

First, it has been an honor and privilege to serve as the Faculty Senate President and have an opportunity to work with an outstanding group of Faculty over the past year to further the vision and mission of the University of South Alabama through the work of the Faculty Senate Executive Committee and the Faculty Senate in particular.

As I reflect on the past senate year, it has been very busy, yet productive. Shortly after my election in May I was invited or appointed to a half a dozen new committees in addition to the FS president responsibilities:

- Institutional Planning and Assessment Committee
- AI Exploratory and Advisory Committee
- Adhoc Evaluation of Teaching Effectiveness Committee
- Athletics Council
- Process Improvement Council
- Chief of Police Search Committee

From a FS perspective, this was a well-received invitation that showed genuine interest in encouraging regular and transparent communications between our faculty and administration.

The first thing we did in September was to identify our top three priorities for the Faculty Senate year 2023-2024:

- Salaries
- Workload
- Faculty Engagement

The following table will provide more detail about each of the overarching priorities, how they were broken down into various activities, and the progress/results associated with each activity.


Increase faculty salaries to least the 50<sup>th</sup>

	raise faculty salaries to the 50th percentile - no timeline given
Annual budget plan for cost-of-living adjustments for faculty and staff salaries (based on the annual inflation rate)	Resolution sent to the President & Provost to budget for COLAs annually - President/Provost response is that they want to raise salaries to 50% percentile
Salary increases, COLAs, and number of tenured faculty	AAUP faculty salary survey data, including salary comparisons among rank, number of tenured faculty, COLA, & average administrative salaries shared with President Bonner, Dr. Kent & the president's council
Instructor salary comparison with peer institutions (because they were not included in the last faculty salary survey)	Instructor Salary Survey in process
Paid parental leave benefits	Presented administration with data of how many institutions nationwide provide parental leave and how much time they allow.
Published workload policies for colleges	Still in data gathering phase Assessment process using HERD data report as well as internal institutional data is in process
Highlight exceptional educators around campus	Partnership established with ILC to create the Faculty Spotlight
Collaboration among faculty researchers around campus	Partnership established with the Department of Research & Economic Development to host a Research Mixer in the spring and fall semesters

Opportunity to meet and network with colleagues	Bi-weekly Faculty/Staff Huddles in Spring and Fall semesters
University Strategic Priorities	Asked administration to add a pillar to the existing pillars that supports faculty and invited to have FS representative on the committee for strategic planning priorities in the upcoming year Invited to sit on the Institutional Planning & Assessment Committee
Celebrate faculty senators and their service	End-of-year FS party

SB 129 Input and Evaluation

Met with stakeholders for input and

Visitor/Guest Parking Pass	Each committee is designated a that can coordinate with provide their view.
----------------------------	---

Other collective efforts of the Faculty Senate and the Faculty Senate committees over the past year include, but are not limited to:

Problem or Need	Result
-----------------	--------

Create a track for primarily teaching faculty to