

Faculty Senate Plenary Meeting

Jan 21, 2026

MCOB 265

3 p.m. to 5 p.m.

Attended in Person (31): Bates, Robin; Baughn, Christina; Brock, Casey; Cole, Tracy; Cutchen, William; Davidson, Clay (Cordell); Dasgupta, Santanu; des Neiges Léonard, Marie; Dzwonkowski, Brian; Ellzie, Joel; Fox, Dalten; Frye, Doris; Getch, Yvette; Giles, Rebecca; Hudson, Geoffrey; Macdonald, Rebecca; Minton, Bonnie; O'Connor, Tracy; Pavelescu, Andrei; Pramanik, Paramahansa; Pennywell, Gwendolyn; Rabideau, Brooks; Robertson, Justin; Selwyn, Candice; Shea, Allyson; Stenson, Alexandra; Streeter, Donna; ter Horst, Eleanor; Walker, Sean; Wassenaar, Christina; Wu, Charles (Kuan-Sheng)

Attended on Zoom (20): Bokhari, Amber; Brower, Greg; Davis, Sara; Davis, Tara; Fesenmeier, Michael; Fleck, Lorie; Gavrilita, Christina; Godang, Romulus; Hauff, Caitlyn; Holliday, Candice; Holliday, Nicolette; Liebertz, Scott; Lohar, Bhushan; Marass, Ashley; Pancione, Kirsten; Salvitti Fermin, Mariarita; Shaw, Christy; Swofford, Jim; Vrana, Laura; Williams, Katie

Excused (2): VandeWaa, Elizabeth & Wilbert, Arik

Absent Unexcused (17): Abeynanda, Gayan; Bunch, Jaclyn; Capasso, Tom; Carmichael, Bishop; Coronado, Yun; Daniel, Casey; Grelet, Simon; Huang, Jingshuan; Huang, Ying (Johnson); Marri, Preethi; Mbaka, Maryann; McDonald, Tyler; Merritt, Brandy; Parsell, Karen; Pettway, Matthew; Jordan Shropshire; Thomas, Rebecca

Preliminary Business

This meeting was called to order ~3:05 p.m. with Faculty Senate President, Christina Wassenaar presiding. Quorum (which is ___ senators this month) was met.

Approval of November 2025 Minutes (___ Yes, 0 No, 0 Abstentions)

Approval of December 2025 Agenda (___ Yes, 0 No, 0 Abstentions)

President's Report:

Christina Wassenaar updated us on:

Faculty Success Team: Purpose is to extend the discussion of how to improve faculty success & retention from the FS, which is an advocacy group only, to a team with the purview to affect change. Work is in progress on specifics such as the proposed composition and charge of this committee. Once the details have been worked out, with assistance of Nicole Carr (Student Success Committee Chair), and those are approved by Dr. Kent, they will come back to the Senate for discussion/approval (may be digital).

Regular Meeting with FS Leadership and CAD – although FS leadership meets regularly with the President's Council, it has become clear that regular meetings with Deans and Chairs would also be extremely useful. Discussions between Christina Wassenaar and Dr. Kent along these lines continue to be encouraging and will hopefully lead to more formalized interaction between FS leadership and CAD. These interactions may be between small subcommittees of some deans with a handful of FS Committee chairs, as might be most relevant at any given point in time.

Resolution to thank the Foundation Board of Directors - Christina will draft a resolution to thank the Foundation for responding to faculty feedback about the importance of the 5th floor (research space) in the new medical school building. That draft will be sent to the most appropriate FS committee and move to the Plenary meeting for a vote from there.

Guest:

Jana Herrmann, the Institutional Repository Administrator came to speak to us about JagWorks. We are encouraged to use this repository for any kind of files we'd like to archive. These files can be made globally accessible, to help enhance the global visibility of our professional outputs (and those of our students). However, these files can also be restricted to specific groups. The utility of JagWorks to serve as an open-access repository for data and supplemental information resulting for federally funded research has been stressed. As of January 1st of this year, all data and SI for federally funded research must, upon publication, be made publicly available. Most funding agencies allow for university repositories like our JagWorks to serve this purpose. The benefit of JagWorks is not only that it is free to use for USA employees but that we also get assistance from Jana and the library staff with respect to:

- ADA compliance
- Publication harvesting
- Open-access permission checks with journals
- Content design & layout (e.g., for a self-published journal for a campus/research group)

The full presentation is available here: [JagWorks PPT](#)

Old Business:

- Handbook: Policy Discussion and Updates
 - [Donna Streeter](#), Chair of the Handbook Committee, updated us that the policy proposal for speeding up policy changes has been seen by CAD but not yet voted on.

- Vote: Updated policy (FS 1029) incorporating the edits from -the council of deans
 - [FS1029 NTT promotion policy revision 18Nov2024 CAD revisions.docx](#)
 - The policy as edited by CAD was approved (36 Yes, 3 Abstain, 0 Nay) and will be sent back to CAD
- Updated policy (1030) incorporating the edits from -the council of deans
 - This policy was discussed. CAD had not accepted any of the suggested changes made by FS but had made a change of their own (removing the stipulation the T&P candidates would be provided the names of their external reviewers).
 - During the discussion on the floor, the consensus was that we should continue to advocate for valuable feedback at each stage of the promotion process, especially in situations where the recommendation for promotion is negative. The consensus was that feedback is far more important than the names of the external reviewers. However, the point was raised that we would not give up one without having received the other.
 - Donna made the associated edits to the FS1030 document on the Plenary floor. The document in its current form will be brought to the Plenary floor again during the next meeting.
 - Original version made available prior to the Plenary: [FS1030 Proposed Changes to USA promotion procedures 19Feb2025 \(1\)CAD Revisions \(2\).docx](#)
 - Version edited during the Plenary
 - [FS1030 Proposed Changes to USA promotion procedures 19Feb2025 \(1\)CAD Revisions \(2\) \(1\).docx](#)
- Report/Presentation from ad hoc Committee on Updating the FS Bylaws -
 - Candice Selwyn, Chair of this Committee, walked us through the report & recommendations. [FS AD Hoc Committee Report Draft 1.15.26.docx](#)
 - The next step will be for the ad-hoc Committee to draft edits to the Bylaws to address issues that came to light during the internal review of just USA's bylaws.
 - Ideas raised during the external review (comparing our bylaws to peer institutions) will be brought up for discussion during a later Plenary Meeting.
- COM and MCI administrator searches
 - Dr. Rochelle was invited back for a second visit this week.
 - Too little time was left for additional updates or discussion.
- Salary Survey Update - Geoffrey Hudson
 - Too little time was left for updates other than what was provided in writing prior to the meeting [Faculty Salary & Benefits Committee Report](#)
- Mentoring Options Update - Tracy O'Connor
 - Tracy gave us a short overview of the new Mentoring in the Moment series. Details were also made available prior to the meeting [Faculty Development & Mentoring Committee Report](#)

Reports from Committees (those in writing can be found in the attachments linked here:)

- Evaluation (Clay Davidson) - *in writing*
- FacDev&Ment (Tracy O'Connor) - *in writing*

- FacSal&Ben (Geoffrey Hudson) - *in writing*
- Res&CreatAct (Rebecca Thomas)
 - Research Mixer on March 25th
 - Three-Minute Thesis, Upcycled Research Posters, Networking and Food
 - Announcements will be sent out soon
- Sust&EnvirQual (Dalton Fox) - *in writing*
- Teach/Learn&Tech (Casey Brock) - *in writing*
- UnivPlan&Dev (Sean Walker) - *in writing*
- UnivPol&HandBk (Donna Streeter) -*nr*
- Wellbeing&Ret (Caitlyn Hauff)
 - No new news, but please **let me (Caitlyn) know if you would like to join this committee.** We plan to begin our faculty survey of wellness workload creep this semester and it would be great to have a mix of quantitative and qualitative researchers on board, as well as faculty from both the main campus and medicine side to help with our initiatives
 - Additionally, **if any senators know of wellness initiatives** going on within their departments can they please send me a short blurb about the activity so that we can add it to our records.
- Bylaws Review Committee [*ad hoc*] (Candice Selwyn)

Reports from Caucus Leaders (those in writing can be found in the attachments linked here:)

- A&S (Eleanor ter Horst) -*nr*
- CAHP (Casey Brock) - *in writing*
- CEPS (Caitlyn Hauff)
 - Please welcome Yvette Getch back to the Senate after sabbatical!
 - Please welcome **Becky Giles** to the Senate as a new senator. She is taking the place of Lauren Fregeau, who retired in January.
 - The college met for a faculty retreat on January 9th to learn more about Navigate South and Program Coordination.
- SoC (Clay Davidson)
 - Please welcome **Jordan Shropshire** as a new senator. He's taking the place of Michael Black who was promoted to Admin and had to resign from FS.
- COM (Greg Brower)
 - The COM caucus making preparations to elect new senators in the near future after the General Faculty Assembly is held.
- CON (Elizabeth Vandewaa) - *nr*
- ENGR (Brooks Rabideau) - *nr*
- LIB (Tracy Cole) - *in writing*
- MCOB (James Swofford) - *nr*
- SIM (Robin Bates)
 - BIG news!! We are thrilled to announce that our program has been granted Provisional Accreditation by the Society for Simulation in Healthcare (SSH)!!
 - We have already begun implementing the positive feedback and recommendations from SSH as we prepare to apply for Full Accreditation in two years!

Reports from University Committees:

- **University Sustainability Committee:** Membership from USC is attending a meeting with Sustainability @ South Committee on 28 January 2026. Dalten will attend, take notes, and report back.

New Business

- Next Plenary at Children and Women's Hospital in the Atlantis Room, Tour prior to the meeting at 2pm
- Reminder: Surveys (ORED Research Administration Effectiveness & Structure - [Take the survey](#)),

Adjournment