

Date: November 16th, 2023
Time: 2:40 PM-4:31 PM
Zoom Meeting Faculty Senate

Minutes taken by Senator Guinevere Bennett, Secretary.
 AYS - Senator Artenzia Young-Seigler, Chair
 VT - Senator Tiriveedhi Venkataswarup
 GB - Senator Guinevere Bennett, Secretary
 Vacant - Treasurer
 RA - Senator Reginald Archer, Parliamentarian
 WJ - Senator W. Bill Johnson, Board of Trustees Representative
 KT - Kimberly Triplett, past chair

Item #	Agenda Item	Motions by	Motions seconded by
1	<p>2:40-2:43 PM Welcome and Call to Order AYS-Welcome, this is the last official meeting of the semester. Thank you to all the senate for everything that you do.</p> <p>Motion: To amend the agenda to move Dr. Michael Allen to the 2:40 pm time. Motion passed. AYS – There are additions to the agenda under Other Business, some important items, that we can discuss when we get there.</p> <p>Motion: To add information items to the agenda under Other Business. Motion passed,</p>	<p>Senator Russell (BR)</p> <p>BR</p>	<p>Senator Christian (BC)</p> <p>Senator DeKoff (BDK)</p>
2	<p>2:43 – 3:07 PM Invited Speakers</p> <ul style="list-style-type: none"> • Dr. Mikki Allen, Ph.D. (Director of Athletics) <p>AYS – This is his first time talking to us, he had been assured this is a friendly place and where information is disclosed in abundance.</p> <p>Dr. Allen – Thank you AYS and Faculty Senate for this opportunity. I'm a graduate from Tennessee State University. I've had 2 grandfathers, my wife, my brother all graduated from this institution, I have been around it for a long time. I took the role of Athletic Director in 2020 during COVID. We ran a department, and we played our games with little to no fans because of the health and safety protocols, but we've got back to a sense of normalcy, with our athletic programs and events. I have seen faculty and staff become more involved with our athletic events and so I appreciate that. We'll get to that here and I'll talk about some of our initiatives. I just released our strategic plan for athletics 'Tiger's Forward'. We have a great lineage and legacy here with our athletic enterprise much like our academic enterprise, we want to continue that. We have a lot of Hall of Famers, but we have a lot of student athletes that are very talented as well with our new era student athletes. We have a lot of student athletes services from housing, sports medicine department, student athlete development programs, and our academic programs. As director I ensure those are in line so our student athletes will have a positive experience and we'll continue to move our athletic enterprise forward.</p> <p>Tigers Forward Strategic Plan has 5 core goals:</p> <ol style="list-style-type: none"> 1. Competitive Excellence 2. Student Athlete Enrichment 3. Fan/Alumni Engagement 4. Faculty Enhancement 5. Revenue Generation 		

It's online at TSUTigers.com if you want to check out our strategic plan. It's set the table for us and what we do every day. We have a phenomenal staff and a lot of great cultures in our program. We have a celebrity coach when our football program with Eddie George, so we're happy about that. But whether you're a celebrity or you the common working man or woman, we were working hard every day to make sure that we're the marketing arm that represents the institution in a first-class manner when we compete. We compete against like-institutions and OVC conference, but we also play non-conference opponents. Many of you know we played Notre Dame, that was a great game, it gave our programs great exposure, but we're also looking to make sure that we're playing HBCU counterparts. We scheduled **Howard for Homecoming Series in 2024-2025**. We're also looking at other HBCU institutions that are like institutions from an initiative standpoint because, we not only want to expose our young people to non HBCU institutions like Notre Dame, but we want to compete against institutions that represent what we aspire to be or aspire to do academically and athletically.

Gentry Center

We are doing some modifications to the Gentry Center. It's an older facility, but we're modifying it, so we added a Legends Wall, added technology to better engage our fans from scores tables to LED screens. If you come to the Gentry, we're trying to create an electric atmosphere. We know that it's an academic building, but we also are trying to get that building improved through fundraising. We've raised a lot of funds to enhance the profile of that building where we can create revenue from renting the facility.

Hale Stadium

We have a plan to renovate Hale Stadium. We're going through planning, the State Building Commission, and our planning units on campus to see if we can get football games back in Hale Stadium. I recognized that it is rather cumbersome to get to and play in Nissan Stadium, but we're trying to get our games back on campus. We play typically a 5-home game season, and we'd love to play 2 games going forward on campus. One, it makes it a better experience for our student athletes, our students to get to games, and faculty and staff as well.

Track Project

A lot of people think the track is at Hale Stadium. We also have Ed Temple track. We will be installing a brand new \$1.5 million track which we've raised dollars for and combined with some monies that came over from our CFO and Doug Allen to address that facility. We haven't had the track resurfaced since the early 1980's, we plan on having a facility that's available for all faculty, staff, and student athletes, the inner-city community and broader where we can host events there or we can get great utilization and we can feel proud about our track history with the Tiger Bells and Ed Temple.

One Blue Marketing, Culture, and Brand Strategy

We'll be releasing this strategy in the spring. As a tag, One Blue, we're trying to bring a sense of community/spirit/pride back to the campus. I know we have a lot of new faculty/staff, and we have a new group of students that want to support, get involved, be a part of athletics and we need to do a better job of really bringing everyone back together. This initiative is comprehensive and touches a lot of different phases from the community to our students. We acknowledge the contributions that our faculty members and staff members make to this university, you put in a lot of work with our young people, you make contributions every day in your roles, and we certainly appreciate that. We want to commend you all for that, give you access to our games, and have days where we celebrate various units. There's academic units or ancillary units you'll be seeing this through different ticket promotions we will provide to faculty and staff, communicated

through University Communications. I'll work with AYS about getting a better listserv so we can control our own communications for what those promotions will be. I know right now for season tickets for football we reduced the price this year to \$100 and that was inclusive of parking. We thought that be great value, our season ticket holders pay \$150, staff and faculty \$100 and an opportunity where staff and faculty could do a direct deposit. We'll continue to have discounts on season tickets or single game tickets. This will speak to our commitment to faculty and staff as it relates to being better involved in athletics. We've also talked about next semester at the beginning of the semester having field days where athletics hosts what you call 'One Blue Games' where we have faculty, staff, students all respectively competing, whether that's tug of war, sack races, a fun day to really, really get opportunity to know our coaches, I think it's important to know who you're rooting for, using that as a platform to get a better understanding of who our coaches and student athletes are. We want it to be a family atmosphere going forward here on campus through this initiative. You'll be seeing more platforms going forward here on campus through this initiative. For our communication department, we have various social media platforms for all our teams. We need to make sure that you have those for all 15 sports programs. We want to get those out there and we would encourage you to follow them, I think that content really needs to get to you all in a digital world in that space, you all can follow your teams of liking or choice and be better engaged with what they're doing.

Senator Kenneth Chilton (KC)- Thank you for that. I like what's going on and I wanted to give a shout out to your Tennis coach Todd Smith because they won the HBCU national tennis tournament back in October. For other faculty members it's easy for some of the lesser-known sports you can designate a gift. I was able to do that to the tennis program, not a big gift but still every little bit helps very simple to do. You can just highlight the sport or the team you want it to go to and TSU takes care of the rest.

RA-What can we look forward to in the spring short term?

Dr. Allen- In the spring our tennis programs will be competing and outdoor track and field. In April, we'll have our spring game. Before we get to April, hopefully we're in March Madness. I will make the NCAA tournament in basketball. We have a great coach that's from Nashville, a graduate alum, went to Belmont, went to high school at White's Creek. He has done a great job of recruiting and we're 3-0, we played Portland last night we play Oregon in Eugene this Friday. They're doing a great job and expected to finish very well and compete for a championship. So hopefully we're in the NCAA tournament in March and in April we have a big week. The week of the 13th will have our spring game, the night before our spring game we will have our TSU Sports Hall of Fame. We haven't had a Hall of Fame induction in 30 years here and so it was very important to me to get that back going, but that's a huge undertaking because everybody wants to nominate who they feel was a legend. We had a process where I established a committee, inclusive of a representative from all our sports programs, and we also have a committee for the event. We want to do it first class, much like ESPI's where we bring and fly our inductees in, host them at a hotel, give them a blue jacket, and provide them with a platform that they'll be proud of. It will celebrate their accomplishments and we will keep that going year to year as a special event and will invite faculty and staff to that event. It'll be great for our current students and former student athletes to see that if you put into work, there's opportunities to be celebrated.

AYS- What sports are we looking to bring to Tennessee State University that we don't currently have?

Dr. Allen-

	<ul style="list-style-type: none"> • HOCKEY-We plan to be the first HBCU program in the history of ice hockey to bring the sport to a HBCU College campus. We have a lot of families that have reached out since we made the announcement at the NHL draft about this initiative that wants to be a part of our program. We're in the process of hiring our coach, and we're working with the Nashville Predators, NHL, and the commissioner to put funding models and revenue around this club program (we want to start off club and then just slowly walk our way to division), we'll do it at a pace where we're not exhausting the institution's resources. We're stretched in terms of our budget and, there is a part of athletics that you must raise private donations and corporate funding, equipment companies, Bower, Puck, and they're all in, we have a lot of a lot of room to grow with that program. It will be for women; we'll start off male, but we'll offer it for female athletes. • BASEBALL-We've talked about bringing back the baseball program. You've heard that they're doing an analysis across Walter Davis, seeing if it's feasible to build a baseball stadium if MLB expands there. There's a group that has been working on that. I've been in conversations, but I'm not heavily involved, but I have had my pulse on that I would love to bring baseball back. • SWIM- We already have swimming pool, Olympic pool, size pool in the Gentry Center. So that would be a sport that would be relatively easy to do. I know that's aspirational and ambitious, but I'm always looking at 'low hanging fruit'. • SOCCER- We have a field, we have land. • SAND VOLLEYBALL- We wouldn't have to add scholarships because we have young ladies that could play it on our existing volleyball teams. Those would be the ones to keep on your radar there. <p>AYS- Thank you, Dr. Allen, for coming. It's great to finally get you here. You are welcome back anytime, anytime you want the faculty to know something, this is the body that you can send that to. Send it to me and I'll make sure we get it out to all the faculty so they can hear about that.</p> <p>Dr. Allen- Thank you AYS, I appreciate the work you do here, as chair. You keep us abreast and informed; I know in our cabinet meetings you're always fighting for faculty and staff and the information that you present.</p>		
3	<p>3:07 – 3:15 PM NIA Award Recipient Presentation</p> <ul style="list-style-type: none"> • Dr. Jennifer Hayes <p>Three deliverables (one article and two other projects) and completed book review Riding Jane Crow</p> <p>I initially wrote the grant to deal with an archival project that I was working on as related to an unpublished play written by Gloria Naylor. During that time, I also completed a book review of a historical text called Riding Jane Crow by Miriam Thaggert, which details the different issues that black women have faced with the rail system. It's framed through this idea of the Napa Valley controversy that happened a few years ago where there was a book some black women on a train enjoying themselves and they were accused of Being loud and boisterous and thrown off the train. Dr. Thaggert connects that experience to a long legacy of segregation and discrimination that black women had faced working and just being passengers on the railway system. My second manuscript to the University of</p> <p>Gloria Naylor passed away in 2016. She's probably the third most important contemporary African American woman writer, typically when we think about the black women's renaissance in writing, we focus on Alice Walker and Tony Morrison and sometimes Gloria Naylor is a is an unsung hero. Her most famous novel of course is Mama Day. Some people know her from London heels but also protects the women of Brewster</p>		

	<p>Place which of course was made to a TV series in the nineties. Mama Day was published in 1988 and was a continuation of a play that she had written that was never performed entitled M'Dear. So M'Dear is Mama Day. We have this really kind of like political root worker who is a healer in the community but she's being tasked to fix somebody who is harming members of the community. My argument was that there was a lot of robust conversation around Mama Day and the significance of it, but nobody is talking about this play, which is the foundation of this text. My work was really meant to fill that gap. The collection is going to be published by the University of Mississippi Press. The editors decided that they wanted to have a tool volume series, so they wanted to hold my article or book chapter and put it in another version of it. And so, this is kind of sad because it's like I've been a three-year process of trying to get this together and then they decided that they wanted to shift it. I pulled my book chapter from that process and I'm shopping it now to different journals and other book publishers who are doing things about archival work specifically as it relates to African American women writers. The second text that I was talking about was my review of Riding Jane Crow. This was a nice intersection into some of the research that I was doing, and I had been able to write a review in a long time. It has been accepted for publication and it will come out in spring, 2024 in the Journal of African American History. My second manuscript of Understanding Lynn Nottage has been greenlit for publication with the University of South Carolina Press for fall 2024. And so, Lynn Nottage is the only woman to receive two Pulitzer Prize Awards for drama. My argument in this book is to understand what Nottage's work, you must understand that her focus is on people, marginalized people, growing class people, putting multicultural communities on the stage, and centering those marginal voices in these political conversations. She's not a didactic writer, although she does deal with a lot of political issues. She teaches us about people and not so much about ideologies, that's one thing that makes Nottage so approachable to readers and in contemporary audiences. She's also been doing some other interesting work as it relates to the working class, specifically, as we're thinking about the 2016 election. She has this perfect line that says, 'nostalgia is a disease'. She spoke to the political divide before that election even happened. I was able to complete the second manuscript and submit it during the fall 2022 and it has undergone several different revisions, and I was looking by this week that is granted for publication. I just wanted to end by saying thank you to the Faculty Senate because as an English professor and a woman studies professor I carry a heavy teaching load and there's a lot of reading a lot of writing involved in my assessments of students and I needed time to be able to just devote to, writing and research. And I don't think that I would have been able to get all these projects off the ground without.</p> <p>JDK - We can always use more recruiting for the NIA Grant Award. It's a good opportunity for folks to get to some of the other things that they want to do just like Dr. Hayes mentioned. So, it provides salary for one full semester or half salary for two semesters including benefits. The applicant must be a tenured faculty member and have been employed by the university for at least seven years. The application process starts on February first of every year and the deadline is around March fifteenth. The application process is simply through eLearn, being able to submit your documents there. We have a committee where we go through the acceptance process, turn things over AYS and Academic Affairs for approval for funding.</p>		
4	<p>3:15-3:16 PM Consideration and Approval of Previous Meeting Minutes Motion: To approve minutes with corrections. All Approve, none Deny, motion passed.</p>	<p>Senator Okoro (CO)</p>	<p>BR</p>
5	<p>3:16 – 3:20 PM STANDING Committee Reports</p>		
<p>Academic Committee (Senator Ahmad Aziz) Nothing to report</p>			

	Alumni Relations and Development Committee (VACANT) Nothing to report		
	Budget Committee (Senator Reynard McMillian) Nothing to report		
	Constitution and By-laws Committee (Senator William Johnson) Nothing to report		
	Curriculum Committee (Senator Twianie Roberts) (TR) Met Thursday, three Curriculog entries. One had an issue with having a program of study that included a course from another program, and the course was not offered in the program. This may be occurring in other departments and programs as well. We felt like this was an Academic Affairs issue not the Curriculum Committee. (connection was interrupted)		
	Faculty Benefits and Welfare Committee (Senator Cynthia George) Nothing to report		
	Faculty Grievance and Appeals Committee (Senator Robbie Cochrum) Nothing to report		
	Information Technology Committee (Senator W. Bill Johnson) Nothing to report		
	Nomination and Appointment Committee (Senator Sagnika Ghosh) Nothing to report		
	Library Committee (VACANT) Nothing to report		
	Professional Development Committee (Senator Ken Chilton) Nothing to report		
	Research Committee (Senator Venkataswarup Tiriveedhi) Nothing to report		
	Student Appeals Committee (Senator Brian Russell) Nothing to report		
	Post Tenure Review Committee (VACANT) Nothing to report		
	Non- Assignment Leave Grant (Senator Jason deKoff) Nothing to report		
	Fair Funding Action Committee (Senator Venkataswarup Tiriveedhi) Nothing to report		
6	<p>3:20 – 3:28 PM Nominations and Elections Committee Update</p> <ul style="list-style-type: none"> Senator Sagnika Ghosh, Chair – not present <p>AYS – By-laws read we will elect the officers at the last meeting of the spring semester. In spring we will have nominations for the officers, nominations need to be in writing. If you are interested in being treasurer, please send me an email after this meeting for the spring semester and I will send it to Dr. Ghosh as a formal nomination. The only officer that is set is VT for chair.</p> <p>VT – Question to have discussion, if a Senator does not get elected in the spring, can they still nominate for a position?</p> <p>AYS – Executive takes over at the end of the spring semesters, senators begin new post in the fall semester. Senator elections are now occurring in the spring. For those going up for promotion, holding an executive position holds weight.</p>		
7	<p>3:28-4:16 Other Business</p> <ul style="list-style-type: none"> Graduation Attendance Request/Requirement <p>AYS-There is a movement/initiative to make this a requirement, let’s discuss that. How can this be enforced? What are some incentives that can reinforce this?</p> <p>Senator McMillian (RTM) – It has always been a requirement; it is a mark on your eval if you don’t go. For those that have worked at other universities, what was the standard at those institutions?</p>		

<p>Senator Russell (BR) – When I worked at another university, the standard was the department would designate somebody from the major, so there would be a representative from every major at graduation, but it would rotate within the department. They had a premium on not having enough available seating, so the departments would send a representative, but it wouldn't be the whole faculty.</p> <p>AYS- And if you guys read your contracts, it does say attendance at universities events or something like that. Please take it back to the faculty in your area that the administration really wants us to adhere to that policy of attending at least one of the graduation ceremonies. And they're asking the different areas of different departments to monitor that or to keep up with that.</p> <p>Senator George (CG) – (Chat) I have issues with ADA accessibility regarding parking to attend graduation and the walkway up the hill to Gentry Center from the parking is not an accessible route. My chair is working to resolve the issues, but that's my barrier to attendance of graduation.</p> <p>Senator Okoro (CO) – One of the issues is faculty does not have regalia. Can we talk to the bookstore to arrange some? Mine needs to be replaced because mine is too old. What about regalia rental?</p> <p>AYS – This is the same issue that some students have, they are ordering extra for student's last-minute needs. What about your specific colors? So, they need to give us a timeline to get that rental information to them.</p> <p>TR – You can go on Amazon, and you can get it for \$100. The color is by department, if you rent, it makes sense to buy.</p> <p>KC – You can go to graduation without regalia.</p> <p>AYS – Just not be in the procession.</p> <p>CO – I can go to Amazon and get a whole set for \$100?</p> <p>AYS – Yes, but it will not be the same quality, but I will reach out to the bookstore as well. They have never asked faculty to adhere, except this last graduation they did have those clear bag policies, the same policy that have it all athletic events. But there were some faculty who didn't know about the clear back policy, they just let us on through depending on who's monitoring the door.</p> <p>VT – (Chat) Can we request administration to give one free lunch/meal pass at cafeteria for faculty attending the ceremony (in jest).</p> <p>CG – (Chat) You also need a clear bag if you require bringing a bag there is a clear bag policy for graduation events but that is rarely posted anywhere but up front. I almost got turned away with my medical supplies bag.</p> <p>Senator Anderson (JA) – (Chat) I already know I will get pushback on this from specific people in my division.</p> <p>AYS – Just have them read their faculty contract, it states it in there.</p> <p>Senator Kelly (JK) – (Chat) Yes.</p> <ul style="list-style-type: none">• University Counseling Center Information <p>AYS – I sent new information about the Counseling Center regarding supporting students in distress. If you have any improvements to the document or things that we need to do to improve the counseling services here on campus, please let me know so I can take that back to VP Stevenson. Our university Counseling Center is now working with our university counseling program to provide counseling services for the students. That service is not available for faculty and staff, you must use your health benefits for counseling. But if you are a faculty member and you are taking classes you are technically a student, then you can take part in the counseling sessions over there. One thing that I am pleased about is I don't understand why our counseling program was not involved in our Counseling Center. It took so long to do that. But I'm happy about the progress and what they're trying to do. Make sure that your faculty gets the document I sent because we heard in the last meeting that the incidents of students being in distress and doing</p>		
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<p>things not only to harm themselves, but also to harm others. Sometimes we can intervene but if we don't have the training to do that at least we need to know who to send the students to rather than calling 911 and putting them through further trauma or distress.</p> <p>RTM- AYS it may have been related to HIPAA and working around that, your peers are potentially someone who may be listening to your problem, helping you through a situation. So that may have been part of the problem why this wasn't implemented sooner.</p> <p>AYS- I went through the counseling program and I tried to get some hours at Tennessee State University, just the intake process not really listen to problems and things like that and was told we're not doing that because they didn't take student workers. So I went to FISK, then Meharry, because they were taking student workers, whereas Tennessee State was not.</p> <ul style="list-style-type: none">• 2024-2025 Academic Calendar Review/Revisions <p>AYS – I sent out the 2024-2025 academic calendar for you to review.</p> <p>BR- Well, I don't know that I've seen that calendar and I need to look at it because, I don't know about other people, but, in my department, there was a lot of blowbacks with how the schedule was this fall. Although I'm under the impression that earlier everybody wanted to return to our old schedule. But now that we have returned to the old schedule, some people are arguing that we should have a whole week at Thanksgiving, some people are arguing that how the fall break was divided. So there appeared to be dissatisfaction, although I think when I announced the department that we had moved the schedule back to where it was before, I think everybody was initially happy but everybody's gripping about it now. I don't know about the 2024 calendar. I don't know if there's going to be more discussion on the fall break-Thanksgiving issue. I think this semester how fall break, homecoming, and midterms all kind of back-to-back made a hole in that part of the semester, but I did want to bring up that. The faculty in my department were blowing back against moving back to the schedule where we have classes after Thanksgiving. And they were attacking the current schedule, but they were all attacking it from different angles. So, people were arguing:</p> <ul style="list-style-type: none">○ Let's have a whole week at Thanksgiving.○ Keep the fall break, but maybe pair it up with homecoming.○ Start the semester earlier and end it before Thanksgiving. <p>but I'm kind of under the impression that previous people were arguing that we moved back to a more traditional academic schedule.</p> <p>AYS- I believe I sent that out at the beginning of the semester for everybody to make comments, but I will resend that to you. Now it's going to be like a rush, quick give me comments, because they were supposed to already have gone to Dr. Smith. But I can.</p> <p>BR- Well, again, my department was unhappy with the current schedule, but they were unhappy with three different solutions. So, they're not all saying this is the solution. They all had their own solutions.</p> <p>Senator Habibi (MH)- Thank you, AYS, this is not something in which our department is saying they are happy or unhappy about, but in our most recent department meeting I was told to ask this question to you. Because we have quite a heavy syllabus and we feel that 16 weeks is not even enough for doing that. So, the suggestion was that if it is possible, can we get two weeks after Thanksgiving? That way students don't get into closing the semester right when Thanksgiving arrives, so they don't want to come back, some of them. The faculty also feels that probably they are stretching it too much. So, if there's two weeks of classes after Thanksgiving that would be very appropriate. The department is the department of mechanical and manufacturing.</p> <p>AYS- Someone said that in the 2024-2025 calendar there's no classes after Thanksgiving break. I think what they did they started a week early. And so, no classes after Thanksgiving. Please, if you have not looked at the academic calendar please look, I will</p>		
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<p>try to get that recent to you today. Provide comments, when I say provide comments, that doesn't mean that there's something they're going to do, but at least it's something they can consider.</p> <p>BR- I was pointing out to my department when everybody was griping about the schedule that. The provost was happy that she had responded to what the faculty wanted. I pointed out to the department that we had requested to make changes. But I don't think they remembered we requested to make changes at this point.</p> <p>BR- Next year's schedule, like they point out, there's no classes after Thanksgiving, but there are final exams. I hope you're already getting ready for the fight that you're going to have about having in person exams, and you're going to hear over and over, well, you're the only professor that's given an in-person exam. The idea that we're going to have Thanksgiving break at the end of the semester, and there's no classes after, and there's going to be in-person exams, that's going to be a big problem next year.</p> <p>AYS- BR send that to me in writing and I will forward it straight to the appropriate person. I'm a big believer in sending it to me in writing, that way they can't say that they did not hear that, we didn't get that feedback. Yes, you did. Because I sent it to you. So, if you identify an issue or a problem, it would be great if you could also identify a solution, like starting a couple of weeks early that way we can finish at the beginning of December or let's not even have a fall break and then all the students will be absolutely upset with you and most of the faculty would be upset with you. These are things that we could put on the table.</p> <ul style="list-style-type: none">• COI forms returned 48% 740/1517 Employees. <p>AYS- This is for all employees for the Conflict-of-Interest forms. This is going to be something that they're going to flag the university for, just FYI. This is a university policy, everybody who works here must do a Conflict-of-Interest form. If you haven't done that or your area hasn't asked you to do that, you're going to be asked to do that. If we are not in compliance as a university, it's going to hurt the university. So, this is not something that is an option. Please encourage your faculty to complete those Conflict-of-Interest forms, talk about them in your meetings to make sure that they're all done.</p> <p>RTM – This is a state mandate, comptroller, compliance audit requirement.</p> <ul style="list-style-type: none">• Free Bus Passes <p>AYS - TSU Faculty/Staff/Students are eligible for a free bus pass, just take your phone (digital), I encourage all senators to do this.</p> <p>Senator Aziz (AA) – Where do you have to go on campus? We had some Ag graduate students that started this a year ago and it was taken over by TSU.</p> <p>AYS – Hankal Hall, I will resend an announcement if I find it.</p> <ul style="list-style-type: none">• Faculty Engagement with Student Activities <p>AYS – VP Allen would like to see more faculty involvement; Provost Melton has also spoken of faculty participation. I would like the Faculty Senate to get involved. If your students are having a function, please send it to me to share with faculty, since it is usually sent through University Communications and is not getting read by faculty. If your students are having a function, and you send me a flyer without a publication number, I cannot share it. If I see something on University Communications that I feel is important, I will additionally send it out to Faculty Senate.</p> <p>VT – (Chat) How can we get a publication number?</p> <p>CG – (Chat) Publication info link: https://www.tnstate.edu/publications/</p> <p>AYS – The turnaround to get a publication number is 24-48 hours (checking images, content, etc.), checking correct image use, tiger, university seal, etc.</p> <p>CO – I just have a comment. Okay, we're returning Monday. Our students want to know, do we have classes on Monday and Tuesday? Mondays 26th and Tuesday 27th.</p>		
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<p>AYS – The university policy is normal classes Monday and Tuesday next week and the week after Thanksgiving. The policy was sent out from Provost Melton and is very clear. Student needs and concerns do not outweigh policy.</p> <p>JK – (Chat) In Mathematical Sciences we have a very firm policy about in-person exams and are holding very firm on that line.</p> <p>VT – (Chat) Travel costs is a major concern students expressed.</p> <p>Senator Pleban (FP) – We're in Public Health. Yes, we have in-person exams and have several of our classes. It's up to the students to decide to come, they come. If they don't, they don't. There are ramifications if they don't come. It just goes back to policy; I'm not going to budge on policy. They're going to do what they want and what they're not going to do. And sometimes you just must learn from the school of hard knocks.</p> <p>KJ – (Chat) I do feel sympathy about travel costs as well.</p> <p>AYS – The Academic Calendar has been out since the beginning of the semester to plan. If you put the requirements in your syllabus, the students have no ground to stand on.</p> <ul style="list-style-type: none">• Emergency Meeting with President Glover Today @5pm <p>AYS – This meeting is for students having issues and not really for the faculty, but you are welcome to go if you want, that's fine.</p> <p>BR- Some students think it will be about scholarship money from Bishop Walker.</p> <ul style="list-style-type: none">• Other Business <p>KC – There must be a better way in University Communications to link to various events. I don't remember having this load of emails at other universities I have worked at.</p> <p>TR – It is a major issue, students are missing out on opportunities, how about a 5-minute news broadcast? Students can also get TV/Media experience.</p> <p>AYS – I brought this up two years ago, I will see if the Communications Department would like to take up an initiative or take up this.</p> <p>CG – (Chat) A university wide calendar we can view and click on to get details of events would be great. Channel One.</p> <p>FP – With us over in Public Health, we've been trying to figure out a way to order textbooks for the spring semester through Follett in the bookstore. The most recent term is winter 2024. There is no spring 2024 selection. And we've reached out to Follett and the Bookstore, but we haven't gotten any response.</p> <p>RTM – Do you have a relationship with the publisher or representative that may expedite the conversation with Follett?</p> <p>FP – This is an extra step; it should be just selecting a textbook through the bookstore.</p> <p>AYS – The representative would be able to reach out to the bookstore, I will make a note of that and bring it up to anyone who will listen.</p> <p>VT – (Chat) I had that issue with Follett too... we cannot make book selections for spring 2024.</p> <p>BR – Why aren't people going to graduation? A few years ago, there was some saying at this university, there's a lot of religiosities going on from a public institution. And there's a lot of our students who aren't part of that religion. I personally felt that that was not an inclusive environment for our students in our university and I felt unwelcome by that and then so when you're saying we're required to go If I go and then the president of our university is making specific type of religious claims. I don't know if you can require people to go to a public event where we're not being very public. I don't have a problem with religion, but significant portions of our students are not Christians, and we don't seem to include them when our current university events. And then so I think that's going to be a problem. I think that's part of the reason and we could go a little bit further about other ways that our graduation could be more inclusive. I think some people aren't coming because they're not included in the event and just having a mandate that people go is not going to solve that problem.</p>		
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<p>8</p>	<p>4:16 – 4:41 PM Faculty Trustee Report</p> <ul style="list-style-type: none"> • Trustee, Dr. Bill Johnson (WBJ) <p>AYS – Hopefully you could attend the Board of Trustees meeting. There was a lot of information. If you didn't get a chance to attend the meeting, you can go to the Board of Trustees meeting material and see what they were talking about, look at the minutes from previous meetings and that's always interesting to read.</p> <ul style="list-style-type: none"> • \$2.1 Billion <p>We spent a fair amount of time at the end of the meeting talking about the underfunded federal report of \$2.1 billion, we passed a resolution that we are going to be working with the state legislature and the governor's office jointly. We talked about uncoupling it from the land grant restrictions, which could be good for us. We talked about the use of the current \$250,000 and the pending request for the remainder of the 544 at 294 and how that might be used.</p> <ul style="list-style-type: none"> • Master's Nutrition and Wellness <p>Made it through the board and is moving to THEC.</p> <ul style="list-style-type: none"> • Housing <p>Bed count increased from 750 to 1000 new beds; partnership being finalized downtown (\$400 million to TSU).</p> <ul style="list-style-type: none"> • House of God <p>Final negotiations to build 700 beds, we have first to refuse and first right to purchase land if they ever decide to sell it.</p> <ul style="list-style-type: none"> • Baseball Executive Committee <p>Possible use of the river front could be good news for expansion in the next six months.</p> <ul style="list-style-type: none"> • Incoming Freshman package <p>Added 3rd tier, \$5 million cap, good control over money, data, and requests for more than just surface data. 3rd tiers are also going to be tied to returning student scholarships, so scholarship money for others beyond freshman.</p> <ul style="list-style-type: none"> • Presidential Search Committee <p>We have hired the #1 search firm in country, they have a supplementary search first that specializes in minority executives, 37 members identified currently for presidential search, 19 of them from the TSU campus family. In two weeks, we will have a discussion with campus, probably remote, to get input. We gather listening sessions from different stakeholders and jointly develop a presidential profile (job description of kind of skills and talents and expectations and experiences we want). Then it goes to the search firm and then it goes out to the rest of the world to apply. There is lots of interest, across the country people who are interested in becoming president at Tennessee State University. The fact that we are in the public's eye, and we exist publicly, that's a good thing, we have a presence.</p> <p>KC – (Chat) Will legislature play a role in the presidential selection process?</p> <p>WBJ - Under the Focus Act the governor doesn't get a vote at all. It is specifically written that the local governing boards Select, Higher, and Fire the President. Of course, you would want the governor to support you. The governor and the governor's office have recused themselves from participating as a member of the search committee. They just ask that we keep them informed but they will not be playing a role.</p> <ul style="list-style-type: none"> • Budget <p>AYS – Can you speak about the budget? How involved is our budget committee? Can you add a little context to that because we have a budget, and we have a budget committee. I'm not sure how involved our budget committee is in this, but in listening to the meeting today, the board was asked to pass a budget.</p> <p>WBJ - It is not a final budget. It's a continuing budget, so it's a process through. So, this is the October budget. We started with a budget in July and the board was asked to pass a budget that was \$2 million in the red. \$1.4 million is Red Roof Inn. We will be capturing</p>		
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<p>\$595,000 back since we are not using them in the spring. The state requires the university to contribute to the state pension program, the dollar amount is not released to the universities until after we start. So, I asked why aren't we modeling this and guessing what that number is? The answer was because the dollar amount that they request us to contribute to the pension changes significantly. I wasn't satisfied with that answer, but that's the answer we got. So, the answer to your question is, 'At October are we moving forward with a negative balance?' The answer is yes, about \$254,000 but understand that this budget was created in July before all these unknowns. It's a weird way to do a budget, the state requires you to do it this way. But we're told that we are not going to be in the red at the end because there's significant dollars that are outstanding income to us. But if you heard the conversations, there was a lot of concerns about how come we don't know these things and don't we model better and that kind of stuff? That's part of that extra cost was to set up the COOs office.</p> <p>CG – (Chat) It's a shame that the temps were in the position to hear all our dirty laundry too... How has that information been used to identify places for systemic change that does not require temps? Once the temps do their job, are we going to keep the temp or are there going to be changes that are put in place?</p> <p>WBJ - The temps were put into the position to clean our dirty laundry. That was the intent, not to hear it, but to solve it, resolve it. My understanding was the temps were to get us a startup fast, and a full office was going to be put in place.</p> <ul style="list-style-type: none"> • Customer Service/Counseling Center <p>The deputy and 11 temps were a significant office setup that was not part of the initial agreement. The 11 temps were technically all in his office but was setting up the Customer Service office and director. We need some interaction counts; how many people went to the Counseling Center? How many in addition to that dollar amount, we also hired some more counselors, how many people utilized that service? Problems reported to THEC were not our students, but off campus people, so off-campus people who are the ones going straight to the legislature. And so, I need to know a count of how we're addressing those customer service issues.</p> <ul style="list-style-type: none"> • Engineering Building <p>Part 1: It's going to the State Legislator Oversight Committee to be able to use a portion of the \$250 million. The legislature says \$68 million for the engineering building is too small. We need an additional \$120 million for a total of \$188 million and we're going back and asking for that money.</p> <p>Part 2: If they say no, there will be a request to use some of the \$250 million funds for that.</p> <p>JD – (Chat) Will administration be engaging in discussions with the College of Agriculture related to the location of the proposed baseball stadium?</p> <p>WBJ - We need to make sure that Ag is at the table fully. I've been asking for a plot map of the piece of property that we're talking about. The location has been changing in discussion, such as 1. The land up by the golf course, 2. The Exxon tanks and a discussion that the tanks might move, 3. Tristar Oil across the street, etc. They understand the importance of the Ag operations near the river.</p> <ul style="list-style-type: none"> • Freshman retention numbers <p>I met with General Evans asking for numbers, persistence, and retention data. He gave 2018 - spring 2023, but not fall numbers, so we have no persistence numbers.</p> <p>BR – (Chat) We have all been waiting for the Freshman retention numbers to be released in November.</p> <p>BR - I do want to follow up, it feels like they're trying to keep the retention numbers from us. It feels like to me because at some point we're bragging about having the largest freshman class ever and it really appears like we didn't retain very many of them.</p>		
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	<p>WBJ - And so how come we're not getting the numbers? How do we get the numbers? I think this is just massive incompetence at this point. I just think that right now, General Evans and his office are relying on this new this new group of admissions and retention people and they are highly focused on fall 2024 and not even focused on spring. You know that I think there's a meeting tonight with an emergency meeting with students tonight to talk about student funding. There's a scholarship issue going on, I don't think they're hiding anything, I just think they're skipping over it. I have been pushing hard with General Evans, personally, and at the board level that I want to be able to do an acquisition cost, I want to know what it cost us to get people here. I want to know persistence retention cost. I want to know all these successful initiatives. I want to know if they yield any anything. I not only want to know who came back; I want to know why the people left. You and I know that when students put themselves in debt by going and getting student loans, it's not about money, that's not why you leave. You leave because you perceive the value of that debt is not worth the current activity. I'm pushing him for the cost of production for all our classes, down to the cost of the professor.</p> <ul style="list-style-type: none"> • APIP/Salary Compression <p>WBJ - One more thing, APIP #2 2023-2024 was supposed to be announced today but it wasn't. You'll be getting an announcement probably after Thanksgiving unfortunately. APIP #2 is going to focus on visibility and grantsmanship.</p> <p>AYS - I talked to Dr. Melton today, she wanted me to make sure you knew they are working on salary compression. Come January, some people might see a reflection of that work on salary compression that they're looking at right now. She wanted me to make sure that you all knew so that you could tell your faculty that is something that they are actively working on as well.</p> <p>AYS - Thank you guys for hanging on for a little bit longer.</p> <ul style="list-style-type: none"> • We have a faculty development budget for the Faculty Senate. I will be approaching you in January about an activity, maybe a leadership retreat, for us as Faculty Senate coming back next semester. I want you guys to start thinking about that so you can bring those ideas. • We need to really start to build and frame an idea to help us recognize President Glover as she retires. So those are two things when we come back in January. <p>AYS - If you have the time, go over to the president's emergency meeting just to hear what she has to say to the students, so they won't come back and tell you, and just to make sure that the students know that we are present and over there. I appreciate you. Have a great holiday. Come back safe, I want to see all of you back here in January. If you have anything before then, you have my email address. Please email us.</p>		
9	<p>Adjournment</p> <ul style="list-style-type: none"> • Time: 4:41 PM 	BR	JK

Faculty Senator Attendance:

	Present VOTING	Absent	College	Last Name	First Name	Position	Year Term expires. in April	Term 1 or 2
1	X		AGRICULTURE	de Koff	Jason	NIA Committee Chair	2024	2
2		X	AGRICULTURE	Khanal	Aditya		2024	2
3	X		AGRICULTURE	Archer	Reginald	Parliamentarian	2024	1

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4	X		AGRICULTURE	Aziz	Ahmad	Academic Committee, Chair	2024	1
5		X	AGRICULTURE	Chen	Fur-Chi		2024	2
6		X	AGRICULTURE	Davis	LaPorchia		2024	1
7		X	BUSINESS	Jolayemi	Joel		2025	2
8		X	BUSINESS	Marquis	Gerald		2024	2
9		X	BUSINESS	Siekpe	Jeffrey		2024	1
10	X		BUSINESS	McMillian	Reynard	Budget Committee Chair	2024	1
11	X		EDUCATION	Roberts	Twianie	Dept. of Ed Leadership, Curriculum Committee, Chair	2025	2
12	X		EDUCATION	Sibulkin	Amy	Dept. of Psych.	2024	2
13	X		EDUCATION	Christian	Beth	Dept. of Ed.& Learning	2025	1
14		X	ENGINEERING	Ghosh	Sagnika	Nomination & Election Committee Chair	2024	1
15	X		ENGINEERING	Habibi	Mohammad		2025	1
16	X		ENGINEERING	Beane	Carlos		2024	1
17		X	ENGINEERING	Keel	Lee	Alternate	2024	1
18	X		COHS	Cochrum	Robbie	HPSS, Faculty Grievance Appeals Committee, Chair	2024	1
19	X		COHS	Pleban	Francis	PH,HA,HS	2024	1
20	X		COHS	Johnson	W. Bill	HPSS, Const and ByLaws, Chair, IT Chair	2024	1
21	X		COHS	Bennett	Guinevere	OT, Secretary	2024	1
22		X	COHS	Brock	Valerie	Alternate	2024	1
23		X	LIBERAL ARTS	Kakoti	George	Criminal Science	2024	1
24	X		LIBERAL ARTS	Anderson	Jill	LLP	2024	1
25		X	LIBERAL ARTS	Gadsden	Cynthia	Art & Design	2024	1
26		X	LIBERAL ARTS	Crawford	Mark	Academic Committee, Chair	2024	2
27	X		LIBERAL ARTS	Russell	Brian	Political Science, Student Appeals Committee, Chair	2024	1
28	X		LIBRARY	Huskey	Julie		2025	2
29	X		LAPS	Young- Seigler	Artenzia	Executive Committee, Chair	2024	2
30	X		LAPS	Okoro	Cosmas		2024	1
31	X		LAPS	Kelly	John		2024	2
32		X	LAPS	Guha	Sujata		2024	1
33	X		LAPS	Tiriveedhi	Venkataswarup	Executive Committee Chair- elect, Research Committee, Chair, Fair Funding Action Committee Chair	2024	2
34	X		PUBLIC SERVICE	Chilton	Kenneth	Professional Devel, Chair	2024	2
35	X		PUBLIC SERVICE	George	Cynthia	Faculty Benefits Welfare Committee, Chair	2024	1
36	X		Past-Chair (NON-MEMBER)	Triplett	Kimberly	Past-Chair	2024	
37	X		Faculty Trustee (NON-MEMBER)	Johnson	W. Bill	Current Trustee	2025	
38			Guest	Hayes	Jennifer	NIA Recipient		

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39			Guest	Allen	Mikki	Director of Athletics		
40			Guest	Phambu	Nsoki	Chemistry		
41			Guest	Browning	Richard	Agriculture		
42			Guest					
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