

Date: March 16th, 2023
Time: 2:40 PM-3:58 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
 BB - Senator Beverly Brown, Treasurer
 RA - Senator Reginald Archer, Parliamentarian
 WJ - Senator William Johnson, Board of Trustees Representative
 KT - Kimberly Triplett, past chair

Item #	Agenda Item	Motions by	Motions seconded by
1	2:40 PM Welcome & Call to Order AYS – There is one change to the agenda, Senator DeKoff will not update NIA Grant, I will give the update today. No other changes were noted.		
2	2:40-2:44 PM Consideration of the minutes of the previous meeting held on February 16 th , 2023. GB – There were two corrections to the minutes that have been completed prior to this meeting, including Senator Sibulkin modified the 0.4/3credit hour discussion to clarify the discussion. Motion to approve minutes with corrections: All in favor, none apposed, none present not voting, motion passed	JK	CO
3	Time: 2:44- 3:07 PM STANDING Committee Reports		
	Academic Committee (Senator Ahmad Aziz) AA not met but emailed. We had one recommendation approved by Senate and wanted to meet to finalize the wording. We will meet this month.		
	Alumni Relations and Development Committee (Senator Twianie Roberts) We met; we do not have an alumni spotlight. This could be powerful marketing tool; Alumni Affairs is very short staffed, and we are requesting to increase staff for this agenda and this marketing tool.		
	Budget Committee (Senator Raynard McMillian) Nothing to report AYS – There are exciting budget changes upcoming.		
	Constitution and By-laws Committee (Senator William Johnson) Nothing to Report		
	Curriculum Committee (Senator Twianie Roberts) We met today, we are looking at a potential minor in military science, we are working through the details of if we can offer a minor in a program. How are we working through the process, other Tennessee universities have minors like this (ETSU, etc). Dr. Anderson had input and have questions still out about this. We will meet 4/13 for the last time this academic year, please get CARFs in for summer and fall. AYS – Please remind your faculty this committee will not meet after 4/13 so have CARFs in by 4/1 because it is a process.		
	Faculty Benefits and Welfare Committee (Senator Cynthia George) We have been busy.		

<p><u>Honor Society</u>: I am going to put into chat Alpha Alpha Alpha that is an honor society that is starting for first generation students. It is also open to faculty, staff, and alumni to join. You must take application and \$25 to the Student Success Center Dr. Ashanti Chun.</p> <p>AYS – Can you tell me more about this?</p> <p>CG – It is a sorority for first generation college students. The You First Project has been working to get it started at TSU and I think it is the first HBCU in the country to have a chapter and will occur with other societies. Anyone associated with TSU and faculty that graduated with a bachelor’s degree qualify for membership, and to be inducted into the honor’s society. We are looking to induct as many as possible, I think it is by 3/20 but email her if you are interested.</p> <p>AYS – Share with faculty and students.</p> <p><u>Faculty Workload Survey</u>: The recruitment went out Tuesday just before the shutdown, 20 responses currently. All 20 took care in completing survey, also have received emails about support for survey.</p> <p><u>Listening session</u>: (shared agenda) Linda Robare will manage the registration table. Are we going to have the blue tablecloth with logo in time for this event? No, we have TSU tablecloth we can use. Mr. Sheffield from Media Relations will be videoing this. Tech support will work out Zoom feed. Linda Robare will manage the food. For the agenda I have a PowerPoint presentation with committee information, framework of meeting, any data analysis by 3/28 8:00a.m. if we meet the 100-survey participation goal. If we do not we will not discuss findings we will have a discussion of keeping survey open or closing it. We have made restorative question for group discussion and questions after a person has experienced a traumatic event.</p> <p>Changes: We have changed the flyer, removed Rep. Love from it and changing the due date to 4/11 for faculty to complete survey, in the memo I have updated the sampling survey and universal mail exchange. What of this need’s approval?</p> <p>AYS – What are you asking about needing approval?</p> <p>CG –Recommendation to extend the survey due date an extra 2 weeks until 3/28, targeted recruitment strategy, modification of listening session to include presenting data if goals met.</p> <p>AYS – Any questions prior to motion?</p> <p>Motion: To extend the survey due date until 3.28.2023. All in favor, none opposed, none present not voting. Motion passed.</p>		TR	BB
<p>Faculty Grievance and Appeals Committee (Senator Robbie Cochrum) Nothing to Report</p>			
<p>Information Technology Committee (Senator Sujata Guha) Nothing to Report</p>			
<p>Nomination and Appointment Committee (Senator Laporchia Davis) Nothing to Report</p>			
<p>Library Committee (Senator Julia Huskey) Nothing to Report</p>			
<p>Professional Development Committee (Senator Ken Chilton) Nothing to Report</p>			
<p>Research Committee (Senator Venkataswarup Tiriveedhi) We had no March meeting, 2 subcommittees formed:</p>			

	<p>1. Check into RSP about new protocols in place, grant development and implementation</p> <p>2. Publishing charges investigation, best practices and other universities that we have contacted regarding this.</p> <p>We hope to have information to report in April meeting.</p>		
	<p>Student Appeals Committee (Senator Brian Russell)</p> <p>We are trying to streamline the student appeals process and are planning for the end of the semester when we receive all the student appeals.</p>		
	<p>Post Tenure Review Committee (Senator Cosmos Okoro)</p> <p>We have not met since the Senate decline of our last request; I submitted proposal to the committee, and we will go from there. Today we have nothing to report.</p>		
	<p>Non- Assignment Leave Grant (Senator Jason deKoff)</p> <p>AYS – The application just closed. The 2 applicants to review, we should have decision next week. I recommend apply next cycle as TSU does not have sabbatical so this is our sabbatical to get scholarly activity done.</p>		
	<p>Fair Funding Action Committee (Senator Venkataswarup Tiriveedhi)</p> <p>We have 2 members and are looking to increase membership; we are working with Faculty Benefits Committee. We are requesting from the Senate to identify urgent items; we need to have charge and expectations.</p> <p>AYS – Let me talk with VP Melton and the President to see how we can help them and ensure we are doing things that are beneficial. I will also send a request for members out to the Deans.</p>		
4	<p>3:07-3:22 PM Update Academic Affairs</p> <p>Dr. Seay – I am here on Dr. Melton behalf. She sent email to senators to remind after workload issues and climate survey that CG is administering. We are concerned about the things you are concerned about, if you have issues in spirit of shared governance, come to us directly to be acted upon.</p> <p>Updates: Received approval for 6 new tenure-track faculty positions, Deans have been surveyed about vacant positions, strategic plan and fall 2023 workloads.</p> <p>Underfunding: In the questions to drive the discussion, regarding “underfunding” what are you referring to? Local or university level?</p> <p>CG – This have been lots of complaints over the years (not with the current leadership) when I was reviewing previous committee minutes, these are entrenched issues that have gone unanswered and compiling data would give us power to have recommendations heard, and this is around restorative practices. We want to get data to present that won’t fall on deaf ears. I can send you them for feedback for them as they are following a model of restorative processes. I added the term underfunding to identify the problem, coping mechanisms of where issues are and how faculty have been impacted over the years, to allow space for a voice. “Underfunding” is referring to the chronic underfunding to HBCUs.</p> <p>AYS – This is a great time to advocate to sit and talk to you, workings and charge of the committee. We haven’t reviewed and revamped this committee, working since the fall on the issues presented then.</p> <p>Dr. Seay – What are the thoughts of including outside people?</p> <p>AYS – Let’s sit down and have a conversation about that.</p> <p>Dr. Johnnie Smith – If there are concerns faculty have, not just limited to this issue, please bring them to Academic Affairs. That was a concern of us, we want to serve and respond for you.</p>		

	<p>AYS – We appreciate the work this committee has done, and this is a new Academic Affairs unlike the one we are used to working with. Academic Affairs we would like you to know when we bring stuff to you, they actually get back to us and we appreciate that.</p> <p>CG - Dr. Melton stated daycare re-opening in the fall.</p> <p>Dr. Seay – It is not a registered center and does come under the early childhood center. It does provide evening childcare for a certain number of children. It does come under the leadership and guidance of the Early Childhood Learning Center.</p> <p>CG – We know this is scary topics to talk about, and we want to get you the data, and we are with you and academic affairs.</p> <p>AYS – I wish Tim Warren was here because we want to talk about regular training we are doing, ransomware threat.</p>		
5	<p>3:22 – 3:29 PM Treasurers report</p> <p>BB – There was a request from CG for tablecloth purchase for the Faculty Senate. There is a new process for the faculty development funds, funds are in general account, since the funds are in a general account we can purchase for tablecloth. We need the item, vendor, and cost, and I can get them to the person purchasing the items out of that account. If there are several vendors and we are trying to get the best price, we can purchase with a credit card that the fund's manager has. The account has not been accessed in a while so we may have difficulty, but they can put in a requisition for purchase with cost/vendor and she will get it to the correct person.</p> <p>AYS – Our department just ordered a tablecloth for our department so we can expedite this with vendor and cost for you.</p> <p>BB - That would be great. We have \$5324 in the account.</p> <p>AYS – Dr. Melton asked us to submit a budget for the budget hearings, if you, as senators, have things we can submit that is justifiable, please get this to me (AYS) ex. Faculty Development, send info and costs to AYS and BB.</p>		
6	<p>3:29 – 3:33 PM Full Faculty Forum</p> <p>please send questions to GB or AYS if you will not be asking at the full forum</p> <p>GB – This event is tomorrow, please recommend your faculty attend, we will be capturing questions.</p> <p>AS – I did not get the Zoom link, can you resend it please?</p> <p>AYS – Sure I will.</p>		
7	<p>3:33 – 3:56 PM General Account fund uses/Publishing Costs</p> <p>CO - question in the chat: I was hoping to hear from Dr. Brown whether the money in the general account can be used to defray the cost for faculty manuscript publication cost. If not, we need a faculty senate budget that includes "publication fund".</p> <p>BB – I am sure it could be, but the same requisition form that must be filled out. It may be the case that some would help more than none (if not covers all the cost). It would be considered faculty development.</p> <p>AYS – WJ mentioned RSP would have some funds, and he would get with Dr. Quick. The Senate cannot pay for everybody. Going through RSP is the appropriate place to get those funds. Also, Research Committee is appropriate to have this discussion.</p> <p>VT – I agree with AYS that the general account is not the best place to get publishing funds. RSP does get indirect costs for these grants. We have leverage to ask for these costs.</p> <p>AYS – Please share Forum information with your faculty. And send information that faculty do not want to ask in the forum.</p>		

	<p>TR – The spirit of this is good, however this will quickly overwhelm RSP, especially writing and not tied to a grant. For those that are heavy publishers not tied to a grant, are faculty sitting out this publishing season since they don't have funds? This is taking us in the opposite direction than R2-R1. Right now, if you are publishing now, it is coming out of pocket. RSP needs to have discussion with how much money they really have and how those funds are going to be used for faculty publishing and where is the money coming from.</p> <p>AYS – In the chat question if we can add publishing costs to the budget? Maybe we can add this as a budget line item for a high publishing department in their budget, may not be funded but worth an ask. You can include publishing fees in grant proposals as well.</p> <p>TR – This is a bigger discussion.</p> <p>AYS - VT should investigate this with his committee.</p> <p>TR - If TSU had the money this wouldn't even be a discussion.</p> <p>Senator Pleban (FP) - Asking your department to pay publishing or add to department budgets, historically budgets have been cut over the years not added, especially with departments that have a \$5000 annual budget.</p> <p>AYS – Maybe now that we are going from R2-R1, the environment of supporting scholarly activity will change.</p> <p>BB – I still say if they could help us with the funding, if there is anywhere, we can draw additional funds that could support a person's publishing, that would be helpful. Maybe if you don't get everything, a smaller amount of money from several sources may help if it doesn't cover the entire amount.</p> <p>TR – AYS can we see what other universities are doing in this?</p> <p>VT – We have already started this. We have two options, 1. Start with a startup/grant 2. Publish or perish (publish at all costs), our committee is looking into both. Once published in high impact, then larger grant funding is eventually achieved which help with the costs. It is an accountability model other universities do, and the persons are responsible for the repay of the startup with future funding.</p>		
12	<p>3:56 – 3:58 Faculty Trustee Election</p> <p>AYS – This election is immediately after the conclusion of this meeting. GB are you ready to tell us how the election will go?</p> <p>GB – Yes, the CV and recommendation letters were sent out for review prior to this meeting. I will have a poll in the meeting for the vote, anonymous, tallies will be collected by our Parliamentarian.</p> <p>AYS – One person was nominated by four people, and that is Dr. Johnson. There are no other nominees.</p> <p>AYS - I would like the trustee to come do a report on the board meeting today, as this meeting environment was very different than previous meetings.</p> <p>The Faculty Trustee vote must be a separate meeting. A call meeting can only include what the meeting was called for.</p>		
	<p>Adjournment Time: 3:58 PM</p> <p>Motion to conclude this meeting. All in favor, none opposed, none present not voting. Motion passed, meeting adjourned.</p>	CB	BR

4:05-4:44 PM Post-meeting discussion

Cyber incident:

Tim Warren: intruder got in on Citrix that we were decommissioning. They got a student login, we immediately shut down internet. When they got in, they got to 16 PCs and dumped the content of PCs. We now have an external consultant looking at the contents of the information. We reopened everything Wednesday and changed everyone's login to 16-character login. Those who information was copied have been informed. We are using them for 24/7 monitoring, we are doing deep dive scanning in the evening hours for all computers. New Citrix has new setup information.

Multifactorial identification has been implemented everywhere.

AYS – Can you speak on how the university is set up compared to how it was set up when you started at TSU? Are we all under one umbrella now?

Tim Warren – Now we have a nice network core and nice firewalls, the campus is segregated into cyberlands that are segmented out that helps to isolate threats to smaller area.

RA – Multifactor authentication – Are elevated accounts impacted in that as well?

Tim Warren – Yes, you may need to set up it though. (Reviewed process to reset password)

TR – Was this threat local or international?

Tim Warren – It was international, but we don't have a specific location. Encryption is the big key mostly, selling data was the main point of this attacker.

Senator Fasoro – Is Citrix back online?

Tim Warren – Yes but you need to use the light version for right now, replacing phone system to cloud based solution.

CB – Some student still cannot get in or is not having all the functionality, will this be coming back?

Tim Warren – I will check into that, they may not have gotten to that yet, the light version does not have all the features of the client version.

AYS – Can you speak on the security courses that faculty need to do?

Tim Warren – Right now they are not required, but we need to change this.

WJ – We want to thank Tim at how fast this response was.

Faculty Trustee Report:

WJ – Good news, budget 5.5% raise plus 3% performance for faculty. We raised housing cost 2.41%, this covers the cost of new buildings, debt service, and give \$430,000 revenue, (\$200,000 for maintenance). The enrollment for Fall was \$17 million in tuition profit, all hotel costs covered with profit only, didn't use anything from plant fund. We are looking at a profit for this academic year (\$97 million, budgeted \$99 million, \$1.2 from this summer), owed \$19 million from the state. We put in some financial restrictions, any changes in the budget over 10% on any line item requires board approval. We are looking at a restructure of the university, COO, engineer, etc. We are moving forward and took control of the university today. RM you have been put on the subcommittee; hope you can make the meeting.

AYS – Can you touch on agreements that we have been put in place for the reports we have to give and the timeline to give?

WJ – There are 12 resolutions, several by state legislator, we agreed to some but not all. We used their requests to define the terms, outline a template for data for us to gather beyond what they asked for, (and used it as a template of information we can

	gather better information on what we do) and those entities are to be submitted to the board every 2 weeks, to THEC and state Legislature and Building Commission. WJ – There was a perception that the president was informing the board and we accept their word, that has changed completely. I feel good about where we are at. AYS – The meeting today felt like an accountability meeting, perception before did not seem like it did today. WJ – Pam Martin and Steve Corbio were reappointed, first term was staggered, reappointment was for a second term is a 6-year term.		
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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
4	X		AGRICULTURE	Aziz	Ahmad	Academic Committee, Chair	2024	1
5		X	AGRICULTURE	Chen	Fur-Chi		2024	2
6		X	AGRICULTURE	Davis	LaPorchia	Nomination Appointment Committee, Chair	2024	1
7		X	BUSINESS	Jolayemi	Joel		2023	1
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	Alumni Relations and Dev, Chair Curriculum Committee, Chair	2023	1
12	X		EDUCATION	Sibulkin	Amy		2024	2
13	X		ENGINEERING	Ghosh	Sagnika		2024	1
14	X		ENGINEERING	Fasoro	Abiodun		2023	2
15	X		ENGINEERING	Beane	Carlos		2024	1
16		X	ENGINEERING	Keel	Lee	Alternate	2024	1
17	X		COHS	Brown	Beverly	Nursing, Treasurer	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	William	HPSS, Const and ByLaws, 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	Chair-Library Comm.	2023	1
29	X		LAPS	Young-Seigler	Artenzia	Executive Committee, Chair	2024	2
30	X		LAPS	Okoro	Cosmas	Post Tenure Review Comm, Chair	2023	1
31		X	LAPS	Kelly	John		2024	2
32		X	LAPS	Guha	Sujata	Information Technology Committee, Chair	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	Bill	Current Trustee	2023	1
38	X		Guest	Schmeller	Eric			
39	X		Guest	Jones	Gary			
40	X		Guest	Smith	Johnnie			
41	X		Guest	Gundi				
42	X		Guest	Warren	Tim	Post adjournment attendance		
43	X		Guest	Seay	Cheryl			
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