATE 2024-2025
Recommendation #2425-01

Recommendation Regarding Classification of Students

Whereas, the current classification of students does not match the number of credit hours for the majority of JSU degrees (reflects the older 128-hour degrees), and

Whereas, some students may be unable to graduate in a timely manner because they are unable to register for “senior” restricted classes until spring semester of their senior year, and

Whereas, other universities in the state, such as the University of Alabama at Birmingham, Montevallo, and University of North Alabama all have modified their classification systems to match a 120-hour degree requirement, and

Whereas, the Registrar has indicated that this implementation is possible with an August 2025 start date, and

Whereas, the Director of Financial Aid has indicated that this new system would not adversely affect our students,

We, the Faculty Senate, recommend that the classification of students in the 2025-2026 JSU Undergraduate Catalog be revised from:

Classification of Students

Classification of Students	
Hours	Classification
0-31	Freshman
32-63	Sophomore
64-95	Junior
96+	Senior

To

Classification of Students

Classification of Students	
Hours	Classification
0-29	Freshman
30-59	Sophomore
60-89	Junior
90+	Senior

President's Report
August 19, 2024

Town and Gown Committee Update

Information from Jacksonville City Council and Mayor

- Jacksonville Christmas Parade: December 3 – 6 pm
- Going to drill two new wells in the city
- They have a grant to remove cast iron mains for gas to update them
- New businesses: Whataburger, Stop Sud Car Wash, Petsense; Urology (Dr. Klug's old office); El Patron (old Loco Mex location)
- New fire station being planned (leasing JSU lot across from Merrill)
- Grant to build a pavilion across from the lake by the Public Safety Complex
- Planning to build a Fairfield Inn next to the Hampton
- Resurfacing George Douthit Drive
- Improving the sewer system over by South Complex
- They are planning a storm shelter at Eastwood School
- They are trying to get money to secure Eastwood School (roof/windows)
- Jax Fest was very successful despite the fireworks accident
- Cheaha Challenge bike race had around 1000 riders
- There are a lot more beds/apartments in town now (the Edge, Ivy Row, Flats, D St.)

Information from President Killingsworth about JSU

- Spirit on Mountain Street 8/22
- We are no longer under contract with the Pointe (not JSU housing anymore). We are in a temporary contract with the Edge (triangle property on 204/Cedar Springs Rd) until we can build West Village (upper class housing by baseball field—intermural field)
- 9/21 Homecoming – band day, family day, preview day; game at 2 pm; parade at 9 am
- Construction on the ROC is going to necessitate the closing of Church Ave and Roebuck Waters for several months, starting first day of class
- Football games – no more general admission; everything is by seat; same cost, just all seats are reserved
- There are new live Webcams around campus (8 live now) - <https://www.jsu.edu/webcams/>
- New buildings opened – North Residence Hall, Dining Hall, White Football Complex

Information from Jacksonville City Schools

- High school has a new performing arts building
- The Ladaiga trail spur will go in front of the high school with a bike path/walkway
- They are at capacity for enrollment, but they will continue to make room for JSU faculty's children
- They are looking at a manufacturing partnership with Gadsden State Community College

President, Provost, Faculty Senate President, Vice President Summer Meetings

- Shared governance (discussed extensively)
- University standing committees on President's webpage; faculty committee interest form for his webpage; committee structures and new committees
- Faculty survey results
- Faculty handbook process, including when it will go to the BOT
- Faculty salaries
- Senior instructor
- Academic calendar

Provost, Faculty Senate President, Vice President Summer Meetings

- Faculty survey results
- Webpage updates – committees, academic affairs, Senate
- Committee restructuring, Handbook Appendix C, committee appointments
- Salary consultants' updates; salary committee updates
- Called faculty meeting agenda
- Policies: Bulletin board policy, solicitation, code of conduct, Title IX, FMLA
- Canvas syllabus policies
- Faculty handbook policies and processes
 - Credit hour policy
 - Senior instructor
 - Distinguished instructor
 - Workload policy
 - Visiting professors
 - Emeriti updates
 - Overloads and overload policy
 - Promotion and tenure timeline
 - Graduate faculty status
 - Attendance policy
 - Service credit
- Faculty Senate Leadership training
- Faculty contract deadlines and process; contract dates
- At will vs. contract employees
- Final exam schedule
- Faculty Senate Budget
- Faculty Mentoring Committee
- Faculty-Administrator relationships; co-chairing committees with administrators
- Faculty Senate bylaws
- University faculty awards; college awards
- Faculty grants
- Sick leave – sick leave pool vs. sick leave donation
- Handbook Committee retreat planning

2024-2025 Faculty Senate Committee Assignments

Elections Committee

Charge: This committee shall notify and work with departments who need to hold elections to elect new Senators, investigate contested elections, solicit the faculty to find members who are willing to serve on university-level committees and forward these names to the Executive Committee, and determine apportionment of Senators among the departments.

- CHPW Representative, Stacy Mikel (Chair)
- CAHS Representative, Rashad Ahmed
- CBI Representative, Billy Hankins
- CSBS Representative, Chris Murtagh
- Library Representative, Allison Boswell
- CEPS Representative, Erica Hardy
- Faculty Senate Vice President, ex-officio (voting), David Dempsey

Executive Committee

Charge: This committee shall appoint members of Faculty Senate committees, may serve as an ad hoc committees, and shall recommend faculty members to serve on committees and commissions appointed by the President or Provost.

- Faculty Senate President, Heidi Dempsey (Chair)
- Faculty Senate Vice President, David Dempsey
- Faculty Senate Secretary, Chris Clark
- Faculty Senate Historian, Barbie Norvell
- Faculty Senate Past-President, vacant
- Chair, Advocacy Committee, Jenna Ridlen
- Chair, Elections Committee, Stacy Mikel
- Chair, Faculty Honors Committee, Patrick McGrail
- Chair, Policies and Campus Planning Committee, David Thornton
- Chair, Student Retention Committee, Allen Gilbert

Faculty Advocacy Committee

Charge: This committee shall review and provide recommendations for additions and revisions to the JSU Faculty Handbook and other related policies and procedures which affect faculty welfare and morale.

- Jenna Ridlen (Chair)
- Stacey Gill
- Brianna Turgeon
- Shellie Beeman
- Lance Ingwersen
- Wendy Key
- Faculty Senate Vice President, ex-officio (voting), David Dempsey

Policies and Campus Planning Committee

Charge: This committee shall review and provide recommendations for additions and revisions to the JSU Policies and Procedures Manual. Additionally, they will consider proposals and provide recommendations regarding the development and expansion of the university, such as outlined in the campus master plan and strategic plan, to include consideration of space needs and utilization, building of new buildings, parking, budgetary requirements, and expanded degree offerings.

- David Thornton (Chair)
- Yajun Lu
- Chris Hosmer
- Paul Robertson
- Laura Barrow
- Arjola Balilaj
- Faculty Senate Vice President, ex-officio (voting), David Dempsey

Student Retention Committee

Charge: This committee shall review and provide recommendations for additions and revisions to policies and procedures pertaining to students as they progress through their academic career. Such policies and procedures include, but are not limited to, admission and retention of students, academic standing requirements, graduation requirements, class attendance and absence regulations, student advising, faculty mentoring of students, student mental and physical health services, and student safety. This committee shall serve as a liaison to Student Success and Academic and Career Advising.

- Allen Gilbert, Chair
- Natalie Freeman
- Andres Crawley
- Jess Godbey
- Tray Ridlen
- Randal Blades
- Faculty Senate Vice President, ex-officio (voting), David Dempsey

University Faculty Meeting PPTs/Notes and Faculty Senate Minutes

From Faculty Senate President <fspres@jsu.edu>

Date Mon 8/19/2024 9:29 PM

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

 3 attachments (5 MB)

Faculty Senate Draft Minutes 8-19-25 v2.docx; University Faculty Meeting 2024 PPT.pdf; University Faculty Meeting Notes 2024-08-19.docx;

Faculty,

I hope the events today helped you kick off the new academic year right! I guess we can't take ourselves too seriously when a single squirrel can derail our best laid plans! To that end, I have included here the PowerPoints from the University Faculty Meeting, along with David Dempsey's notes, since we were unable to stream the event on Teams as originally planned. There are many QR codes in the PPTs that you can follow to learn more and volunteer for committees (note that if you do not volunteer for specific committees, the elections committee will assume that you do not have any preferences and are happy to serve on any committee). See the Provost's Sunday email about where you can find information about committees, volunteering, the faculty survey update, and webpage updates.

Also attached are the Faculty Senate draft minutes from our meeting today. We passed a recommendation regarding changing the undergraduate catalog in 2025-26 so that student classification is based on the 120-hour degree, not the 128-hour degree. This would change it such that we would move from 32, 64, 96 credits to define sophomore, junior, and senior status to 30, 60, and 90 credits. This would allow students to take senior-level classes earlier and cut down on the number of overrides faculty have to give for these classes.

The other policy we passed was the credit hour policy. This will be included in the faculty handbook as the first policy actually adopted because it has also been passed by Department Head Council and Extended Deans' Council. I wanted to clarify this a bit because I heard in Senate there was some confusion today about this in some department/college meetings. What this policy does is establish the minimum amount of time we have to meet an in-person course in order to have enough time to award a credit hour. In the past, our policy was 42 hours for a 3-credit class. This meant we had to have 42 MWF classes in a semester. This is higher than is required by SACSCOC (they require 37.5 hours). Further, we wanted to change to minutes, rather than hours, because it gives us more flexibility. So, we adopted 2250 minutes as the minimum for a 3-credit hour class. (1) We are NOT changing anything about the current academic calendar because we already meet this standard now (that's why we set the calendar with 40 hours for MWF – we meet the 37.5 hours and have a little wiggle room if we had to cancel all classes for a weather day, or the like). (2) This allowed us to have the room to have the grading days built in, without having to extend our calendar. (3) Some classes exceed this amount of time. Studios, writing intensives, practicums, etc. may meet more than the minimum and that is fine – nothing is changing on that front. (4) Not all classes meet this in-person hour requirement because they are hybrid,

online, etc. That is also fine – it is written in that you will meet these hours in other forms such as through outside work, readings, etc. It also says that the amount of work required varies depending on a variety of factors, such as whether it is an undergraduate or graduate course. It does also specify in the policy that your online/hybrid and in-person classes with the same course numberings should have roughly equivalent amounts of work (e.g., the online class must be roughly equivalent to the in-person class in terms of total amount of time students are expected to be engaged in the course, even if the format or semester length is different). And, finally, it does clearly specify that faculty are expected to have regular and substantive interactions with students in online and hybrid classes (to match our best practices in online instruction).

So, I hope that alleviates any concerns that faculty might have about this policy. It just makes our policy line up with the academic calendar we have already adopted and clarifies how we make decisions about how many credit hours to award for a given course.

Otherwise, there are notes in the President's report from the Town and Gown Committee about what is happening in Jacksonville city and the Jacksonville city schools. I also included a list of all of the things the Provost, David, and I have been discussing all summer in our meetings, just so you know that we have been listening to concerns and engaging in conversations about a wide range of topics. There are also a few other announcements in the minutes.

Overall, I hope you have a wonderful start to your semester. Tomorrow I'm definitely going to be working on my classes! I hope to see you all at Freshman Convocation at 6:00 and then the cookout with your families immediately following that!

Best,
Heidi

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

Faculty Senate President

Professor of Psychology

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University Faculty Meeting, Aug. 19, 2024, 10am

(Notes by D. Dempsey/H.Dempsey—numbers below correspond to meeting PowerPoint slides)

1. (Title Slide)

2. Welcome by Provost Shelton

- a. Power out in Ayers Hall, so no internet in Merrill Hall; Teams option not possible, so slides and notes will be distributed to faculty
- b. New faculty recognition

3. President Killingsworth's Remarks

- a. Shared governance and its importance, as mentioned in college check-ins
- b. University standing committees—there has been a general review; committees and charges have been updated on President's webpage; need broad representation of faculty, so faculty are encouraged to look at committee descriptions and indicate preferences (using QR code on next slide)
- c. Undergraduate Admissions Standards Committee—will begin work this fall, to see if we need to adjust our admissions criteria
- d. Faculty Survey—thanked faculty for their input ("We asked and you told us"); will repeat each spring
- e. SB-129 (AL Act 2024-34) response—President thanked committee, led by Dean Cunningham, which met during the summer to help guide university response; as part of this effort, Vice Provost Stone and Dr. Heidi Dempsey crafted guidance for faculty; in order to comply with law, President closed the DEI office, reassigned staff members, sunsetted the DEI Committee; President also created Multicultural Affairs subcommittee of the Wellness Committee and reiterated university commitment to the concept of diversity on campus, even though we cannot spend state money on such efforts
- f. President reminded faculty how fortunate we are to have such a hardworking Provost

4. Provost Shelton's Reminders

- a. Academic Affairs Standing Committees—use **QR code to fill out faculty interest form**; committee details on links sent in earlier email

5. Spring Check-Ins—see dates on slide (CEPS added)

6. Clarification on moratorium—no impact on current faculty in distinguished ranks; working on details of those ranks, which were not following Faculty Handbook policy

7. 2024-25 Academic Year At A Glance—QR code to access useful information, dates

8. AL Supreme Court—on campus Sept. 17 (Constitution Day); due to limited space and security issues, please contact Dr. Lori Owens ljowens@jsu.edu well ahead of time if interested in bringing your class

9. Supreme Court Event—QR code

10. Ms. Leigha Cauthen, Chief External Affairs Officer

- a. Coordinates governmental relations at federal/state/local levels, including legislative sessions, so has hand on pulse of government
- b. Encourages faculty to reach out to her if they see issues she should bring to government officials
- c. Faculty are free to work and speak in public arenas, but she asks that we contact her for more information *before* we speak with government officials
- d. Faculty also encouraged to invite elected officials to campus; coordinate with her and President to help facilitate campus visit
- e. She normally takes ideas to DC in January, so be thinking now of ideas (including funding opportunities)
- f. She has an open door and wants to be a resource for faculty

11. Faculty Handbook—Dr. Heidi Dempsey acknowledged the Faculty Handbook Committee and discussed how there are representatives from all levels of academic affairs (Provost, Dean, Department Heads, Faculty Senate, and Faculty-at-large)

12. Faculty Handbook—committee has met for many hours over the summer to create a draft of the handbook that is now being distributed to all stakeholders; as described in Section 1.4 on Shared Governance in the draft handbook, Draft 3 of the handbook will be voted on by Extended Deans' Council, Department Head Council, and Faculty Senate.

13. Faculty Handbook—continuation of review/approval schedule

14. Faculty Handbook—continuation of review/approval schedule

15. Faculty Handbook—Dr. H. Dempsey showed how faculty could find their Team in which to provide feedback and discussed that this will be a Faculty Senate standing item for discussion, if people believe that a policy needs to be discussed in more depth

16. Faculty Abroad—Faculty who had lead a study abroad trip were honored by the President, Provost, and Vice Provost with stoles (that they can wear with their regalia) depicting flags of the countries for which they led trips

- a. France—Ken Bodiford, Rodney Bailey, Clint Gillespie, Jeremy Stovall
- b. Iceland—Kathryn Catlin
- c. Mexico—Lance Ingwersen, Tray Ridlen
- d. Spain—Luke Michels
- e. Spain—Eduardo Pacheco
- f. Italy—Christopher Probst
- g. England/France—Mark Sciuchetti, Teresa Reed
- h. Italy—Kimberly Warfield, Diane Best

17. Teaching Abroad—upcoming events; learn more from Javier Burrows

18. JaxMIX—Dr. Stone discussed the start of Jax MIX this fall and how Canvas Credentials worked.

- a. If you teach a general education course, be sure that the “credentials” tab in Canvas (highlighted in yellow on the slide) remains active. (That is, please do not make this inactive when you are deciding what to show students in the Navigation pane on the left. It must remain active so students can see their current credentials pathway.)
- b. Also, it is important that general education faculty use the Canvas gradebook for grading because this gradebook is linked to Canvas credentials.

19. Canvas Reminders

- a. MINIMUM expectation is that faculty have an **active Canvas course** for each class, their **syllabus** posted in Canvas, and **grades** recorded/regularly updated in Canvas, including midterm and final grades.
- b. Along with this, **Grades to Banner** is now active, which will let faculty push their final grades directly from Canvas to Banner, to eliminate having to enter grades individually (for both midterm and final grades).

20. Red and White—Faculty are encouraged to submit their own reports of publications, presentations, projects, events, etc. to the Red and White under the Faculty Highlights section. Please show everyone on campus what you are doing!

21. Provost’s Faculty Fellow (Experiential Learning)—Dr. Laura Pitts

22. Dr. Pitts discussed the need to tell stories about what experiential learning is to our students. This will help them make sense of their experiences and help recruit future students. She also discussed that many faculty on campus are engaged in a wide variety of experiential learning activities, but they may not know what others are doing.

23. Dr. Pitts is creating a committee on experiential learning to help faculty learn what others are doing, assist with content development and organization, and discuss how it relates to HIPs (High Impact Practices).

24. Contact Dr. Pitts by August 30 if interested

25. President’s Faculty Fellow (OER)—Dr. Mark Sciuchetti

- a. Dr. Sciuchetti briefly discussed upcoming Faculty Commons workshops in the fall that have been designed to address Open Educational Resources (OER) (**QR Code on Left**); discussed the flexibility that adopting OER allows faculty
- b. OER professional certificate in development with Chris Inman & Hungwei Tseng) (**QR Code on Right**)

26. Student Success—Dr. Tim King

27. Dr. King discussed all of the divisions that are housed within Student Success, including the restructuring to include athletic advising under academic advising

- a. **New: Faculty Athlete Support Team (FAST)**—will allow a selected faculty member to travel with the student athletes to an away game

28. Student Success Summit February 4-5, 2025, with keynote speaker Sarah Rose Cavanaugh – scan the **QR code** for more information about her

29. Dr. King's contact information

30. Faculty Senate—Dr. Heidi Dempsey

31. Faculty Senate—Dr. Heidi Dempsey discussed all of the activities Faculty Senate has been involved in over the summer, along with some of the things that will be happening in the coming year (see slide)

- a. She also pulled up Dr. Shelton's committee interest slide (**QR code on slide 4**) and asked that faculty please fill this out so that faculty interests can be matched to committee openings.
- b. She also reminded faculty that they can access a summary of the results from the faculty survey on the Faculty Senate webpage under "Reports"

32. Faculty Senate—more activities

33. Title IX—Josh Robinson, Dean of Students & Interim Title IX Coordinator

- a. Currently following 2020 Title IX regulations, as there is an injunction on new 2024 rules at the moment
- b. Reminder that Title IX covers sex-based discrimination and harassment; faculty should let Title IX office know **immediately** if a student tells them something applicable, so that the office can talk to the student, inform them of resources and options
- c. Discussed Title IX with regard to how it worked with pregnant students; office will reach out to each individual faculty member affected and discuss a plan for that particular student; definitely was not a one-size fits all approach and he is aware that each class is very different
- d. He needs faculty to be involved in the Title IX team—anyone who is interested should contact him

34. Compensation Study Update—Dr. Arlitha Harmon

35. Dr. Harmon reiterated the compensation phases that the President discussed in the faculty/staff convocation. She explained that this is not a one-and-done process; adjustments this fall will be a first step and that there will be further steps in Spring 2025 and beyond. (This process normally takes 1-2 years, and there were a lot of gaps in institutional knowledge at JSU, but the Faculty Salary Committee and HR have worked hard to help.)

36. Dr. Harmon discussed the objectives of the study. She emphasized that it needed to be something achievable and sustainable for the long-term. She did not want to put something in place that could not be maintained.

37. She went through the compensation timeline and discussed each step. We are currently at the "Pay Structure Redesign" phase.

- 38.** We will quickly be moving into the proposal review phase in the coming weeks, then final recommendations, such that this can be put into effect October 1 (to appear in the November 1 paycheck)
- 39.** Timeline at a Glance
- 40.** Dr. Harmon discussed the compensation philosophy to help guide our compensation decisions—a total compensation philosophy encompassing direct salary and indirect benefits. She has worked to institute high and low benefit coverage on a variety of plans such as dental and vision so that employees can tailor them to their needs. She said all employees are important, and she has listened for 2 years to ensure that steps were being taken to benefit everyone.
- 41.** Dr. Harmon discussed how some faculty underutilized benefits such as the flexible spending account (pre-tax money) for known health care expenditures or dependent care. We have a “Cadillac” plan for benefits, so everyone should take advantage of that. We will work to address other issues, like parental leave, in the future. She briefly mentioned that there are also additional benefits that tie to the work-life balance that faculty should consider because benefits are an important part of our total compensation package.
- 42.** This slide addresses several of the common questions she has received thus far about compensation. She wanted to make it abundantly clear that changes will be made for faculty on the **November 1 paycheck**. They have not yet finalized numbers, but she is committed to openness and transparency in the process, including bringing the faculty salary committee back in for discussion after the salary consultants have made their recommendations.
- 43.** If faculty feel that a question has not been addressed, they are encouraged to email her at compensation@jsu.edu . She will collate questions and then address them as a group. (No person will be singled out – she said that “If you are courageous enough to ask the question, then I am courageous enough to answer.”)
- 44. Provost Shelton** clarified the points of contact for following up—Faculty Senate, those presenting today, QR codes, compensation@jsu.edu
- 45. Events this week**
- 46. President Killingsworth** reiterated that “we’re moving the needle” so “bear with us.”
- a. He pointed out that Church Street and Roebuck Waters would be closed for 2 months beginning Wednesday (more info forthcoming).
 - b. A generous donor provided free lunch for faculty at the Dining Hall today—cards were distributed at the door.

2024 University Faculty Meeting

8.19.2024, 10am, Merrill Hall Howell Auditorium

FRIENDLIEST CAMPUS IN THE SOUTH

1

Welcome!



2

President Killingsworth's Remarks

- Participation in shared governance
- General review of university standing committees
 - Undergrad Admissions Standards Committee forthcoming
 - Finalizing composition of committee



SB 129 Update



Priority for 24-25 from Faculty Survey & Yearly Survey

3

Provost Shelton's Reminders

- Academic Affairs Standing Committees
 - Detailed information on links sent in email
 - QR code for faculty interest form
- We need your participation



4

Spring Check-Ins

- | | |
|---|---|
| <ul style="list-style-type: none"> • College of Business & Industry <ul style="list-style-type: none"> • March 4, 2025, at 2:00 pm • College of Arts, Humanities & Sciences <ul style="list-style-type: none"> • March 6, 2025, at 2:00 pm • College of Social & Behavioral Sciences <ul style="list-style-type: none"> • March 10, 2025, at 2:00 pm | <ul style="list-style-type: none"> • College of Education and Professional Studies <ul style="list-style-type: none"> • March 18, 2025, at 2:00 pm • College of Health Professions & Wellness <ul style="list-style-type: none"> • April 22, 2025, at 2:00 pm • Student Success Center & Academic Support Units <ul style="list-style-type: none"> • April 24, 2025, at 2:00 pm • Library - TBA |
|---|---|



5

Clarification on moratorium

- Temporary moratorium on submission of portfolios for distinguished ranks
- Does not impact in any way those who have already received this title/rank
- Clarifying process/amount of compensation, etc.
- Planning and discussions underway this fall
- Faculty Senate will be involved



6

2024-25 Academic Year At A Glance



7

Alabama Supreme Court on campus!



EVENT INFO:

- September 17, 2024
- Houston Cole Library 11th Floor
- Doors open at 8:30 am
 - Please allow time for security clearance
- Welcome is at 9:30 am
- Oral arguments begin at 10:00 am
 - No entry or exit will be permitted
- Special lecture by Chief Justice Tom Parker
 - 11:30 am



8

QR Code for Supreme Court Event



9

Ms. Leigha Cauthen, Chief External Affairs Officer



10



Faculty Handbook

“FRIENDLIEST CAMPUS IN THE SOUTH”

11

Faculty Handbook

• Shared governance process

- Faculty Handbook Committee
- Feedback from all stakeholders
- Voting on final versions by deans, department heads, and Faculty Senate
- Stakeholder Review Schedule email; I will email reminders

• Section A (review now!)

- Chapter 1 – university overview (1.1), academic affairs governance structure (1.2), institutional governance (1.3), shared governance (1.4)
- Chapter 2 – academic freedom (2.1), faculty rights and responsibilities (2.2)
- Chapter 3 – search and hiring procedures (3.1), faculty qualifications and graduate faculty status (3.2), faculty ranks (3.3-3.5)

12

Faculty Handbook

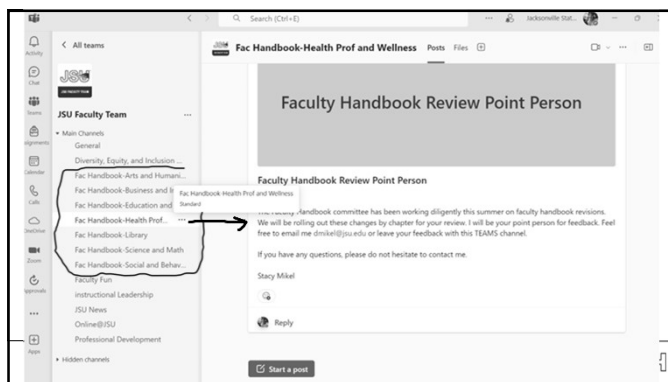
- **Section B (1st draft coming Sept. 12)**
 - Chapter 4 – FARs (4.1), department head (4.2) and temp faculty evaluations (4.3), criteria for evaluation for FARs and promotion & tenure (4.4-4.8)
 - Chapter 5 – Promotion and tenure evaluation (5.1) and timeline (5.2)
- **Section C (1st draft coming Nov. 21)**
 - Chapter 6 – Separation (6.1), discipline, administrative leave, and dismissal (6.2), layoffs (6.3), faculty grievance (6.4)
 - Chapter 7 – Classroom management (7.1), curriculum (7.2), faculty workload (7.3), credit hours (7.4)

13

Faculty Handbook

- **Section D (1st draft coming Jan. 16)**
 - Chapter 8 – salaries and contracts (8.1), grants and sponsored projects (8.2), non-institutional professional activities and extra compensation (8.3)
 - Chapter 9 – leave (9.1), civic duty (9.2), insurance (9.3), mandatory benefits (9.4), and institutional benefits (9.5)
 - Chapter 10 – library (10.1), academic support services (10.2), safety (10.3)
- **Feedback and commentary periods**
 - Faculty can use Teams and reach out to their point person; use track changes/comments on the document itself
 - Talk to their Faculty Senator (standing Faculty Senate agenda item)

14



15

Faculty Abroad

Thank you for providing this experience to our students!

THE FRIENDLIEST CAMPUS in the SOUTH

16

Teach Abroad Reminders

Study Abroad Events:

- **Study Abroad Lunch and Learn - September 19th 11:00 AM - 12:00 PM, Gamecock Room - Dining Hall**
- **Study Abroad Fair - November 19th 3:00 PM - 4:30 PM at the Houston Cole Library 1103AB**

**Javier Burrows,
Study Abroad Coordinator**



THE FRIENDLIEST CAMPUS in the SOUTH

17

Jax MIX—Canvas Credentials



18

Canvas Reminders

- All courses have a course shell
- Alter first page to replace highlighted text with information about you and your course
- Use the gradebook



19

Submit your accomplishments to the Red & White!



20

Provost's Faculty Fellow Update "Experiential Learning"

Laura Pitts
Assistant Professor
English Literature and General Works Librarian
Houston Cole Library

FRIENDLIEST CAMPUS IN THE SOUTH

21

Experiential Learning at Jax State

Telling our story....

- Conveying what EL is to current and future students.
- Current EL opportunities
- Future EL opportunities

Student side of "HIPS"

- Get "HIP" series with Faculty Commons will showcase the connection that EL has with HIPs and faculty development.

22

Experiential Learning at Jax State

Fall 2024 Goals:

- Committee on Experiential Learning
 - 6 – 7 person committee, full-time faculty
 - Great service opportunity!
- Committee goals:
 - Define EL at Jax State
 - Assist with content development/organization of website
 - Explore EL for students and potential community partnerships
 - Explore the "HIP" side of this concept for faculty

23

Help shape experiential learning at Jax State

More information?

Email Dr. Laura Pitts:
lepitts@jsu.edu

- Inquire by August 30, 2024
- Committee will meet early September.
- Looking for broad representatives from across campus departments.
 - Plan to work on follow-up/ completion of goals and new ones for Spring 2025 (tba)

24

President's Fellow: Dr. Mark Sciuchetti Open Educational Resources



25

Student Success Center

Timothy King, Ph.D.
Vice Provost for Student Success

#FRIENDLIEST CAMPUS ⁱⁿ the SOUTH

26

Student Success Center Departments

- Academic & Career Advising
 - Faculty Athlete Support Team (FAST)
 - New for Fall 24
- Academic Support & Success
- Disability Resources
- First & Second Year Experience
- Learning Services & Analytics
- Scan QR code for web site



27

Student Success Summit: February 4th and 5th, 2025

- Keynote Speaker: Sarah Rose Cavanaugh
- Psychologist, Professor, and Senior Associate Director for Teaching and Learning at Simmons University
- Author of Mind over Monsters and The Spark of Learning
- Scan QR code for her website



28

Tim's contact information:
tbking@jsu.edu

Thank You!

29



Faculty Senate

#FRIENDLIEST CAMPUS ⁱⁿ the SOUTH

30

Faculty Senate

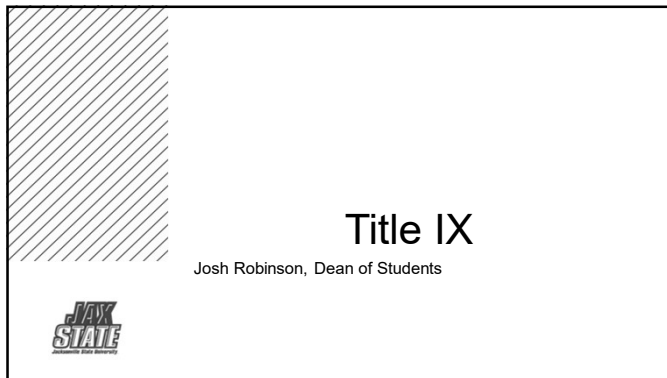
- **Welcome 2024-2025 Faculty Senators!**
- Updated **webpages** with Senators, committees, minutes (draft minutes will be posted within a few days of a meeting), reports (including 2024 Faculty Survey)
- Faculty Senate officers were busy this summer **representing** you at the Board of Trustees meeting, President's Roundtable, Extended Deans' Council, in meetings with the President and Provost, and on a wide variety of committees
- **Elections committee** – will be reviewing your committee interest sheets to match faculty up with committee openings
- **Bylaws Committee** – working on round two of revisions

31

Faculty Senate

- **Faculty Honors** – will start reviewing Emeritus Honorary Title nominations soon (slight revision to application process this year)
- **Student Retention** – will be working closely with student success and advising this year
- **Faculty Advocacy Committee** – has several policies that they are working on with Dr. Harmon
- **Policies and Campus Planning** – working on university policies
- **Executive Committee** – will be meeting regularly with Dr. Shelton
- **First Senate meeting is today!** Let your Senator know if you have any burning questions from this meeting for Dr. Shelton or me to address today!

32



Title IX

Josh Robinson, Dean of Students

33



JAX STATE

JACKSONVILLE STATE UNIVERSITY

Faculty Meeting

Compensation Study Update

August 19, 2024

34

2024 COMPENSATION STUDY

A compensation evaluation process is being implemented in a multi-year phased approach based on a total compensation model. Total compensation reviews both the wages and benefits an employee receives. This process will provide an achievable and fiscally responsible compensation philosophy and plan. The plan's recommendations will be realized within Jax State's overall budgetary constraints.

- **Phase I**
 - Summer 2022 - Enhanced and increased benefit offerings
 - Summer 2023 - Strategic summer hiring pause
 - Fall 2023 - Improvements to position budgeting
- **Phase II**
 - Spring 2024 - Provided spring mid-year retention supplements
 - Summer 2024 - Developing a strategic, multi-year total compensation plan
 - Fall 2024 - Implement cost-of-labor market-based and leveled pay adjustments
- **Phase III**
 - Spring 2025 and beyond- Additional salary adjustments and recommendation implementation



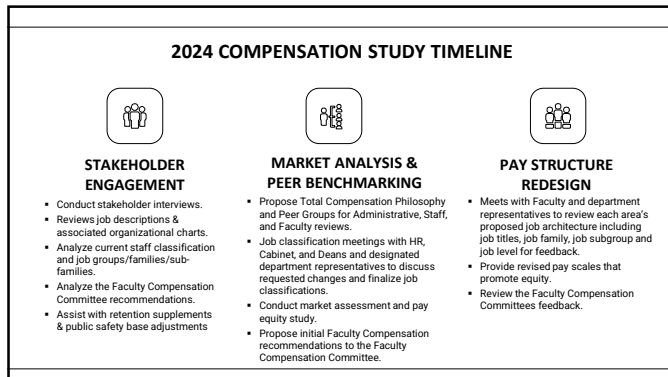
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KEY OBJECTIVES OF THE STUDY

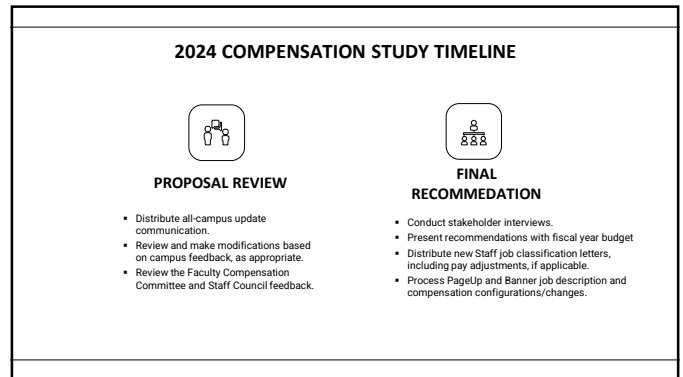
- Develop a PHASED strategic, achievable, and fiscally responsible total compensation philosophy.
- Create a compensation system that promotes competitive salaries, ensuring Jax State's ability to retain and attract high quality faculty, administrators, and staff.
- Provide sustainable, competitive, and transparent compensation structure(s) and guidelines.
- Ensure internal equity.
- Help to establish a multiyear financial plan to support approved recommendations from the study.



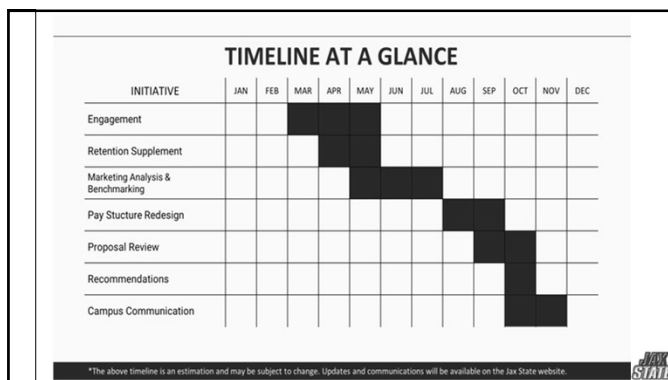
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38



39




Compensation Philosophy

Jacksonville State University utilizes a total compensation philosophy that includes both **direct salary** and **indirect benefits** as compensation. The compensation provides a basis for sustaining pay and benefits programs that will attract, retain, and engage talented faculty, administrators, and staff to support the University's mission and strategic plan.

Guiding Principles

- The collective work and contributions of all individual staff members are valued.
- The institution supports a fair, equitable, and consistently achievable approach to compensate all employees.
- Compensation is clear, easy to administer, and communicated to employees.
- Salaries and pay scales are reviewed on a regular basis by campus stakeholder groups, considering such factors as cost of labor, federal and state minimum wage guidelines, market data for relevant labor market data, and demand fluctuations.
- The salary and benefit programs are designed to be flexible and to reflect the ever-changing circumstances and issues important to multi-generational employees.

40



Employee Benefits

JSU Benefits Offered

Jax State strives to provide great quality of life to our employees through an attractive, competitive benefits package for our full-time faculty and staff. These benefits enhance your salary as a Jax State employee and are part of your total compensation package.

A Health and wellness

- Health
- Dental
- Vision
- Fitness & Wellness Centers

B Financial retirement

- State Retirement
- 403b
- 457d
- 457 Roth

C Work-life balance

- Paid Time Off
- Short Term Disability
- Insurance Plans
- Flexible Spending Account
- Employee Assistance Plan
- Tuition Assistance
- Cafeteria Meal Plan
- Discount Programs


Percentage of employees who receive benefits*

*Full time benefit eligible - Source: 2023 JSU Tableau Data Mart

80%

41

FACULTY COMPENSATION STUDY UPDATE

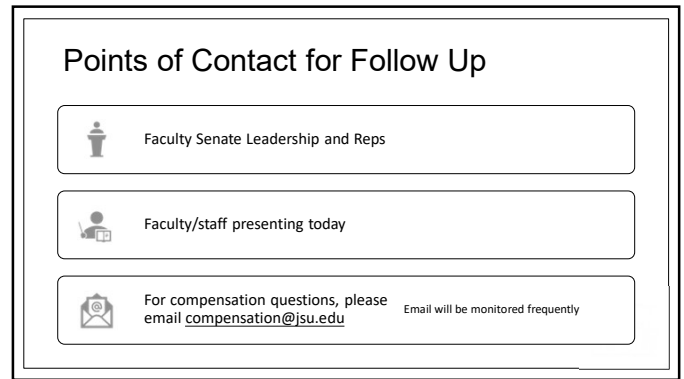


- What was done in the ENGAGEMENT process of the compensation study?**
The focus of the initial phase of the compensation study was to review Jax State's structure and positions. An analysis of the Faculty Compensation Committee's salary information and recommendations were reviewed.
- What was done in the BENCHMARKING process of the compensation study?**
Modified benchmark peer institutions were used to obtain salary medians. For all faculty ranks, midpoint closely aligned with the market value, are being recommended for each rank and discipline combination.
- What will the next stage of the compensation study involve?**
The **PAY STRUCTURE REDESIGN** process is providing salaries within a certain percentage of the market reference point for each discipline and rank combination.
- Will pay raises be included in contracts for the 2024 - 2025 academic year?**
The new compensation structure will be implemented effective October 1 (November paycheck).
- How will the new FLSA Overtime Rules effective January 1, 2025, impact my salary and classification?**
The FLSA Overtime Rules will not impact the Jax State Faculty. There is a FLSA Education Specific Exemption for teachers. Teachers are exempt from the overtime rules if their primary duty is teaching, tutoring, instructing, or lecturing to impart knowledge, and if they are performing that duty as an employee of an educational establishment.

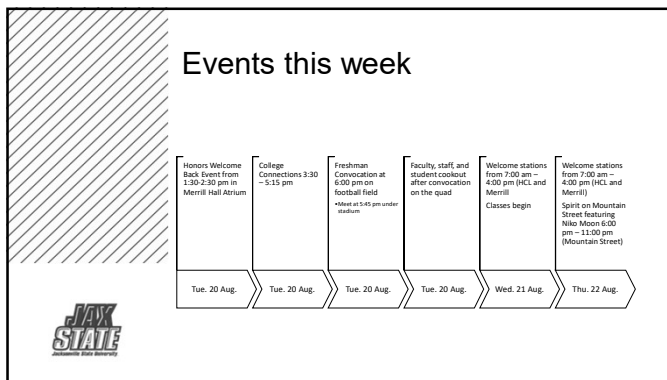
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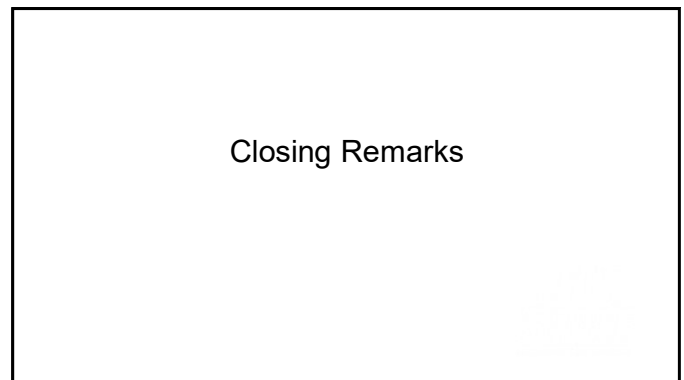
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44



45



46

A few follow-ups and reminders for faculty

From Faculty Senate President <fspres@jsu.edu>

Date Wed 8/21/2024 1:54 PM

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

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

 1 attachments (87 KB)

SB 129 Guidance to Faculty 2024.pdf;

Beginning of the semester reminders:

- Make sure you have not scheduled in-person or synchronous online classes to meet on **October 10 and 11**. These are grading days for faculty and advising days for students. Online asynchronous classes may have things due then and practicum/internship courses may still meet, but **in-person classes DO NOT MEET** (you are not missing any course days because of this--it was all accounted for in the calendar creation to give you time to catch up and grade before midterms are due).
- Don't forget to **post your syllabus in Canvas** and **publish** your course shell (at a minimum). As Dr. Stone mentioned, be sure that course front page is filled out with your information and is not just the default page. Note that in the first module contains extensive information about academic support for students and university policies. I encourage you to connect those to your Canvas syllabus and/or front page as a quick reference for students.
- Regarding **SB-129**, our committee spent an extensive amount of time exploring all of the issues you conveyed to us and any area of campus we thought could possibly be touched by this. I think some faculty were confused at the university faculty meeting because not much was said about this, but that was because we had very few recommendations for change after our extensive analysis. With regard to classes, our only recommended advice was contained in the course guidance Dr. Shelton sent out earlier (I am reattaching to this message). The divisive concepts are fairly narrow in scope and are addressed in that document. We did not recommend any drastic changes to course content or courses being taught because it appears that only a few of those divisive concepts mentioned are problematic, and even then only for some classes. So, if you are still worried about whether you need to drastically change things in your classes or restructure things, **reach out to Vice Provost Stone for further guidance**. She will be glad to assist you with individual questions about your courses. And note that anything that is required for your program accreditation or to meet federal law (e.g., federal grants) is exempt from this law.
- Regarding the [committee preferences](#) – (1) put as many committees as you are interested in. Our goal is to assign people to one committee, not put them on all the committees. And new faculty are exempt from this request—we do not want to add this to your plate in the first year! Different committees have openings at different times, so we may not need anyone on the one you are most interested in or we may need someone from a specific college. (2) If you don't put a preference for a specific committee or do not fill out the form at all, you may still get asked to serve on a committee. (3) If the Senate elections committee thinks you are a good candidate,

they will talk to your department head and you before recommending you, so you won't suddenly find yourself on a committee without your knowledge!

- The [final exam schedule](#) is posted, so be sure you are following it when scheduling your finals. And if you are teaching asynchronous online, read the requirements on that page for those finals.

Thank you to all of the faculty who came to the freshman convocation and cookout last night! It was a great evening and I'm so humbled by the number who attended. We almost ran out of chairs because of the turnout and that is such a GOOD problem to have!

I hope you are having an amazing first day of class and thank you all for everything that you are doing to help ease the students into the new year. Let me know if there is anything further I, or any members of the administration, can do to support you!

Best,
Heidi

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

Faculty Senate President

Professor of Psychology

100 Ayers Hall, Dept. Psychology

Jacksonville State University

P. 256.782.5895 | C. 256.453.2426

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WWW.JSU.EDU



Guidance for Faculty—Navigating SB 129/Act of Alabama 2024-34

Jacksonville State University continues to support faculty as we pursue our mission. Due to the adoption of the “divisive concepts” statute (SB 129, now Act of Alabama 2024-34), faculty have expressed concern about pedagogy and course content. At meetings in Summer 2024, the SB 129 Task Force analyzed closely and discussed the statutory language. The suggestions below are informed by those discussions and should not be construed as legal advice. Hopefully, this document will provide useful guidance to faculty as they exercise academic freedom.

The divisive concepts statute does not seem to affect the teaching of most course content. For example, Section 4 of the statute describes areas **NOT** affected by the law; some of those include the teaching of historical events (section 4.4), instruction required by accreditation¹ (4.3.a), the teaching of divisive concepts in an objective manner (without requiring assent) (4.3.b), and others (see section 4). At this time, JSU is planning to continue the usual offering of courses in rotation and our current academic programs.

Faculty who teach unconscious bias and meritocracy need to take note that these topics potentially reach the level of divisive concepts as defined by the statute (section 1, part 2, d and h). However, it seems that both would likely not run afoul of the statute by remaining in course content as long as they are taught in a manner consistent with objective teaching (not advocacy) and without requiring assent. The task force discussed how attributing divisive concepts, such as unconscious bias and meritocracy, to the textbook or research might be useful. For example, one task force member plans to re-phrase exam items: *According to your textbook*, people have unconscious biases that affect thoughts and behaviors towards other people (True/False). If your pedagogy includes classroom debate on divisive concepts, it might be valuable to make clear to students that they may be assigned to “sides” of a debate regardless of personal beliefs and might be asked to argue for an opinion that is not their own, but that such debate would never include having to personally assent to the divisive concept. Further, if students are asked to debate or defend their own personal beliefs about a divisive concept, they would not be required to assent to an instructor’s viewpoint in order to successfully complete the assignment (much like students might be asked to debate a controversial topic like the death penalty, but would never be required to agree with the instructor’s viewpoint on this issue).

¹ Sample language planned for a DEI course module required by accreditation: Social Work Education, as well as Professional Social Work Practice, mandates that all social workers engage in diversity and difference in practice. We are instructed to have knowledge and skills to engage in practice that is anti-racist, diverse, and reflective of equity and inclusion (ADEI). Specifically, CSWE, the accrediting body of social work education, states that social workers should “understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group organizational, and community levels and in policy and research.” (CSWE EPAS 2022)

Faculty Senate Updates

From Faculty Senate President <fspres@jsu.edu>

Date Thu 8/29/2024 3:53 PM

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

Happy Thursday everyone!

Expect a bit of chaos on campus today as we have our first football game of the season tonight. However, the good news is that it's a holiday weekend so everyone might have a bit of time to catch their breath!

I wanted to provide everyone with some updates and information.

- (1) If you haven't done the [faculty committee interest form](#) yet, please do that by next Wednesday 9/4. The Senate Elections Committee is meeting Thursday to begin discussion about committee assignments and it has been super helpful for them to know what y'all are interested in before trying to make these decisions. Remember put down everything you are interested in – they aim to only put you on one committee (or maybe two if they are infrequently meeting committees), so don't be afraid you are going to get overcommitted! Also, they really need some senior faculty with institutional knowledge and experience for some of these committees so that they can pair you with the eager new faculty who have lots of great ideas for improvement.
- (2) Student Success had several updates and reminders for faculty at Deans' Council the other day.
 - a. Make sure that you have the Tutor.com link enabled in your Canvas course shell (the default is to be enabled).
 - b. If you find that Tutor.com does not offer tutoring for a particular course of yours that needs tutoring, or you have a concern about in-person tutoring offered through Student Success, please reach out to Dr. Tim King, Debra James, or Candi Burton-Momon.
 - c. Supplemental Instruction is not being utilized fully by faculty or students. Should we change the model?
 - d. If you have other ideas for new programs or services from student success, please let your Faculty Senator know or contact Dr. King.
- (3) Navigate – works better with Chrome; works less well with Edge; note that when you log in you have to go to the "Professor" section.
- (4) In case you didn't follow the QR code from the university faculty meeting, if you would like the list of all of the important dates, [download this book](#).
- (5) Sept. 17 is when the Alabama Supreme Court is hearing oral arguments on campus. [This is the link to info about it](#).
- (6) Don't forget about the Faculty Handbook (Sept. 12 deadline for Section A)!
- (7) The salary information should be coming soon – everything is just very tight with regard to getting our systems programmed correctly, getting the restructure proposal finished, etc. Remember that it's a tight timeline because Dr. Harmon is committed to getting this in place in October rather than pushing this off and giving herself more time. So, know that there is a ton of behind the scenes work that is being done to make this happen and she will get info to us as soon as she can.
- (8) The new Academic Affairs shared governance group (Deans' Council, Department Head Council, and Faculty Senate) have approved an undergraduate catalog revision, initiated by Senate, to go into effect in Fall 2025 that will change the classification of students so that the year classifications (freshman, sophomore, junior, senior) match the 120-hour degrees (30, 60, 90 hours), as opposed to the 128-hour degrees (32, 64, 96 hours). This will help faculty who have issues with students not meeting "senior standing" for classes, even though they are in Fall of their senior year.
- (9) Finally, the President's Cabinet shared a mock-up of the West Village housing and I thought I'd share since many faculty were having a hard time visualizing it.



Proposed Site: West Village



Have a great Labor Day weekend!
Best,
Heidi

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