

RESOLUTIONS
Fall 2000 through Spring 2005

RESOLUTIONS 2000-2001

A RESOLUTION

On Accumulation of Sick Leave by Faculty

WHEREAS, JSU faculty currently have no provision for an accumulation of sick leave from year to year; and

WHEREAS, JSU faculty are at a disadvantage compared to JSU staff, administrators, and faculty of other state institutions because they may not apply accrued sick leave to the balance of time served at retirement; and

WHEREAS, current sick leave policy allows for a total of thirty (30) days per **any** twelve-month period; and

WHEREAS, physicians routinely require a leave of six to eight weeks following major surgery, the delivery of a child, or a serious illness; and

WHEREAS, current policy cannot be applied fairly in such circumstances, thus leading to inconsistencies in the application of policy;

THEREFORE, BE IT RESOLVED:

That a new faculty sick leave policy be instituted.

That current faculty begin their service under the new sick leave policy with a bank of thirty (30) days of leave.

That new faculty begin their service under the new sick leave policy with a bank of one year's accumulated leave, nine (9) days for a 9-month contract and twelve (12) days for a twelve-month contract.

That faculty accumulate one (1) day of sick leave for each contract month as soon as the new policy is in place.

That faculty teaching summer contracts accrue one (1) day of sick leave for each contract month under this policy.

That sick leave accrues toward retirement in the Teachers' Retirement System of Alabama up to a maximum of 225 days, the equivalent of 15 months service credit.

That the new sick leave policy and the maternity and parental leave policy be examined to ensure congruence between the policies and to ensure adherence to the provisions of the federal Family Medical Leave Act.

Faculty Senate Position on Donative Sick Leave

(March 12, 2001)

WHEREAS, Alabama ranks near the bottom of universities in the United States in terms of faculty salaries; and

WHEREAS, JSU ranks near the top of universities in the United States in terms of faculty teaching loads; and

WHEREAS, it is becoming more difficult to recruit and retain good faculty in view of aforementioned circumstances;

THEREFORE:

Jacksonville State University should improve the faculty benefits package by allowing donative sick leave, as is already done at a number of Alabama universities, to be administered as follows:

1. Individuals requesting donative sick leave would have to present to the Office of Human Resources a statement from their physician verifying their illness and their inability to work and how many days of leave they will require before returning to work.
2. Once approved, the Office of Human Resources would notify the faculty that donations of sick leave are being accepted for that individual. Donations will not be accepted in excess of days needed. Donations accepted but not used will not be returned; no "bank" of sick days will be created.
3. Donations of leave are purely voluntary. Faculty in no way will be coerced or otherwise pressured into making donations. All donations are confidential.

Position Statement on Workload (Section 2.9)

Presented to the JSU Faculty Handbook Committee
By the Faculty Senate Welfare Committee

(May 15, 2001)

The Faculty Senate Welfare committee recommends that teaching workload hours for faculty engaged in laboratory, clinical, and studio courses be calculated on the basis of contact hours rather than credit hours.

Justification:

1. Laboratory, clinical, and studio hours require a comparable amount of preparation, teaching, and grading to lecture hours. Current policy requires the faculty members to do two to three times as much work to constitute one credit hour of workload. This is unjust.
2. Although no policy can fully recognize all the variations in workload within a university, the Welfare committee has reviewed the problem as it exists on the JSU campus. This one change would have the greatest effect to correct current inequities between departments.
3. An excessive teaching workload limits the ability of faculty members to pursue scholarly and service interests. Tenure-track faculty with heavy laboratory assignments may fail to advance in status when they do not compare well with candidates who have been given lighter workloads.
4. Faculty workload allocation has been noted as a hindrance to re-accreditation. JSU's practices are subject to review by agencies with national standards, which increasingly call for recognition of this issue. Within affected disciplines, high workloads may diminish scholarly productivity, lower the quality of instruction, and make hiring new faculty more difficult.
5. Fair division of workload requires an acknowledgment that certain disciplines or methods of teaching are more labor-intensive. The individual faculty member should not bear the burden of this cost. Rather, the entire institution should make a commitment to quality education, and should distribute the workload equitably so as to achieve this mutual goal.

RESOLUTION ON

Campus Access for Disabled Students

(April 9, 2001)

WHEREAS, a significant number of students with disabilities attend Jacksonville State University; and,

WHEREAS, Jacksonville State University takes pride in its programs for disabled students; and,

WHEREAS, Jacksonville State University has both humanitarian and legal obligations to provide convenient campus access and adequate safety for persons with impaired mobility, hearing, and sight,

THEREFORE BE IT RESOLVED,

That the University adopt as a guiding principle the practice of “Universal Design”, i.e., that most problems can be addressed in a manner that improves access and comfort for all users; and,

That whenever new buildings are constructed or old buildings renovated, issues of access be thoroughly addressed during the design phase, when the most cost-effective decisions can be made, not neglected until problems arise after construction is completed; and,

That the University consult appropriate members of the Office of Disabled Student Services early in the design process for construction and renovation of facilities; and,

That when decisions on access are being made, the University adopt appropriate levels of accommodation, not the minimum standards; and,

That priority be given to Houston Cole Library and Jack Hopper Dining Hall as they undergo renovation, and also to Bibb Graves Hall, to give students full access to administrative offices; and

That the safety and convenience of disabled students using sidewalks and crosswalks to travel between classes receive careful consideration.

(Presented March 12, 2001
Ad hoc Committee on Access for Disabled Persons)

A RESOLUTION

on Collegiality

(March 12, 2001)

WHEREAS, JSU faculty are concerned that individuals have been denied tenure based on collegiality rather than on deficiencies related to teaching, research, and service; and

WHEREAS, the American Association of University Professors has demonstrated through a series of legal actions that collegiality requirements have often been used as a tool for covert discrimination; and

WHEREAS, many aspects of collegiality can be incorporated into teaching, research, and service evaluations;

THEREFORE, BE IT RESOLVED:

That collegiality be clearly defined by the JSU administration in terms of what aspects of faculty performance will contribute to its measurement; and

That the JSU administration shall set guidelines as to how collegiality shall be quantitatively assessed and by whom it shall be assessed; and

That assessments of collegiality shall be included in each faculty member's annual performance evaluation; or

That if these three criteria are not fulfilled, the word "collegiality" shall be dropped from the *Jacksonville State University Faculty Handbook* as a criterion of the tenure and promotion process and from any other policy statements of the university, its colleges, and departments.

(Presented February 12, 2001
Ad hoc Committee on Faculty Benefits)

A RESOLUTION

on Faculty Annual Performance Evaluations

(March 12, 2001)

WHEREAS, it is important that the performance of junior faculty be annually assessed in order for them to improve job performance and to assure progress towards tenure and promotion; and

WHEREAS, some JSU faculty who have received adequate annual performance evaluations have been unexpectedly denied tenure and promotion; and

WHEREAS, the implementation of a more consistent review process would make it easier to recruit and retain faculty;

THEREFORE, BE IT RESOLVED:

That tenure and promotion decisions should more closely reflect the results of the annual performance evaluations (i.e., adequate evaluations should strongly suggest renewal of contract and satisfactory progress towards tenure and promotion); and

That JSU institute a formal third-year review for tenure-track faculty at the departmental and college levels to ensure that any problems with renewal of contract, tenure, and

promotion are identified early in the evaluation process so needed changes can be implemented in the following evaluation year.

(Presented February 12, 2001
Ad hoc Committee on Faculty Benefits)

RESOLUTION ON

Grievances and the University Hearing Committee

(April 9, 2001)

WHEREAS, the democratic resolution of a broad range of grievances, including, but not limited to, those concerning charges of disability, race, sex, and age discrimination; Affirmative Action related grievances; faculty termination and dismissal; sexual harassment; evaluation; salary; suspension with pay; merit raises; benefits; assigned workloads; and financial support for grants, contracts, equipment, or travel should include the option of a hearing by one's peers;

THEREFORE, BE IT RESOLVED:

That for each grievance a University Hearing Committee be convened and be comprised of nineteen tenured faculty members selected at random, but with the right to reasonable refusal, by the Faculty Senate President, of which five will be removed by each disputant, thereby forming a jury of nine members to hear and settle the grievance.

(Presented March 12, 2001
Policies Committee)

A RESOLUTION

Regarding Outdoor Seating for JSU Campus

(January 22, 2001)

WHEREAS, Jacksonville State University bills itself as "The friendliest campus in the South"; and

WHEREAS, some areas of the campus lack any facilities for sitting outdoors in friendly groups during the lengthy spring, summer, and fall months when such space would be an attractive option to retreating to one's car during class breaks and schedule gaps;

THEREFORE, BE IT RESOLVED:

That such benches and tables be procured by voluntary funding of faculty and student groups and placed in locations of greatest need.

RESOLUTIONS 2001-2002

A RESOLUTION

On Computation of Incompletes

(January 14, 2002)

WHEREAS, JSU currently treats the Incomplete as an F in computation of GPA; and

WHEREAS, this policy results in distortion of the GPA, and penalizes students unfairly;

THEREFORE, BE IT RESOLVED:

That the incomplete no longer be included in computation of GPA. Should a student fail to complete required work according to deadlines stated in the catalogue--during the next semester of enrollment or a calendar year, whichever occurs first--the Incomplete will then convert to an F.

A RESOLUTION

On Including Prerequisites in Computer Registration

(January 14, 2002)

WHEREAS, students registering by phone or internet can enroll in courses for which they lack prerequisites; and

WHEREAS, this situation violates the logic of the education process, contradicts course descriptions in the university catalogue, and places students at unnecessary risk;

THEREFORE, BE IT RESOLVED:

That the programs for phone and internet registration be altered to block students from courses for which they lack prerequisites.

That, until such alterations can be made, a statement be inserted in phone and internet registration programs reminding students that they must have required prerequisites.

That, to reduce the likelihood of student error during phone and internet registration, a window be added which asks students to confirm their schedules before final entry into the university computer.

A RESOLUTION

on Graduate Students Seeking to Change from the Thesis to the Non-Thesis Option

(January 14, 2002)

WHEREAS, the JSU graduate catalogue currently prohibits students who register for the thesis from changing to the non-thesis option; and

WHEREAS, the policy may create unnecessary difficulties for students; and

WHEREAS, the policy does not reflect the graduate school's practice;

THEREFORE, BE IT RESOLVED:

That the Faculty Senate ask the Graduate Council to consider revision of this statement. Students seeking to change from the thesis to the non-thesis option might be required to petition the Dean of the Graduate School and/or the Graduate Appeals Committee. Students changing to the non-thesis option should be obliged to take a full six hours of course work. A policy regarding grades for thesis credit in such situations should be stated as well.

RESOLUTIONS 2002-2003

Faculty Senate Resolution on May Term March 10, 2003

Whereas, faculty on nine-month contracts at Jacksonville State University are the only faculty in the State required to teach a special May Term, giving them among the highest teaching loads of any University in the State, and,

Whereas, every year a few faculty members are given course-releases for May Term in order to conduct research or perform other valuable work for the University, and,

Whereas, the granting of May Term course-releases is generally well-deserved, it is somewhat unsystematic, resulting in some faculty members rarely teaching in May while others have never received a course release, therefore,

The Jacksonville State University Faculty Senate resolves that,

The University Administration prepare an application process through which faculty may apply for May Term course-releases, and that,

This process be implemented in a fashion similar to how faculty currently receive development leave during fall and spring semesters, and that,

This new process not adversely impact the granting of release time as currently practiced by department heads for the performance of other important University duties.

**Proposal to Amend the Senate Bylaws
to Add the Office of Historian**

February 10, 2003

Now that the Senate has an office and filing cabinet in which it has stored and organized its records going back to the early 1970s, the Senate should make full use of those records to ensure that its actions and decisions are as fully informed as possible. This proposal seeks to establish the office of Historian to the current set of officers by amending the bylaws in the following way:

The opening of Section 2 should be changed to read, "The officers of the Faculty Senate shall consist of a president, vice president/president-elect, a secretary, and a historian elected by the Faculty Senate from among its members. . . ."

Section 2.3, the duties of the Secretary, should be amended so that duty number 4, "make periodic and timely depositions from the Senate archives to the University Library" be deleted and the numbered list updated.

A section labeled Section 2.4 be added to list of officers' duties to include those of the Historian as follows:

(4) The Historian shall have the following responsibilities:

1. research the Senate archives so the Senate can conduct its deliberations with as much relevant information as possible,

2. maintain the Senate's archives for ease of future use,
3. make periodic and timely depositions from the Senate archives to the University Library,
4. perform such other duties as directed by the President.

**Jacksonville State University
Faculty Senate Resolution
December 9, 2002**

**Faculty Senate Resolution on
Workloads for Graduate Teaching Assistants**

Whereas, some J. S. U. graduate teaching assistants are teaching up to seven laboratory sections per semester while other universities in Alabama require two or three, and,

Whereas, some J. S. U. graduate teaching assistants are teaching up to three different courses, requiring three different preparations, in a single semester while other universities require one or two, and,

Whereas, giving graduate teaching assistants excessive workloads will diminish the quality of instruction received by the undergraduate students enrolled in these classes and adversely affect their performance and retention, and,

Whereas, giving graduate teaching assistants excessive workloads greatly impedes the progress of these students toward the completion of their own degrees, therefore,

The Jacksonville State University Faculty Senate resolves that,

Jacksonville State University adopts strict guidelines governing graduate teaching assistant workloads, and that,

Graduate teaching assistants be limited to a maximum of four lab sections per semester, and that,

Graduate teaching assistants be limited to a maximum of two lecture sections per semester, and that,

Graduate teaching assistants be limited to a maximum workload of 20 hours per week, including contact time, laboratory preparation time, and office hours.

**Jacksonville State University
Faculty Senate Resolution
April 8, 2002**

On Improving the Parking Situation on the JSU campus.

Whereas, there is excessive vehicular congestion campus wide from 8:00 AM to noon on weekdays, and

Whereas, excessive driving to and from buildings on campus between classes negatively affects movement of university and non-university personnel on Highways 21 and 204, and

Whereas, there are habitual traffic and parking violations on Trustee Circle and elsewhere across campus every weekday, and,

Whereas, there are not enough faculty/staff parking spaces on Trustee Circle and,

Whereas, the current practice of mixing student (RED) and faculty/staff (BLUE) parking zones encourages students to park in the wrong zone, and

Whereas, student enrollment is increasing at JSU and is expected to soon reach 10,000 students and,

Whereas, parking regulations and registration of vehicles are NOT consistently or effectively enforced at this time, and

Whereas, the present fines and consequences for traffic and parking violations on campus are minuscule or nonexistent, and

Whereas there are an excessive number of complaints about the parking situation on campus,

Therefore, be it resolved that the attached list of remedies be enacted by the Fall 2002 semester.

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(attached form – see below)

Proposed Parking Remedies

1. Create a Division of Parking and Safety under the auspices of the JSU PD, but with separate functions to handle all aspects concerning parking on campus.
2. Direct all parking proceeds to support the new Parking and Safety Division.
3. Create separate color coded PARKING ZONES. The current practice of mixing faculty/staff BLUE areas and student RED areas is not working. Students park in the first available space rather than in their designated areas. Color zones should be clearly marked with signs as well as with the painted curbs.

* Suggested Color Zones: (Changes are in bold type.)

- A. Disabled -**BLUE**
- B. Dorm Residents -**GREEN**
- C. All Student Commuters -**RED**
- D. Faculty/Staff -**WHITE**

A. The color code for DISABLED should be changed from WHITE to BLUE in order to conform to the color coding system used to designate disabled parking zones elsewhere.

B. GREEN zones should be created for dorm residents. GREEN zones should be located as close as possible to the dormitories they serve, but not directly on Trustee Circle. Dormitories located on Trustee Circle (Sparkman, Daugette, etc.) and those adjacent to Trustee Circle (Logan, Crow, Patterson, Pannell, Dixon, etc.) should have GREEN parking areas assigned immediately behind and to the sides of those buildings. These areas are now designated as RED or BLUE parking zones. In the course of improvements being made and as renovations to older buildings progress, main entrances to dorms such as SPARKMAN should be remodeled and reassigned from facing Trustee Circle to facing the existing parking lots. These changes would expedite the convenience of GREEN parking zones for residents. GREEN parking fees should be included in the residence fees. All residents should walk between buildings while on campus.

C. RED should remain the parking zone/decal color for student commuters but several RED areas should be reassigned. At present, there are RED parking zones on Trustee Circle. These spaces should be re-designated WHITE for faculty/staff only. The areas behind the academic buildings on Trustee Circle now designated faculty/staff should be reassigned to RED. This would place RED and GREEN student parking zones adjacent to each other. New RED zones would replace BLUE zones behind Ayers Hall, a major portion of the areas serving Crow Hall and Luttrell, a portion of the area in front of Bibb Graves, and all presently BLUE spaces off the Circle, i.e., the lots beside Ramona Wood and Pannell, in front of Leone Cole, and the west side of Ayers etc. Once parked in the correct zone, all commuters should walk between buildings on campus.

D. WHITE should replace BLUE as the designated color for faculty/staff. WHITE areas should be as close as possible to the academic buildings they serve. ALL RED spaces currently on Trustee Circle should be designated WHITE. This would greatly reduce traffic/congestion on the Circle. In addition, no student group or individual should be allowed to purchase faculty/staff decals. Faculty/staff should purchase only one WHITE hang tag. Once parked, faculty/staff should walk between buildings on campus.

4. Enforce judiciously the policies and procedures for registering vehicles, purchasing proper decals, and for traffic and parking violations on the JSU campus.

5. Increase parking and traffic fines on a graduated scale for ALL violations. Parking violations MUST be strictly enforced and violators should be fined and/or towed.

Sample fines 1st offense \$10.00 (parking violations) 2nd offense \$25.00 3rd offense \$50.00 4th offense \$75.00 5th offense towed/booted.

Consequences for illegal parking are clearly stated in the University Police Department's policies and procedures but, they are not being enforced consistently. Enforcement would be facilitated by a Division of Parking and Safety.

6. Improve lighting across campus. This is a safety issue.
7. Equip parking lots and other areas across campus with security cameras and emergency phones.
8. Petition the State for a push button traffic light to expedite foot traffic crossing Hwy 21 in front of Brewer Hall.
9. Create more sidewalks on campus for friendlier walking.

**Jacksonville State University
Faculty Senate Resolution
January 14, 2002**

On Adjusting the Salary Increases Associated with Promotion.

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

Whereas, the Administration has stated that retaining capable faculty is a University priority, and,

Whereas, the salary increases associated with promotion at J.S.U. are well below the State average,

Therefore, be it resolved that:

Jacksonville State University adjusts the salary increases associated with promotion to Assistant, Associate and Full Professor to at least the State average.

RESOLUTIONS 2003-2004

Emergency Response Plan

BECAUSE the incinerator at Anniston Army Depot is now burning chemical agent, it is crucial that Jacksonville State University be prepared to respond to a chemical accident. If the University community, particularly our 9,000 students, is to have the most effective protection, each member of faculty and staff must understand exactly what she/he is to do.

THEREFORE, the Faculty Senate of Jacksonville State University urgently recommends:

- (1) that our institution implement a systematic emergency response plan, including all appropriate measures, to ensure the safety of students, faculty, and staff;
- (2) that all segments of the University community be made aware of the plan;
- (3) and that a program be initiated to inform faculty and staff of their particular tasks and responsibilities in enacting the emergency plan.

--Approved, with no dissenting votes, October 13th, 2003.

RESOLUTIONS 2004-2005

FACULTY SENATE JACKSONVILLE STATE UNIVERSITY

Resolution on Prayers at University Functions Passed unanimously: October 11, 2004

Whereas, Jacksonville State University is a diverse community of peoples of many different faiths, and,

Whereas, Jacksonville State University prides itself on its international character and so is sensitive to issues of multiculturalism that arise on any university campus, and,

Whereas, people of varied faith traditions are present at University events like graduation ceremonies and University-wide faculty meetings,

Therefore, the Faculty Senate strongly recommends that all those who are invited to pray at University functions be instructed to offer only general, non-denominational prayers suitable for all faiths.

FACULTY SENATE JACKSONVILLE STATE UNIVERSITY

Resolution on the Deadline for Submitting Grades Passed unanimously: March 14, 2005

Whereas current scheduling practices sometimes leave faculty only a few daylight hours in which to grade a final examination occurring late on the last day of the final examination week for a course in which there are candidates for graduation, and

Whereas this sometimes causes faculty either to compromise the quality of the examination or the quality of the grading process, or to suffer through a nearly sleepless night of grading, and

Whereas we have learned that this scheduling practice has been a frustration not only to many faculty but also to a number of administrators in recent years,

Therefore the Jacksonville State University Faculty Senate recommends that no grades be due from the faculty to the Registrar's office until at least 38 hours have passed since the conclusion of the last regularly scheduled final examination on the last scheduled final examination day.

FACULTY SENATE
JACKSONVILLE STATE UNIVERSITY

Resolution on Professional Development Leave
Passed unanimously: March 14, 2005

Whereas the University provides the opportunity for faculty to apply for Professional Development Leave for one semester at full pay or two successive semesters at half pay, and

Whereas the May term, while not considered a full semester, also provides a convenient period of time for faculty members to pursue projects facilitating their professional growth and development, and

Whereas it would be a much simpler and less costly matter for the University to arrange leave for a faculty member during May term than during a semester (provided that the faculty member's teaching duties, if any, could be covered in a satisfactory manner),

Therefore the Jacksonville State University Faculty Senate recommends that May term be available for faculty development leave just as the other available periods (one semester or two successive semesters); and that upon completion of the formal application procedure as prescribed for existing faculty developmental leave periods and upon the provision, if need be, of an adjunct faculty member or other suitable substitute the faculty leave applicant be granted such leave.