

**Date: August 24th, 2023**  
**Time: 2:41 PM-4:34 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 William Johnson, Board of Trustees Representative  
 KT - Kimberly Triplett, past chair

Item #	Agenda Item	Motions by	Motions seconded by
1	<p><b>2:41 PM Call to Order</b>  <b>AYS</b> – Welcome to 2023-2024 academic year. We have two student government leaders that are presenting at the beginning of the meeting. Chrishonda O’Quinn and Derrell Taylor are the SGA president and vice president.  <b>Motion:</b> Amend the agenda to add student speakers, motion passed to amend agenda.</p>	WJ	CG
2	<p><b>2:41-4:00 Invited Speakers</b></p> <ul style="list-style-type: none"> <li> <p>• <b>Chrishonda O’Quinn and Derrell Taylor, Student representatives</b>            Thanks to all on behalf of the student government association for ensuring academic success throughout the student body and to Academic Affairs. We wanted to give feedback relative to students and just make sure that we can more accurately track our successes throughout each semester that we're here in attendance. Over the summer we collected data about how they overall feel and how they feel supported throughout the matriculation. Students are expressing concern about tracking their academic progress at TSU, specifically finding grades in a timely manner. They receive updates closer to midterms or finals, the concern with that is they can't track how they're doing in the course to really improve the midterm or final grade. Students have expressed frustration that they're unable to effectively monitor how they're performing in class throughout the course of the semester, before midterms and after midterms, leading up to their final grade. We want to have an opportunity, like the Power School system that I feel you might be familiar with, where students can accurately track their grades on a weekly basis or even a bi-weekly basis, but we do feel that just midterms and just finals don't necessarily assist the students with effectively understanding their positioning in their courses. We're hoping that you all could really inform us on how assessments in the grades are really inputted into the system and possibly offer a solution on how we can better make this progress easier for the students to track their grades within the school year. We want to improve the grade book aspect of eLearn and tracking courses and make sure that students have this available.  <b>AYS</b> - If you, as student government leaders, can encourage your constituents to go to tutoring which is offered 24/7, that would help us out a lot and, and we could offer more tutoring as well. If they're having any issues with any instructors to bring those forward to department chairs, deans, and to follow the SOP standard or the trail. Go to the instructor first, then the department chair, then the dean and things like that. We are open to hearing from students, we want to hear from students and what they have to offer. We encourage students to really come to us if they have any issues.  <b>Provost Robbie Melton (RM)</b> - I want to commend them for stepping up. Yesterday we met some of our students' concerns, feedback, course syllabi, and what we can</p> </li> </ul>		

	<p>do to help them to be successful. These two outstanding dynamic young people were so well prepared in terms of recommendations and the need to present in front of our deans, which we have scheduled, our chairs council, which we are scheduling. Thank you, AYS, for allowing them to share their concerns on behalf of our student body on what I consider better communication and engagement relationships. I will be pushing that agenda out throughout the entire semester but letting them know that we are here to support them.</p> <p><b>Motion:</b> Proceed with agenda without any corrections, additions, or subtractions, motion passed.</p> <ul style="list-style-type: none"> <li> <p><b>Dr. Robbie Melton, Provost</b></p> <p>I have the pleasure of introducing our new COO, Jason Evans, who helps us to bridge the gap between operations and academics. Welcome to Fall 2023 and on behalf of shared governance, thank you all for the previous year, we had some tough challenges. I'm pleased to share with them that all faculty teaching is SACSCOC verified. I am pleased to share with you that we have set up a monitoring system with HR and with the deans to assure that we had faculty in classes, (there might be one or two exceptions). Just a reminder last year I had the challenge of filling 190 unstaffed sections. Working together with the deans, the chairs, and you all, we achieved that goal. In terms of shared governance, I am working with the president that we started to address salaries. On behalf of the administration, we were able to provide a 5.5% increase in salary. We know that was not enough. We have a salary comparison study going on under Dr. Schmeller, many of you are a part of that, where we are looking at salaries across our sister universities. I also have AYS and WJ who will address the Academic Performance Pay and summary. On behalf of shared governance, we got into the trenches together.</p> <p>We had to address some unfortunate situations last year that went viral. We took care of business. We identified some faculty development funds for the Chairs Council and Dean's Retreat that we convened this summer. We are still working on DegreeWorks, Dr. Cheryl Seay is overseeing that to update Degrees Works as well as the retention. AYS shared with the students, we have expanded and enhanced the retention and our academic coaches. We have hired six additional coaches to our already five as well as retention coordinators. We are available 7 days a week online and on-ground and this year we were able to take data and look at certain groups that we missed out, such as our adult learners. We now have special coaches just for our adult learners. We looked at probation, suspension, and our EAB. I'm going to push our early alert system where we have now targeted our band to say we need specialized coaches to work with them.</p> </li> <li> <p><b>Ret. General Jason Evans, COO</b></p> <p>I assure you the honor and privilege are mine to be here for one purpose and one purpose only and that's to support the students and ostensibly enable the staff and the faculty to do the same. That's why I'm here. That's why we're here. The president has given me the focus of the Police Department, starting up the Customer Relations Office, the Chief Information Office, as well as Enrollment Management. I'll just give you some highlights of some things we've done to improve the response and Customer Service and support to the students, faculty, staff, and key stakeholders (which would be parents and alumni). In Enrollment Management we've hired 11 temporary employees; some of those employees will turn permanent to fill critical vacancies that we have to help us with that important mission of being responsive and being able to admit students in an efficient manner. At the Police Department, we're doing a personnel assessment plan. We focused on AWC where we realized there's some gaps there. We're in the process of getting armed guards there now.</p> </li> </ul>	<p>WJ</p>	<p>CG</p>
--	--	-----------	-----------

	<p>We've done a security assessment there, and we're hiring an additional 16 police officers for the Police Department as well as doing a general personnel security assessment and security assessment on the main campus, but that won't happen overnight. Security and your safety are paramount. With the COO, I got him engaged in that right now doing an assessment of the dead spots, Wi-Fi, and the cellular service. I know that Jefferson Flats, there's an issue there, but I think by tomorrow or the next day we should ideally have had the hot spots there before the students arrive, but that didn't happen. We have the hotspots there and so I've got the CIO engaged with how we get a good assessment of the dead spots for cellular service on Wi-Fi and then do something about it quickly, you have my commitment we're going to get something done quickly on that. The Customer Relations office, the activity there has picked up from about 40 people in the first 30 days to over 200 now, and we are responding to our key stakeholders. When Customer Relations gets the case, they respond within 24-48 hours and most of the time that response is resolution of your issue. We are working well with all our other units here, Bursa, Financial Aid, Student Affairs, and others in collaboration and with Academic Affairs. The office is in the Admissions building where the Registrar used to be. We had hoped to have signs up by then, but we're not there yet, but that be that as it may, you don't need a sign to come find us. We're in the student activities building where we think we need to be. They can also email or call.</p> <p><b>Senator Cynthia George (CG)</b> - I've done some crime prevention and thank you for all the efforts towards security that you are engaging in. As a social worker, I must bring up balance with inclusion and accessibility. What kind of campus wide efforts are going on towards ensuring inclusion and accessibility around people with disabilities and making students feel welcome?</p> <p><b>Mr. Evans</b> - I don't have specific oversight, I know Anita, I've talked to her about it, but as far as I'm concerned, it goes like this for me. I was raised that you treat all people like you want to be treated. And so, I will give you my philosophy about that. I don't know what specifically is going on here in that regard. I think we have embraced everybody, every gender, every ethnicity, you see a representation of that on this campus. I have not heard that there's an issue but if you think there's an issue, I'd be interested in discussing what your specific issue is.</p> <p><b>CG</b> - I want to clarify, the physical environmental disabilities like doorways, ramps, and elevators, health conditions, and sort of stuff.</p> <p><b>Mr. Evans</b> - The elevators I've seen, and I've been around most of the buildings where I see ramps. Outside of buildings where there are stairwells in front of them, I've seen those ramps and I've run an installation before us, so I do understand the ADA. I have not seen any specific gaps. I've been in several buildings and elevators are operational.</p> <p><b>CG</b> - I will be more than happy to walk the campus with you. I will get my walker and we will walk around the campus if you're interested in understanding how difficult it can be. And I know that that may not be top of your priority list but please call me when you're ready.</p> <p><b>Mr. Evans</b> - I'm ready this week, all it takes is time. I'm not going to be necessarily the one that solves that problem, but I'll be that advocate for you in solving that problem. But that's why I asked you specifically what you were referring to. If you have a problem, be as specific as you can about the issue so we can stop guessing about what we need to do for a solution.</p> <p><b>Senator Amy Sibulkin (AS)</b> - Thank you very much for having the Customer Relations department. Our department chair told us that the person to email in Customer Relations is Jessica Powell. Is there any reason to think that's changed or should we go with her?</p>		
--	--	--	--

	<p><b>Mr. Evans</b> - No, you should. The Customer Relations has an email, you can email Jessica and it's active. She's responsive.</p> <p><b>AYS</b> - If you have questions, you can send them to me after the meeting if you want to remain anonymous. Please send them to the COO, and you can copy me on them so I can make sure we follow up with your questions. <a href="mailto:Jvans73@tnstate.edu">Jvans73@tnstate.edu</a></p> <ul style="list-style-type: none"> <li> <p><b>Dr. Glenda Glover, President</b></p> <p><b>President Glover</b> – Welcome, we are ready to handle whatever comes. We are looking forward to a new year, I appreciate what you are doing. We will be here (Kean Hall) today and tomorrow.</p> <p><b>AYS</b> – If you were going to leave a legacy, what would it be?</p> <p><b>President Glover</b> – We care for our students; they feel empowered, and we are here every day to meet student needs. I am glad we have improved the TSU brand, at least nationally. We are recruiting and competing for top notch students now.</p> <p><b>Senator Cosmas Okoro (CO)</b> – Do you have enrollment numbers for the first semester?</p> <p><b>President Glover</b> – We are still working on it, this year we limited the first-year students compared to last year, and that will impact numbers, but we just don't know yet. I think the first year is around 1700, but not sure, about half of last year was the plan.</p> <p><b>AYS</b> – President Glover thank you; this will not be the last time we invite you, thanks again.</p> </li> <li> <p><b>Dr. Andrea Tyler, Exe. Dir. Title III</b></p> <p><b>Dr. Tyler</b> - I am here to share about Title III and how can assist in/out of your classroom. I have a document that I will send to AYS for distribution. Title III is awarded to HBCU land-grant institutions, is an entitlement grant based on several data factors and successes. USDE has \$15 million where this is funded from, and we receive it on an annual basis. At that point, calls for proposals are sent out to staff, faculty, administrators around legislative allowables, if allowable then can be funded. There are many things this can be used for (student centered, infrastructure). In the past it has been misnomers on how faculty can acquire Title III grants. We are demystifying the process of applying for them. We also fund research and teaching assistantships. The Graduate Writing Hub – used to assist graduate students with writing, publications, thesis, dissertations, EAB, zooms, and IT are funded through Title III. We are trying to get the word out about assisting with Title III. Dr. Jewell Winn and Dr. Kisha Bryan received Title III for a global initiative project and have 20-30 employees applying for the program. We are here to help you develop your Title III endeavors. Please reach out for help.</p> <p><b>AYS</b> – Will Title III help start a new doctoral degree on campus in chemistry?</p> <p><b>Dr. Tyler</b>- Yes and no, it can be used for exploratory purposes to get programs here (lots of support for STEM), recruiting students, like the PODUS program, faculty salaries, staff, supplies/equipment. Title III can be leveraged for getting the initiative off the ground.</p> <p><b>CG</b> – On various budgets, are there funds that are not used? How much do you need us to generate capacity?</p> <p><b>Dr. Tyler</b> – TSU receives an allocated amount of money. That money is divided into three areas, and the RSP is put out based on these areas. We review proposals and can give complete or partial funding. Many proposals submitted are fully funded. We must use it, or we need to return it, which is not preferred.</p> <p><b>VT</b> – Does Title III support international doctoral students in STEM programs?</p> </li> </ul>		
--	--	--	--

	<p><b>Dr. Tyler</b> – Yes, we do. The PODUS program is an all-inclusive fund but is not supported for international students and is regulated by the USDE. There is another area of funding that is GA/TA/RA that can support international students. Doctoral students receive \$3000/month, Master students receive \$2600/month, but tuition is not covered. <a href="mailto:Atyler2@tnstate.edu">Atyler2@tnstate.edu</a> for additional questions, also please look at attached document. I am downtown at Avon Williams in 400L, x7043 for phone.</p> <ul style="list-style-type: none"><li>• <b>Laurence Pendleton, General Counsel</b> I will be going over divisive concepts and some items related to that also. The recent affirmative action case as well as updating on our contracting process, and the presidential search as the board secretary. <u>Decisive Concepts</u>: Identification of things that are deemed to be a divisive concept. We are in a state that replicates several different topics and in terms of legislation that's passed or proposed in one is usually brought up in the others. There is a thought that at some schools that students were being pressured or encouraged to take certain positions and if they didn't do that they were perhaps retaliated against because they may not have agreed with certain institution or faculty positions. This was the baseline for a few divisive concept laws that were proposed in the past throughout parts of the country. Tennessee did one where it identified several areas or concepts, they deemed to be divisive concepts and they said that these; including for example that one race or sex is inherently superior to another race or sex and that an individual by virtue of the individual's race or sex is inherently privileged, racist, sexist, or oppressive consciously or subconsciously. Tennessee or the United States is fundamentally or irredeemably racist or sexist are divisive concepts that they believe are out there or have been espoused at higher education institutions. What they basically have said is that one is espousing certain things in the context of the classroom. Within course structural materials students are not required and should not be bullied or pressured or anything to agree with it, students should be able to be free to disagree, to debate it, that was the general concept. That law was amended this year to add some more things to it, including the ability to have a complaint process so that students who felt like they had been subjected to some retaliation, bullying or something based upon their views or the fact that their views may not align with a faculty members view, they can go to a place and have a file a complaint and have the institution review that. It also requires that we post certain things on our website, the legal counsel office, Academic Affairs, and the Human Resources website, information related to this law and what it does and what we're required to do. We have been posting requirements and undertaking a survey this fall. We're required to survey students, regarding their feelings about whether they believe they're being singled out for whatever views that they may hold. We are working on and making sure that we're doing that. There is nothing that they say about this law that interferes with the academic freedom for faculty members, to choose what your topics are based upon your syllabus and how you deliver that information. What they don't want is whatever you espouse is that it, to extent that someone disagrees with that, there's no action or adverse action taken against them by virtue of the fact that they may disagree with the positions that you may take, or espouse, that's considered a divisive concept. We will be doing training related to that on the general council's website. <b>AYS</b> - Mr. Pendleton, with this device concept law, there is this requirement if students report a faculty person, what are the steps the university are going to take if they receive a report from a student? <b>Mr. Pendleton</b> - The report will first come into my office. At that point in time, I will look at it, review it and find out who it is. Sometimes what happens with these things</li></ul>		
--	---	--	--

is someone will submit something that maybe has nothing to do with divisive concept, but with something else. You are trying to get it into the right person's hands. It could end up being an OEI issue where someone believes that they are being sexually harassed or racially harassed or something of that nature. But to the extent it falls within the parameters of the divisive concepts law, then we will look at that. I will work in conjunction with Dr. Melton's office, to review the allegations and investigate the matter to determine the best possible resolution based upon what they're alleging, what they're saying, and to the extent that there's any validity to it, and whether it's something that actually violates the law.

**AYS** - Let's say there is validity. If someone has violated the law. Now what?

**Mr. Pendleton** - Those are things that can be addressed through the normal process, with respect to anyone who's violating policies or laws, or anything that goes on really through the evaluation, renewal, or tenure process.

Affirmative Action Case: Students for fair admissions incorporated vs. Harvard and UNC. The Supreme Court decision that came out June, the 20<sup>th</sup> did not directly overrule, University of Michigan cases as well as the University of Texas case where those cases spoke about institutions in the context of admissions being able to utilize race as a factor among many other factors in its admissions process. This court essentially overruled those cases and said that an institution cannot directly utilize race as a factor. There needs to be individualized assessments and that race should not be considered. It is discriminatory to consider race because a consideration of race has harmful effects to others. It benefits certain folks, and it may hurt other races, and that violates the 14<sup>th</sup> amendment and Title XI of the Civil Rights Act. Most institutions, including TSU do not use race in the admissions process. Many of them are not selective. Where it expands and the discussions that have occurred since that decision is how does that impact with respect to scholarships, access to academic programs, pipeline programs, hiring and contracting. We have participated in a meeting called by the Tennessee Attorney General with the legal counsel and others regarding the decision, provided additional information. Our attorney general, along with 13 other attorney generals, sent out a letter to Fortune 100 CEOs in which they referenced this case, and applied this case to the other context. It said to these companies that you should not be engaged in forms of affirmative action that consider race in your hiring decisions. Our attorney general has opined that this is applicable to other contexts where institutions should not be using race as a factor for scholarships, access to academic programs, participation in pipeline programs, and/or hiring and contracting. I'm going to be participating in a meeting tomorrow to talk about what this means for the universities in these areas, in terms of what we can do. To the extent that you are aware of the program, if your academic programs, or other things that you're doing, including things that are being funded through grants, where race is a consideration as to someone's participation in the program or awarding a scholarship, then we need to have a conversation. We need to talk still achieve the goals associated with these programs in a legally permissible way. You're going to see folks using more racially neutral criteria to be able to identify folks with respect to programs. We know that there are various groups that are perusing the websites of universities and they're looking for anything on those websites that might suggest the institution is making race-based decisions. I know institutions that have already received letters from some of these organizations saying you can't do this/I saw this on your website, this is a problem and you're now in violation of the supreme court decision (keep in mind the Supreme Court decision was only focused on admissions) but our attorney general, chief legal officer of the state, and other attorney generals in other states who said this is applicable and you can extrapolate this to these other types of programs and situations.

	<p>Let's give some examples. There's nothing wrong with saying, in this program we're participating in underserved communities and making sure that we're having underserved communities, as long as you're not deciding based upon someone's race in making that decision as to who participates. Now there's some language in the in the decision by Roberts that speaks to the ability within a context of an essay for someone to talk about their adversity and what they've had to overcome. And how, if you've had to overcome potentially racist or things that occurred in your life related to race, then you can articulate that in the context. If that's what your program requires, an essay to talk about your adversity, you're overcoming why you would be good for this institution and participating in that program.</p> <p>There is discussion on how you can utilize that, and we are weighing federal and state guidance to make sure that we are protecting you guys and that we're going forward in in a matter that would be deemed legally sufficient.</p> <p><b>Senator Raynard McMillian (RM)</b> – Would it be a stretch to interpret this as a tool for dismantling HBCUs and the federal support?</p> <p><b>Mr. Pendleton</b> – My opinion is that this will be beneficial, it underscores what they may be encountering at PWIs as a more uncomfortable environment, and some people may take a harder look at HBCUs. It may also be beneficial in hiring, for example, if you're a company you can't say we want to go out and hire this particular racial group, and use race as a kind of factor but what you can say is, we certainly want a diverse group of backgrounds of gender, race, religion, etc. and we're going to make sure that we are recruiting at HBCUs because when you hire you say we want to hire HBCU graduates, there are HBCU graduates that are White, African American, Asian. And so, it is not the use of race as a factor in that it is utilizing HBCUs and what they bring to the table, and we want those graduates at our company. I do believe, though, that for some they may view this as something we are doing in the space of our scholarships, programs, pipeline, or even hiring based upon their own perception of what HBCUs are about right now. Also, I think that there is a positive impact with respect to, we know Dr. Glover has spoken about this, the HBCU Renaissance. We're already a part of that where more and more students are interested in attending HBCUs. I think that has been met in some instances with perhaps a little bit of scrutiny in terms of what's going on there that's now leading to all this great enrollment. So, I think the more popular you become, then the more folks start to really kind of take a hard look at what you're doing.</p> <p><b>Senator Amy Sibulkin (AS)</b> – I do not see the statement of Divisive Concepts on the General Counsel Website; can you help me find it?</p> <p><b>AYS</b> – Go to Legal Resources and it is there.</p> <p><b>Mr. Pendleton</b> – email: <a href="mailto:Lawrence.pendleton@tnstate.edu">Lawrence.pendleton@tnstate.edu</a> phone: x7925</p> <p><b>Contracting at TSU:</b> In 2016 we commenced a contract agent program where we identified folks within different units to serve as a contract agent, the point person for their respective departments and the universities contracting process. This includes ensuring that we're utilizing our standard template agreements, routing the contracts appropriately, filling out appropriate forms, and communicating at times with the vendor of the other contracting party and the recipient of the fully executed agreement once it's done. So, we know that we've had several changes in personnel at the institution and, and then also we were hampered by the COVID period. We're going to be updating things, developing an updated contract agent list, updating our website with additional template agreements, and the other information to guide you through the process. We will be hosting a contracting workshop on September 19-20<sup>th</sup> to go over and work with you and to make sure that we are communicating/educating you about what needs to be done in your respective areas. Those people are the ones that are acting in that contract agent role. We're going to provide a kind of certification process related to that.</p>		
--	--	--	--

	<p><b>Presidential Search Committee:</b> We all know of the announcement by the president of her retirement. In Tennessee, for the universities the governing boards are charged with the hiring of the president of the institution and a process that will be followed under state law with respect to presidential searches. You will be hearing more from the board as to the search process that includes the creation of a search committee. That search committee is typically comprised of members of the board, faculty, staff, students, and community members. There will ultimately be an opportunity for input related to the campus committee, when finalists are identified, and are going to meet with the campus community. We know that we can't replace Dr. Glover, but this will be an opportunity for the university, and I think the boards, to identify the new leader that is poised and ready to take the university into the second quarter of the 21<sup>st</sup> century.</p> <p><b>AYS</b> – What is the timeline for hiring a new president? <b>Mr. Pendleton</b> - Retirement is June 30<sup>th</sup>, 2024, so that is the date they are working with, but there may be changes. This depends on search, search timing, and the timing of the transition for the new president.</p> <p><b>AYS</b> – Regarding procedure, say a person gets a subpoena, what should we do? <b>Mr. Pendleton</b> - If it is a request of open records request or subpoena, immediately get it to me and we can talk about what needs to be done. There are usually important dates associated with subpoenas that must be adhered to promptly.</p> <p><b>AYS</b> – Dr. Melton - So we know that tomorrow is officially the end of registration. Are we firm on that or is that something that can be pushed to Monday depending on how things are going this week? <b>RM</b> - I will have to refer that over to the COO, enrollment management, and Dr. Glover, but I'll get that back to you.</p> <p><b>AYS</b> - Because there are still a lot of students trying to get into classes. <b>RM</b> - I know that we're working, I am here to say no late fees, I'm firm on that.</p> <p><b>Senator Brian Russell (BR)</b> – I appreciate the return of the academic calendar to the previous version. Do we have retention numbers for last year's freshman? <b>RM</b> - Yes, we do. I can give you actual numbers, but I can just summarize for you. We had a significant number of our students fall into the probation area. We hired more retention coaches and for Maymester, for those students that were on probation, we paid for them to take a repeat course during Maymester to help them to get off retention. But I can provide you with the actual number versus just giving you, you know, percentages.</p> <p><b>CG</b> – Are you leaving June 30<sup>th</sup> or December? Is the preparation for when the students get to upper division classes on track? <b>RM</b> - I have made the promise to the president that I will stay until her retirement spring of 2024. I had planned to transition out and go back to my job as VP of Technology Innovation. When she made the announcement, she discussed with me if I would hold just for the stability of Academic Affairs through this transition period until April or spring of 2024. CG can you get with me afterwards about preparation, we have right now in place that if you have that need working with Dr. Seay and Dr. Morgan Curtis and her group, we should be able to make some adjustments. So, would you email that over to me so we can address?</p> <p><b>CG</b> – Yes, I will. <b>RM</b> – I would like to address faculty salary, some outdated policies from the chair's council. <b>AYS</b> – That is a charge for us as a senate also. <b>CG</b> – We must remain strong as a Faculty Senate as the new leaders come into the university.</p>		
--	---	--	--



3	<p><b>4:00 PM Consideration of the minutes</b> of the previous meeting held on April 20<sup>th</sup>, 2023.</p> <p><b>Motion:</b> To table this to the next meeting, motion passed to table minutes.</p>	WJ	CG
4	<p><b>4:00-4:17 PM R2 to R1 Update</b></p> <ul style="list-style-type: none"> <li> <p><b>Dr. W. Bill Johnson (WJ)</b></p> <p><u>Research</u> - Dr. Quincy Quick is receiving seed grant applications now. TSU produced \$100,000,000 in research dollar amounts for last year. This sets our new target, possibly \$150,000,000. As part of that effort, we're going to continue trying to encourage faculty members to be engaged and to encourage faculty members to submit for external funding. There has been discussion in this body about concerns about publication costs. Quincy wants to inform you that RSP is pushing out a plan, a program to cover publication costs.</p> <p><u>Academic Performance Incentive Pay (APIP)</u> – 179 individuals getting incentive pay, \$373,000 total paid, to be paid end of October. There were 4 appeals that were all paid. The president is continuing with 2<sup>nd</sup> (visibility) and 3<sup>rd</sup> (research) categories. Communication will go out formally after closing out the previous version and there will be some modifications before the formal communication.</p> <p><b>BR</b> – I received the email the other day from the International Journal of Social Science, and they said that they're running a special right now and for \$200-300 I can get my article peer reviewed and published. Will the school pay for the publication costs for publications I can use for tenure and promotion?</p> <p><b>WJ</b> – Quincy Quick has money set aside for publication costs and you should contact him regarding this.</p> <p><b>BR</b> – We can use journals that are selling publications for \$200 for tenure and promotion?</p> <p><b>WJ</b> - The big 3 conglomerates that bought up all the publication companies have split into 2 types of economic operations. One is the standard subscription model, if you submit an article to them and you don't want to pay a publication review cost, they will process it and, if selected, it will be published in the subscription mode. If you would like it to be placed into open access, they have no economic income for that, so they are doing a processing fee. (What you're referring to is in the old days we called it vanity publications) and so there is a difference. You are bringing up a very important point, we need to be very, very cautious about the quality of some of these places that agree to or desire to publish information.</p> <p><b>AYS</b> – This is about Tenure and Promotion Policy, that does not prevent from you from you doing that. If you are going up for tenure and promotion, it is based upon the policies that have been established in the handbook, unless you have a policy that is different from the university policy. The handbook policy does not address this.</p> <p><b>BR</b> – That's the point I am trying to make, is we are not making any distinctions out there, and WJ I understand completely the idea of public access. I also understand the idea of getting grants. I understand the legitimacy of that model. I also think there's a lot of people on our campus who are publishing in what we would consider 'vanity presses' and people are being tenured and promoted off that and I'm trying to emphasize that we don't have any guidelines on that. And some people aren't being tenured and promoted and some people are paying for articles and they're being tenured and promoted and I think there needs to be something done about that.</p> <p><b>AYS</b> – This may need to be addressed in the Tenure and Promotion process (glad Dr. Melton is here).</p> </li> </ul>		

	<p><b>WJ</b> – The Constitution Committee will gladly take this up as well.</p>		
5	<p><b>4:17-4:23 PM Faculty Trustee Report</b></p> <ul style="list-style-type: none"> <li> <p><b>Dr. W. Bill Johnson</b>  <u>June 15<sup>th</sup> Board meeting:</u> Recommendation to listen to board meeting, read through 500 pages of materials, listen to subcommittee meetings and watch formal board meeting. Several members were reelected, Deborah Cole as Chair, Pam Martin Vice-Chair, Sean Wimberly Student Trustee.                      The Audit Committee met, there are some of the audit findings we are still cleaning up. There was a claim that they did not discharge student debt in compliance with the federal guidelines, because TSU conditioned the discharge of student debt based upon student re-enrolling. Well, we did that, so we didn't pay off your debt unless you were enrolled in that fall semester, then we paid you down to \$0. The dollar amounts we're talking about with that claim are in the range of \$2.3 million dollars. However, that's from the state auditor's report. USDE who manages the monies wrote this; 'Your account is in good standing with paying off student balances in the manner that you documented'. It is clear we complied.</p> <p><u>Audits upcoming:</u> Fall 2023 Grants Management and Department of Human Resources, Spring 2024 Follow-up Immunization Policies</p> <p><u>Finance and budget:</u> Estimated budget for 2023 \$201,980,700. For the first time the Instruction Research and Academic Support portion of the E&amp;G is 49.5%, up from 41.7%. This is good news to be able to report this. We will move to 51% soon. Student tuition and mandatory fees increased 2.83% equaling \$8 for 12 credit hours.</p> <p><u>Academic Affairs committee:</u> SACSCOC approved the Avon Williams as a secondary site, that was an issue before, it's been cleared. SACSCOC stated we do not have to do submit any more mandatory reports.</p> <p><u>Promotion and Tenure:</u> 12 people received tenure, 18 people were promoted.</p> <p>The Masters in Business Data Analytics, a fully online twelve-month program, was approved by the board and moved forward on to THEC. The plan is to add 2 new dorms, adding an additional 1,000 beds. Last year we paid \$7.2 million dollars for hotel costs, including security and transportation, this year the dollar amount is estimated to be \$2-2.5 million.                      Next Board meeting September 14<sup>th</sup>, general session is January 9<sup>th</sup>.</p> </li> </ul>		
6	<p><b>4:23 PM Treasurer Nominations and Election</b></p> <ul style="list-style-type: none"> <li> <p>Senator Laportia Davis</p> <p><b>Motion:</b> to table nominations to next meeting, motion passed, nomination tabled.                      CG would like to self-nominate for Treasurer.</p> <p><u>VACANCIES:</u>                      Executive Committee - Treasurer                      Vacant – Alumni Relations &amp; Development Committee                      Tabled until new senator elected – Library Committee                      Tabled – Ad Hoc Post Tenure Review Committee</p> </li> </ul>	BR	WJ
7	<p><b>4:24 PM NIA Grant Update</b></p> <ul style="list-style-type: none"> <li> <p>Senator Jason de Koff</p> </li> </ul>		

	<b>Motion:</b> Table NIA Grant discussion to next meeting, motion passed.	<b>FP</b>	<b>CG</b>
8	<p><b>4:25-4:26 PM Full Faculty Forum Information and Discussion (September 15<sup>th</sup>)</b></p> <ul style="list-style-type: none"> <li>• Senator Guinevere Bennett</li> <li>• Senator Artenzia Young-Siegler</li> </ul> <p><b>GB</b> – I will be taking live dictation, please bring concerns.</p> <p><b>AYS</b> – We are doing this virtual for better attendance and anonymity of concerns. We really want everyone to send questions, concerns, issues, all those things to Dr. Bennett so that we can direct those to the right people so we can have an answer to those questions even before the forum begins, and to follow up.</p> <p><b>CG</b> – Is there a flyer that I can send out to my department for the things that you would like them to complete prior to or prepare for during the event?</p> <p><b>AYS</b> – Yes, we can provide that.</p>		
9	<p><b>4:15-4:34 Other Business</b></p> <ul style="list-style-type: none"> <li>• Senator Artenzia Young</li> <li>• TUFs Meeting September 29-30<sup>th</sup></li> </ul> <p><b>AYS</b> - I really want us as a body to do something special for President Glover. I know we don't have a committee to arrange something like that. I would like to put together a committee to help arrange an event for President Glover. I've already spoken to Doug Allen about it and who's willing to help finance this. I'm pretty sure Dr. Melton will help support us in that as well. I would really like Dr. Triplett (can you help lead the team?) on putting together some sort of event for President Glover.</p> <p><b>KT</b> - Yes, I can work with you all on that. No problem.</p> <p><b>AYS</b> - Dr. Triplett is going to oversee that. We will be reaching out to everybody to serve on that committee with her.</p> <p><b>AYS</b> - I'm now the President of TUFs (Tennessee University Faculty Senate). TUFs sends representatives from the 10 other four-year institutions. So, the TUFs will be meeting here at TSU. on September the 29<sup>th</sup>-30<sup>th</sup>. I would love to pull together a committee to plan their visit. I've talked with Dr. Elliot over in the music department in he's willing to give us an ensemble to provide music for them on Friday night, and we need to get that request to him. Dr. Melton has graciously offered a budget for that, and I appreciate that as well. We want to shine and show the other institutions that TSU is not what you see in the news, that we are a great institution, and we are very proud of our institution. So that meeting is September the 29<sup>th</sup>-30<sup>th</sup>, the 29<sup>th</sup> is a dinner for all the members who are coming in, like a meet and greet. The 30<sup>th</sup> is when we'll have our actual meeting, and we'll have an agenda. For the 29th Friday event on campus, we're looking at Avon Williams, I'm going to ask the president if we can use her dining room, but she might be planning her own event that night, but I'll ask.</p> <p><b>WJ</b> - What's the size of this group?</p> <p><b>AYS</b> - We want to make sure that they are treated well. It's about 30 people.</p> <p><b>WJ</b> - Can I suggest you use the Health Sciences Building and have a rooftop dinner?</p> <p><b>AYS</b> - That is a suggestion as well. We talked about that, Avon Williams campus because parking is closer, but that's an option as well. So, I will be reaching out to 3 or 4 of you to help put together an event for them and the agenda for the meeting.</p> <p><b>AYS</b> – The First-Year assembly is at 10 AM on the 15<sup>th</sup>. We don't want to conflict with that so we will investigate that.</p> <p><b>RM</b> - Academic Affairs would like us to attend two Student Affairs events to show our students support academically and holistically. Academic Affairs is going to do four to show our commitment to our students.</p>		

DRAFT

10	<b>Adjournment Time: 4:34 PM</b>	WJ	AS
----	--------------------------------------	----	----

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		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		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	William	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

DRAFT

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	2025	
38			Guest	Glover	Glenda	TSU President		
39			Guest	Evans	Jason	COO		
40			Guest	Melton	Robbie	Provost		
41			Guest	Pendleton	Lawrence	General Counsel		
42			Guest	Tyler	Andrea	Executive Director Title III		
43			Guest	O'Quinn	Chrishonda	Student representative		
44			Guest	Taylor	Derrell	Student representative		
45	X		EDUCATION	Gundi	Kirmanji	Representing College of Education		
46	X		AGRICULTURE	Thapa	Resham	Representing Jason de Koff from College of Agriculture		
47			Guest	Johnson	Elizabeth	Assistant Director of Operations		
48	X		LIBERAL ARTS	Burris-Kitchen	Deborah	Representing Dr. Kakoti in College of Liberal Arts		
49			Guest					
50			Guest					
51			Guest					
52			Guest					
53			Guest					
54			Guest					
55			Guest					
56			Guest					
57			Guest					
58			Guest					

DRAFT

59			Guest					
60								
61								