

Date: March 21st, 2024
Time: 2:43 PM-4:15 PM
Zoom Meeting Faculty Senate

Minutes taken by Senator Guinevere Bennett, Secretary.
 AYS - Senator Artenzia Young-Seigler, Chair
 VT - Senator Tiriveedhi Venkataswarup, Chair-Elect
 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>2:43-2:45 PM Welcome and Call to Order AYS – Call to order, welcome to the March Faculty Senate meeting. No amendments to the agenda are needed.</p> | | |
| 2 | <p>2:45 – 2:53 PM Update and Information from the Office of Academic Affairs</p> <ul style="list-style-type: none"> • Acting Interim VP of Academic Affairs and Provost, VP of Technology and Innovation, Dr. Robbie Melton, OAA Team <p>AVP Eric Schmeller (ES) – So, my report is going to be very brief. There are several people on the call that have been part of the Faculty Salary Study Committee. We are on draft 8 that has gone out with support documentation to the committee. We've had some issues in the spring with losing folks during the process, but we have a deadline of next Tuesday for committee members to vote on the current proposal. We are hoping that it will be at Dr. Melton's level, and then progresses to the Faculty Senate to consider. The Tenure and Promotion Appeals Committee is meeting this Friday as we focus on those that appealed their decision. Lastly, I have been in communications with Dr. Chilton about reviving the Teacher of the Year award and process. That is in our strategic plan that we are assessing, we've got at least a conversation started.</p> <p>Senator Chilton (KC) - I have contacted my subcommittee and I heard back from 3-4 people who are no longer on that subcommittee, but nothing from any of the people on the subcommittee. I've been doing some research on my own about faculty teaching awards and looking at about 2-3 different universities that have similar things. Would be okay if I can't get the people on the professional development committee to participate, if we could draw a few people from this group to work on this for the next 4-6 weeks.</p> <p>AYS – I think that is appropriate, if you would make that recommendation to get other representatives from areas that have not been responding, we can ask for that unit to put somebody else on the committee to help you. If you just let us know who that is, then we can ask the unit deans to assign someone else to that committee to help.</p> <p>KC – We would like this award to start back up in the next academic year.</p> <p>WJ – I'm anxious to see the criteria that you're going to use for the teacher of the year. I'm hoping that it's not the student evaluation of instruction, or something other than that.</p> <p>ES – I'm in the process of working with Title III to get funding for this, we have plans to shift our tool that we use currently for student evaluation of faculty instruction. We are in the process of securing a new platform for tenure and promotion, faculty development, and student evaluation of instruction, "Watermark". It's a system that communicates with each other, so no longer for those of you approaching a promotion, etc, will you have to hunt back for those evaluations. We will have some choices on questions we ask too. I believe that the university standards we previously had asked for more than that.</p> | | |

| | | | |
|---|---|----|----|
| | <p>AYS – So we are under the new present search, and you may or may not have an answer to this. This is probably Dr. Melton type of answer. When the new president comes, what does that mean for Academic Affairs?</p> <p>ES - You're probably right, that is more of a question for Dr. Melton, but the key thing is she's agreed to stay on at least through the transition period with the new president. To my understanding the structure of the office will remain through the fall. It is kind of dependent on the president.</p> <p>AYS – Thank you, Dr. Schmeller, for the Faculty Salary Study work that has been completed.</p> <p>ES – And I'm hoping when the Senate gets to look at it, they'll be pleased with what we've managed to come up with, especially for the updated salary schedule. That we currently have, and no longer 2017 salary schedule.</p> <p>Dr. Robbie Melton (RM) – We are going toward the end of this semester; registration starts next Monday for summer and fall. Encourage advisors to ensure students are up to date. We have hired a Degree Works scribe to fix what is needed. Regarding MayMester, scholarship is for those on retention only as part of our retention efforts.</p> <p>AYS – What are Academic Affairs going to look like after the presidential transition?</p> <p>RM – We need stability to help the new president. I have agreed to stay on as an <u>interim</u> for two semesters during this transition. 1783-first time freshman.</p> <p>AYS – Do you know when the president's Gala will be?</p> <p>RM – Yes, Saturday April 13th, 2024.</p> | | |
| 3 | <p>2:53-2:53 PM Other Invited Guests</p> <p>None</p> | | |
| 4 | <p>2:54-2:55 PM Consideration and Approval of Previous Meeting Minutes 02.15.2024</p> <p>Motion: To approve minutes. All Approve, none Deny, motion passed.</p> | GB | BR |
| 5 | <p>2:55 – 3:06 PM</p> <p>STANDING Committee Reports</p> | | |
| Academic Committee (Senator Ahmad Aziz) | | | |
| Nothing to report | | | |
| Alumni Relations and Development Committee (VACANT) | | | |
| Nothing to report | | | |
| Budget Committee (Senator Reynard McMillian) | | | |
| Nothing to report | | | |
| Constitution and By-laws Committee (Senator W. Bill Johnson (WJ)) | | | |
| <p>WJ - I was going to put forward a recommendation to have a discussion about post-tenure guidelines, but I am holding out for how the legislation works out. The push for post-tenure review is coming up, we want to get ahead of it and not be punitive.</p> <p>AYS – There was a post-tenure review Ad-Hoc committee about this.</p> <p>WJ – This committee was dissolved.</p> <p>AYS – We decided to keep it.</p> <p>GB – Dr. Okoro stepped down as chair of this committee because of a lack of participation.</p> <p>AYS - We need to get this committee going again because I agree we need to get ahead with this.</p> <p>WJ – That is not a standing committee, it dissolves.</p> <p>Senator Sibulkin (AS) – Can WJ repeat what he said about THEC not making new policies?</p> <p>AYS – If THEC begins to govern us, it cannot make new policies.</p> <p>WJ – THEC cannot make new policies, procedures, and rules for us if they are governing us (temporarily).</p> | | | |
| Curriculum Committee (Senator Twanie Roberts (TR)) | | | |
| <p>TR - Met on 2/14, several larger proposals were reviewed. The Honors Council would like to rehaul how they number courses. We would like the Chairs and Deans to view this. Concern from various colleges was in the numbering and cross-listing that the system. Degree Works was not picking up on a lot of the cross-listing because, as we found out, sometimes they were using one number</p> | | | |

| | | | |
|---|--|--|--|
| | <p>multiple times for various departments across the university, so the system was having difficulty. We have made a recommendation to put an H onto this, they can't put an H behind it. We felt this was beyond us and knew enough to know there would possibly be academic or financial impact. It may be run by Dean's Council and Chairs Council so you may hear more about it.</p> <p>AYS – I don't know how you can use the same course number for two separate courses. I thought we were going by the course number more than the title of a course.</p> <p>TR – That is why we need the chairs and deans to look at it.</p> <p>WJ – There is also an issue about, when you calculate student credit hours produced by departments and it comes up as an honor's course, the department does not get credit.</p> <p>TR – And there was some impact to faculty workload. This is why we need others to address this, some departments are having issues, some are not. Be on the lookout for this.</p> | | |
| | <p>Faculty Benefits and Welfare Committee (Senator Cynthia George) Nothing to report</p> | | |
| | <p>Faculty Grievance and Appeals Committee (Senator Robbie Cochrum) Nothing to report</p> | | |
| | <p>Information Technology Committee (Senator W. Bill Johnson) Everyone should have new phones and RingCentral in your office now. Tim and his group have been working hard, putting out 100 phones a week.</p> <p>AYS – What order are they replacing these phones? In each department some have them and some don't.</p> <p>WJ – There was a pilot group that got phones first, then it would be by building was my understanding.</p> <p>AYS – It has not occurred this way, it is sporadic, is there someone we can call to inform that we don't have the new phone?</p> <p>WJ – They have a list tracking this, I am not sure contacting them would be beneficial.</p> <p>Senator Habibi (MH) (chat) – On phone, why is there too many scam calls coming since getting these phones? Is this common around campus, and is there a way to block this from IT office before reaching us?</p> <p>WJ – There is a filter setting for this, call Tim Warren about this setting.</p> | | |
| | <p>Nomination and Appointment Committee (Senator Sagnika Ghosh) Nothing to report</p> | | |
| | <p>Library Committee (VACANT) Nothing to report</p> | | |
| | <p>Professional Development Committee (Senator Ken Chilton) Nothing to report</p> | | |
| | <p>Research Committee (Senator Venkataswarup Tiriveedhi) Nothing to report</p> | | |
| | <p>Student Appeals Committee (Senator Brian Russell) Nothing to report</p> | | |
| | <p>Post Tenure Review Committee (VACANT) Nothing to report</p> | | |
| | <p>Non- Assignment Leave Grant (Senator Jason deKoff) Nothing to report</p> | | |
| | <p>Fair Funding Action Committee (Senator Venkataswarup Tiriveedhi) Nothing to report</p> | | |
| 6 | <p>3:06 – 3:07 PM NIA Grant Information</p> <ul style="list-style-type: none"> • Senator Jason de Koff (JDK) <p>Four applicants, committee is reviewing applications, selection and evaluation done and submitted to Senate Chair by Tuesday to move forward to Academic Affairs.</p> <p>AYS - Thank you for that. Once I get those names then we will take those to Academic Affairs. Academic Affairs has the final approval as to whether we can offer four positions</p> | | |

| | | | |
|---|---|--|--|
| | <p>next semester. I am looking forward to speaking with Academic Affairs about that. This was a smooth process this year.</p> | | |
| 7 | <p>3:07 – 3:11 Faculty Senate Executive Officers Election Information</p> <ul style="list-style-type: none"> • Senator Sagnika Ghosh (SG) • Senator Venkataswarup Tiriveedhi, Chair-Elect <p>SG – We have nominations for all four positions, do we give nominations today? AYS – You don’t have to give nomination information unless someone asks, can you tell us how many have been nominated for each position? SG - Nominations:</p> <ul style="list-style-type: none"> • Chair-Elect: two • Secretary: one • Parliamentarian: one • Treasurer: one <p>AYS – Any questions about election process, eligibility, etc.? Do we have any incoming senators on the call today? If you are an outgoing senator, you want the new senator to be at the next meeting because they take over after the next meeting. SG – If you are interested in serving, we are still taking nominations, please email me. AYS – All nominations must be in writing, and SG must reach out to the person being nominated to have them accept/reject the nomination.</p> | | |
| 8 | <p>3:11 – 4:04 PM TSU Board of Trustees Update</p> <ul style="list-style-type: none"> • Trustee and Senator Bill Johnson <p>The meeting began with a 2.5 hour closed session.</p> <p>Spring Break: We had 1500 students that stayed on campus because they had nowhere else to go, we are trying to make changes to this, including students being able to stay in the housing for 12 months. Graduate student housing applications open in May 2024.</p> <p>Curriculum subcommittee: The Teaching Students of Other Languages Certificate is moving forward after approval by the board. The Master of Arts in Education is moving to Master of Science in Education has been approved by the board and is moving to THEC.</p> <p>Audit report: The university had five major audits and two minor audits in addition to accreditation. Included in an audit was a \$2 million deep forensic audit mandated by the comptroller’s office, no preliminary information or report has been provided. We still have some processing issues, such as a high percentage of Faculty/Staff are not completing COI and Non-Disclosure forms. These forms are federal requirements and is a reoccurring finding in the audits. Other findings include processing errors for faculty brought by I-9’s (hire a foreign national that lives and works here) not completed/signed. Five of thirteen that were sampled were done incorrectly/incomplete/not processed in timely manner. This means these people are here on an incomplete visa application. They are looking at software as a solution for this getting completed and resolution to the problem. Forensic Audit – The last-minute legislation bill provided the comptroller office received \$2 million to complete a deep forensic audit. We have responded with over 10,000 pages of documents provided; we did not have additional staff to help with these audits. All requests were met, and no money was missing, or tasks incorrectly completed.</p> <p>Budget: Enrollment Spring 2023: 7,167 students, Spring 2024: 6,248 students which is down 12%, down (FTE down 11% Undergraduates, FTE down 8% Graduates). Freshman spring 1,124; Sophomore 1,803; Juniors 908; Seniors 1,075; Special 80 students. For graduate level, 354 doctoral, 719 masters, 101 specials (certificates/non-degree seeking). 2024-2025 budget: 3% pay-raise plus 3% performance pool.</p> | | |

| | | |
|--|--|--|
| <p>APIP 2024 goes live at the end of this month: visibility (posters/presentations) and research/publications (new addition of trade books) and must be tied to academic performance at TSU and link to TSU.</p> <p>Governor’s budget: \$1.8 million from the governor’s office is most of the raise, the rest is from TSU.</p> <p>The revenue section of the budget is reporting tuition being down \$10.5 million (due to throttle back enrollment, recruitment, and admissions) and not capturing this income.</p> <p>Senator Russell (BR) – So you are saying the enrollment decline was purposeful of our doing? WJ – We put a cap at the demand of the state legislature, that we would cap acceptance to 8500 and use no more than two hotels. We were told we will still capture some money and that might be the number from the summer. This has an economic impact.</p> <p>Senator Trea McMillian (RTM) – After we budgeted flat and knew this legislature request was there, why would we do that? WJ – It dropped more than just to 8,500, but in fact to 6,000.</p> <p>RTM – We are still spending at the 10,000 level? WJ – We are spending at the 7,000 level. We would throttle back freshman and not overload our housing. This was to support the students that requested housing, and all levels are asking for housing.</p> <p>RTM - I will send you a meeting request for next week.</p> <p>Scholarships: We added \$11 million to the \$8 million, totaling \$19 million, but expenses are \$37 million, why are we spending more than we are budgeting? We were told we must report our actual expenses of scholarship, so all the scholarships that are paid out of our foundation must be reported on our budget, even though it doesn’t come out of our budget. It doesn’t make sense.</p> <p>AYS – Even though that money has not been spent yet, it must be deducted now as though it has been spent. The question is, even though the money has not been spent yet and we don’t know how much is going to be spent it will show we overspent, how are we going to reconcile if we have already overspent? WJ – Dr. Doug Allen explained that they book the entire scholarship amount, even if the sophomores, juniors, and seniors didn’t qualify to continue scholarship, it is an encumbrance. The other thing is when we budget, they are budgeting for new scholarships only and the foundations funds continuing scholarships.</p> <p>AYS - I understand that we're not going to encumber funds across academic years. But what I'm saying is we are going to spend X amount of money, but you already know that we're not, we might be? WJ - Yeah, we don't know the answer.</p> <p>RTM – May I interject? I've seen it done a couple of ways, but historically what I've seen done is we award a scholarship, that money can either be listed as an expense as you mentioned before, or it can be a net against the full tuition price. So you'll see full tuition, net the amount of scholarships that have been awarded, so they do get encumbered for the academic year, and there are not any adjustments unless the student drops out mid-year, the student leaves and doesn't come back for academic reasons or personal reasons. If the money is not awarded, there will be a reconciliation at the end of the year for those transmissions. We should know for those students that didn't come back in the spring.</p> <p>WJ – This board meeting was in March, spring semester already started. The reconciliation should have already been done. This is one of the things we should never push back again. Less than 30% of seniors that came in on scholarship as freshman were able to maintain their scholarships through senior year.</p> <p>RTM – I have worked with some CEO’s that use this as a cushion, not wrong, but tricky. (gave example)</p> | | |
|--|--|--|

| | | | |
|---|---|--|--|
| | <p>State Funding: The state is slow in sending us our state allocation of \$52,584,600 (based on last year’s performance), \$21.56 million has not been sent to us yet that we should have, reasons are varied from the comptroller’s office. We are working to get owed money that is delayed.</p> <p>SB2109/HB 2346: Senate voted this morning to go party lines, that THEC step in as our temporary governing board. I wrote an amendment that has the faculty representative on the committee not getting vacated but travels with the THEC oversight board as a voting member. The student representative goes as well as a non-voting member. SB 1596/HB1739 (SB vacates the entire board, HB vacates five of the ten). The law reads you may be reappointed if you have not completed your two consecutive terms. Senator Sibulkin (AS) – Can you repeat what you said about THEC procedures and policies? WJ – In SB2109 it states that THEC cannot create new procedures or policies, only manage what is happening at TSU. The Focus Act read is until policies are replaced, the TBR policy remains in effect. We have not replaced all these policies yet or information services yet from TBR. TBR policies online now only reflect community colleges, but the archived policies remain in effect at TSU since they have not been replaced with TSU policy numbers.</p> <p>VT – With graduate housing, how many dorms will be allotted, and will there be priority for graduate students to accommodate families? WJ – No, I have spoken about the importance of graduate faculty and student housing. The quality of students we are looking for will likely have families and we need to support these. This will require us doing something different than we have done, but I did not receive details.</p> <p>VT – It would be good to include post-docs as well. Second question, two offices should control I-9 documentation, the International Office, and Human Resources, along with department chair and dean that is in the chain of command. If we do not have I-9 documentation completed correctly, maybe the International Office and Human Resources should also be held accountable. WJ – You are correct; this is a serious issue. These are federal forms. AYS – If we are continuing to violate that, will the government take away our ability to hire? WJ – Yes, and fine us as well. RTM – They will take away federal programs, Title III, etc. VT – APIP – Do you have dollar amounts? WJ - \$750,000 allocated for project, \$374,000 spent last year, the rest is still left. There have been several ways of doing math to determine amounts. 60% of faculty didn’t submit during the last APIP, and some form of the performance pool is going to continue and be the new norm for these things (3% performance pool).</p> <p>WJ – There is an opportunity to work and live in the negative, that does not advance you or the university. The problems will be resolved; we should focus on the potential of this university. Don’t get caught in the negativity but instead the potential.</p> | | |
| 9 | <p>4:04 – 4:30 PM Other Business</p> <ul style="list-style-type: none"> • Senator Artenzia Young-Seigler, Chair • Immediate Pat President, Dr. Kimberly Triplett <p>KT – We want to give a token of appreciation for our president and would like to present her with a plaque or gift to present. We were discussing collecting money or using senate funds (if possible) for the gift. AYS – We would like suggestions and input on what the plaque should say. Dr. Glover likes art, and we would like to give a piece of art from TSU faculty (my idea). WJ – I like the art thing, she has boxes of plaques.</p> | | |

| | | | |
|----|--|-----------|-----------|
| | <p>AYS – We will go with a plaque and commissioned art piece, so how do we pay for this? We have a small budget but are not sure if we can use those funds. KT recommended we do a collection, and the executive committee will make up the difference. You will receive an email from me on how to contribute your \$20 towards the gifts.</p> <p>AYS - TUFs – April 5-6 at ETSU. I am currently the chair of TUFs, I can assure you the other ten universities have the same issues of salary, enrollment, and scholarship. I applaud the salary study we did.</p> <p>AYS - My Farwell - I appreciate each of you and the work you did in the senate. Thank you to the executive committee. It has been a great two years; we have not had any distention within the faculty, and I thank you for that. Consider serving on the executive committee.</p> | | |
| 10 | <p>Adjournment</p> <ul style="list-style-type: none"> • Time: 4:15 PM | BR | SG |

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 | | 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 | 2 |
| 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 | | LAPS | Phambu | Nsoki | Replacement, finishing different senator term | 2024 | 1 |
| 35 | X | | PUBLIC SERVICE | Chilton | Kenneth | Professional Devel, Chair | 2024 | 2 |
| 36 | | X | PUBLIC SERVICE | George | Cynthia | Faculty Benefits Welfare Committee, Chair | 2024 | 1 |
| 37 | X | | Past-Chair (NON-MEMBER) | Triplett | Kimberly | Past-Chair | 2024 | |
| 38 | X | | Faculty Trustee (NON-MEMBER) | Johnson | W. Bill | Current Trustee | 2025 | |
| 39 | X | | Guest | Melton | Robbie | Provost, Interim VP Academic Affairs | | |
| 40 | X | | Guest | Almarwani | Bashiyar | | | |
| 41 | X | | Guest | Schmeller | Eric | AVP | | |
| 42 | X | | Guest | Jones | Gary | | | |
| 43 | | | Guest | | | | | |
| 44 | | | Guest | | | | | |
| 45 | | | Guest | | | | | |
| 46 | | | Guest | | | | | |
| 47 | | | Guest | | | | | |
| 48 | | | Guest | | | | | |
| 49 | | | Guest | | | | | |
| 50 | | | Guest | | | | | |
| 51 | | | Guest | | | | | |
| 52 | | | Guest | | | | | |

| | | | | | | | | |
|----|--|--|-------|--|--|--|--|--|
| 53 | | | Guest | | | | | |
| | | | | | | | | |