

Date: September 21st, 2023
Time: 2:40 PM-4:30 PM
Zoom Meeting Faculty Senate

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

Item #	Agenda Item	Motions by	Motions seconded by
1	<p>2:40 PM Welcome and Call to Order Motion: Amend agenda to add committee reports to before the Trustee Report, motion passed AYS – GB will put minutes to be approved in the chat and we will have the motion to approve during the Other Business portion of the meeting.</p>	AYS	WJ
2	<p>2:40-3:30 PM Invited Speakers</p> <ul style="list-style-type: none"> • Dr. Curtis Johnson (CJ), VP and Chief of Staff <p>CJ - Thank you, I currently oversee the Auxiliary Services unit, Disability Services Unit, Emergency Management, Events Management and Conference Services, Identification access, Parking and Traffic, Postal, I work with some indirect units, Athletics, Planning Design and Construction, Facility Management, veteran Affairs, and wherever else I'm needed. I will spend more of my time sharing with you and being available for questions. Part of my role on the faculty side is to support the faculty and get things accomplished from the non-academic side of it. In facilities, I oversee work orders with facilities and process and workload, making sure they are responding in a timely manner. We also spend time pre-assessing buildings and working with the universities' strategic initiatives. I oversee the university national plan. I work with new construction and renovation. Some of you I've spoken with for various reasons. I worked with Dr. Triplett when she chaired the Faculty Senate, I got to work with, Dr. Bill Johnson with Trustee Board, I have worked with many of you on one-on-one basis and sometime in various capacities, trying to look at policies and processes; and ensuring that we are doing the best we can for the clients that we serve. I am here more to address any concern that you may have that I think I can assist you with.</p> <p>AYS - We sent you the document of concerns and issues from the Full Faculty Forum. I know some people were talking about the water fountains in different areas. Can you speak about how important it is for us to put work order if there's something that's going on and how important it is to make a record.</p> <p>CJ - As you know, in December, we outsourced part of our fiscal plan to JLL, and part of the process changed from putting work orders into the TSU TMA system workboard assistant to JLL system called Carrigo. Because we didn't outsource both the entire component to JLL, we have a component for Carrigo, and we have component for TMA. We tried to outline on one page what-goes-where. Part of the evaluation of JLL comprised of putting in the work order and evaluating or giving a response if the work was done properly and if the work was done timely. If the work was done, your evaluation of the service that you received and did not receive is very important. We monitor that and that influences pay; they are required by contract to keep a certain level of standard to be compensated for by the university. Also, it gives us an opportunity to track what is</p>		

<p>occurring frequently. Ex. when we look at, we get a lot of work for lights. Well, that may tell us that at certain times we need to increase the staff's ability to replace lights. The other is we're trying to fix what has been broken, so we have a lot of different projects that are in place. Ex. The water fountain for example. I received the list and I had communicated with the request prior to seeing it in the list. It is simple to say you need a water fountain. You like a water fountain fixed, but it's bigger than that. If you look around the campus, lots of water fountains are in disrepair. COVID unveiled a lot of different things that we need to correct. Water fountains are one of those things we started replacing with fill stations. I've asked them to put together a campus wide plan of action, how we want to address the entire campus. Understanding that athletics use probably use more water fountains than the rest of buildings on campus, but it doesn't necessarily mean they have priority. I'm waiting for that report, and we are going to address all the water fountains to look at which ones can be converted over to the fill bottle stations, and then put in place a preventative maintenance process to monitor the filters and things like that.</p> <p>Senator Cynthia George (CG) – Is there a campus-wide plan for disability access, and if so, is there a committee? I want to help and serve in that and I'm the chair of the Benefits and Welfare Committee currently and we are interested in having some input into that process. Can you help me understand what's going on?</p> <p>CJ - Before COVID, we started with the parking lots, and we've met with the Office of Civil Rights, making sure that we have an adequate number of parking spaces based on the number of total parking spaces we have. Those spaces are located where the university is required to have those spaces located to comply. Dr. Anita McGaha is the director of that area. I encourage you to reach out to her. She will give you all the information you need to bring about any issue she has to bring to us. We also have started shaving sidewalks that had shifted (we didn't have the resources to go out and replace all those) so we had a company to come in and making those sidewalks in compliance to allow mobility. We have a couple of projects that we've been waiting for TBR to give us the funding for. We were hoping last year that the governor would have some potential funding for disability access, and they took it out at the last minute so we didn't get that, but we have not stopped. When we find a few extra dollars, we try to put them in the area where we've identified some things that we want to do. And we've let the state know that we want to do them. I think they only give us about \$80,000 a year to apply to Disability Services, for sidewalks, access ramps and some things from the parking lots to buildings that we're working on. \$80,000 doesn't go very far in today's market. Dr. McGaha is over a committee that manages that \$80,000 is spent.</p> <p>Senator DeKoff (JDK) - Last night, about 5 of our labs in the College of Agriculture lost power and it was something that hadn't been announced ahead of time. Luckily, we've been through this several times before, so we've got alarms on our freezers and faculty came and started up a generator and got them running again. They called the emergency number for JLL, but I'm not sure they were responsive. They did finally get it fixed later this morning, but this seems to be a continuous problem where every 6 months, we lose power suddenly. Is there some way, besides a typical work order, that there is something that we can do to have them figure out what's going on with them with the system that's there?</p> <p>CJ - I received that email this morning and dispatched them. I didn't wait on the work order but responded when I got the email this morning. One of the challenges we're having is personnel acquiring equipment. Most of our buildings are older buildings, if you purchase new equipment, let us know so we can make sure the building's current capacity amperage can handle that. Ex. One area ordered some equipment, the equipment was too large for the space, and it didn't have the electrical connection that the building was prepared for, so they sat there for a long time. With what I've looked at this morning with your building, I have asked them to find out the amperage need of the equipment that</p>		
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<p>you have there is, and make sure that the building is able to handle that amperage. If not, then we'll have to go in and make some electrical modifications to increase the amperage capacity for that area. I know how valuable research is and I don't want us to lose any research and students to lose their dissertation and their work to have to start over. If faculty and administrators are going to acquire equipment outside of computers and things of that nature, let us know ahead of time. We'll get someone over there to look at your specs and space and make sure that it will fit and then we can accommodate. If not, we'll tell you to see if you can find another space.</p> <p>AYS - So the loss of power was, wasn't a planned thing. It was just something that just happened.</p> <p>CJ – Yes it freezes through a breaker. And I don't know what makes it happen periodically. I don't know if someone has something somewhere else that they turn on periodically or if the HVAC system on the same on the same line I don't know, but I asked him to do an assessment and to let me know.</p> <p>WJ - Dr. Johnson, can you update us about the electrical services upgrade that is occurring on the campus. It's quite an expensive process. It has grown from \$36 million dollars to significantly more than that, and it's going to take a couple years. Could you lay out where we are and in this?</p> <p>CJ - It's a multi-phase Project. The first part of the project is redoing the electrical loop, the north and south loops. We're going to outsource our power to NES, they will be managing our electrical power for us. They must come in and re-lay cable around the campus to accommodate the watts need for the campus. That's what's just launched this week. But you'll see digging, fencing, and signage, and those things will be moving as the project moves. Another phase of that is going from where any S lays the pipe via wiring up to the transformer. From the transformer to the building becomes another project. Getting the new power from the transformer to the building to be able to accommodate more power needs in the respective buildings will happen after they lay the line down, putting new transformers around the campus. We're about \$60 million dollars for the 3-to-4-year project. It'll go on for a while and we're trying to be as least intrusive as possible to accommodate the students.</p> <p>AYS – Question from the chat: Someone wants to know; do we have UPS uninterrupted power supply for our research facilities?</p> <p>CJ - That would probably be on the inside of the building on the devices themselves and that would have been acquired by the department.</p> <p>AYS - So not at a university level, just if your department has.</p> <p>CJ - Yes, some buildings, like agriculture buildings, have 4 generators. Then some builders only have life safety generators. The state, at one point, was only doing life safety generators. And with the newer bill we've included large generators in the projects.</p> <p>WJ - It's my understanding of the result of this re-electrification of the campus is that it's going to be a redundant system so that we won't ever have these power breaks ever again. So, our power will be coming essentially from 2 sources if you would. It doesn't work that way, but you know it's redundant so if one goes down, we stay up.</p> <p>AYS – Any further questions please send to the chat, and we will get them to Dr. Johnson.</p> <p>Provost Robbie Melton (RM) - I wanted to give an update in terms of Holland Hall. Dr. Johnson and I have been monitoring the situation regarding the mold and other items over in that instructional building. I had a personal tour with AVP Schmeller in terms of the mold and the condition of that building and Dr. Johnson and I met today on our plan to move forward. Please understand that when you meet with facilities, and you hear there's a cost, that does not impact us. Our job is to get it done.</p> <p>CJ - I know, and it's not coming from your pocket. So, let me apologize for them doing that. And when they do that, please feel free to put that in there. And they also should not be coming and looking at your space and say, oh yeah, it's a problem. When the custodians come into your area, they're not just trash pickers, they're supposed to do a</p>		
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<p>little bit more if your space allows that. Wipe a desk. Clean the window seal. I'm going to send out to Dr. Young-Seigler the expectations of their requirements and what they require them to do so she can share that with you. We want to make sure you get in the services that we they have committed to giving a university for what they're charged.</p> <p>AYS - And one more question related to charges. I know you've heard that we have heard that if we put in a work order the departments or whatever are being charged for the work that's done for the work order. Can you speak to that to dispel some of the myths and rumors?</p> <p>CJ - The department is not charged. The university system puts the charge in the system and lists the department. This is so we'll know whether services were provided and where the funds were allocated to. Then we can monitor how much we're spending on labs and classrooms. Please put your work order in to address your needs. You should not be suffering or in need of something.</p> <p>RM - Please know the office of Academic Affairs picks up a lot of your costs. We just picked up the cost for the radioactive removal materials, also we are picking up the costs under Title III for a whiteboard replacement and smart boards, especially in Holland Hall.</p> <p>CJ - That's what happens when you all request things in a system. It becomes VP Allen, me, and Dr. Melton's responsibility to figure out where the monies are coming from. It's not for you to figure out and fight about.</p> <p>Senator Reynard McMillian (RTM) - Thank you, Dr. Johnson, Dr. Melton for joining us today. I was going to follow up on the whiteboards in Holland Hall. I teach several classes over there and I'm glad you brought it up. Is there a schedule to get that done? I teach accounting and it's difficult to relay some of the concepts without the ability to use the whiteboard. I have several workorders in regarding the whiteboards.</p> <p>RM - I can get back to you about that date, but it's a priority. I went there myself to see them, it's unbelievable, and I apologize because this has been an issue for a while.</p> <p>CJ - I would monitor it from the IT and operational side of it to ensure it did not take too long to get here.</p> <ul style="list-style-type: none"> • Ms. Isabella Langham (IL), Executive Director for Student Success <p>Thanks for the opportunity to share about services at our office. This is a great time to talk about some of those things that we are doing in terms of our advising activities.</p> <p>15:09:26 And so I am, I oversee not just the first-time freshman, but I also oversee the advisement and processes for continuing freshmen, which includes students who are transferring into TSU, but have not earned 30 credit hours yet also includes readmits who are returning to TSU and have not earned 30 hours. Then also our second-year students who may be on edge and they have not earned the 30-credit hour benchmark. We serve all those students as well as the first-time freshmen that are entering various semesters. One of the big things that that we do for first-time freshmen that we don't do for any other population is we register those students based on the information that they have completed via the app via the admissions process. Here is our website, and I will drop the actual link in the in the chat for everyone. The first thing that you see is we have these 3 buttons at the top. The other thing that we do to try to support students is we realize that there's no information for transient students who just simply need to know where to go. We provided some information on our page to let them know that if they have freshman advisement hold for whatever reason, how to get that resolved, but not only that when students come in as transient students, they don't often know who to contact in their academic department as it relates to being able to get permission to take a course at our institution. One of the biggest things that students have a barrier to is they can click on something and not know where it's taking them. Now we provide a brief description of what the page is that they're clicking on, advisement, resources, FAQs, even finding an advising unit because we know that many students, not just freshmen, may</p>		
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<p>need to know who their advisor is. Then lastly is to just contact the OSS. It provides information and is updated regularly. This may be something that you want to know as well. If you have a web page up and you never refresh, you may be looking at old information. And that's one thing that we try to stress to students because sometimes they'll just leave it up and they won't close the window. Now we're in the pre-registration phase and preparing for registration to open October 25th. From September sixth to October twentieth, that period that ends with late registration, then moving into pre-registration for the upcoming term. Here are all the opportunities that students can see. We have very quick links that are visible, so students know right out that you know what's in person, virtual, who it is for, what type of service is being offered. We have registration information here that allows students to click on it so they know about our pre-registration requirements and seminars, as well as registration steps. Early registration is not a term that we normally use, but the first 3 weeks of registration are crucial in terms of students returning the following semester. We wanted to try a new approach and how we are promoting registration to see if we were getting a little bit more response from students if they see that is a period that it is very important for them to register, as opposed to them just seeing it as being open from October 25th to January, that doesn't communicate an urgency. Also, our directory is still here, and we update it as things change. We will be hiring a few more advisors (Higher Ed Jobs and TSU job listing) and breaking up some of these caseloads and better for the student experience.</p> <p>Our advisement page is another quick way for students to be able to see things fast. We provide information about course registration and transcripts; however, the official process is that students must submit transcripts and they are evaluated by the records office. Students have issues with understanding the add/drop and withdrawal. We provide information that students can use. With registration holds and errors, students don't know which office resolves holds a lot of time. We put this information here about the ones that are resolved in our office as well as other common holds that are resolved in other areas, and error messages that they may see as they are registering. The other thing that we have on this page is the course delivery options, advise and resources and forms. We want to be a resource for our freshmen, but this is a resource for any student who needs help. This language guide is a tool that we use, especially for first-time freshmen, and some sophomores who still may need it because we speak a language that they don't understand a lot of times. Like I said, these are not just for freshmen, but for any student who, maybe a sophomore or above, who maybe work also working with a faculty advisor.</p> <p>AYS – Are these also available for graduate students?</p> <p>IL - Yes, because we are primarily an undergraduate entity, we don't have specific information for graduate students. However, I believe that a lot of our information would still be applicable and helpful for graduate students in navigating some things, especially with the system in terms of registering. There are a lot of links on there that I think would also be helpful for graduate students.</p> <p>RM - We do have a graduate page for graduate emissions and some of the items that she mentioned.</p> <p>Senator Brian Russell (BR) - Has there been any thought about making the Office of Student Success Web page more inclusive? When I look at the web page, it doesn't include a full variety of our students. It seems like it only serves one group of our students when I look at the webpage. I was wondering since it's supposed to serve all our students.</p> <p>IL - So the office overseas advisement for first time and continuing freshman only. However, we provide resources that are inclusive in nature because we want anyone who looks at the page, especially our resources page, to be able to use it. I would also include new transfers with less than 30 hours, readmitted students with less than 30 hours and then students who have been here at least one semester and are continuing and still classified as freshmen.</p>		
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	<p>BR - I guess I'm emphasizing the point of being more racially inclusive. All the pictures on the page are of African American students. And so, if you're not an African American student and you go to the web page, do you feel like you're included there, and you're invited?</p> <p>IL - I understand what you're saying. We only have one picture right now and that's just our banner page. I know that sometimes it seems that way, but it's also assumptive to say that they're all African American as well and that's their only identifier. I think when we're looking at that I would love to add more pictures of students. We only have the one with the banner and the only way we were able to even get that was because these were students who had participated in a focus group with us and we had a picture that was taken, so that we could promote our students because what happened prior to that was that we had stock photos that did include other groups. However, it's better if we use our own students within the pictures. Outside of the banner on the Advisement page there's some inclusion here and these are stock photos. So, until we can get more pictures, I left these up here for that reason to try to have some inclusion in terms of diversity seen within an image. This is not my personal preference as the leader of this team, I'd rather have students who are attending TSU. So, we're still working on getting those so that we can replace these.</p> <p>CG - I have words of praise because I just want to say how much I can tell that the department of OSS has grown in the past year and the improvements that have been made on that website. And so, while there is still room for some of that refinement, I think you've done a great job and I find that very useful. I will say on the holds page, is there a reason why the regents hold information and the extra form they must fill out isn't listed?</p> <p>IL - That's a great point. Maybe you all could answer this for me. Is there an online resource that I can link to? I would love to be able to link the process and that information for students. That's one of Dr. Deems and I, we were talking yesterday as we were preparing for spring registration and one of my concerns is that when students are looking at the inventory, the Tennessee E-campus classes are listed with the other classes. We can tell students many times, but if that restriction is not there and if it does not point them to a process, our students do not understand what they are registering for.</p> <p>CG – Is Brian Thorpe in your office?</p> <p>RM - He's under Academic Affairs extended education.</p> <p>CG - All the students that want to register for those are classes, they all panic over the fee because they don't know how much it is. If we could say upfront it's going to be about this much that would help them. But they are really confused over that and they're not getting good information, but I have a web form that my chair got from Brian Thorpe, and we always use that web form/web link and send that out and that has the information in it. But I can send that to you, but I'm not sure that that's what's supposed to be there or not, but I'm willing to help you figure it out. In the interest of time, I'll follow up via email. But thank you again for all the work that you've done.</p> <p>IL - About the Tennessee E-campus classes, does Brian Thorpe handle all Tennessee E-campus classes? Perfect. Great. I will just connect with Brian, and I will make sure that we can adjust that and make sure that we can scale the process out.</p>		
3	<p>3:30-3:42 PM Faculty Salary Study Update</p> <ul style="list-style-type: none"> • Dr. Eric Schmeller (ES), Interim Asst VP <p>We are still meeting (Dr. Megalietta, former senator) and making good progress. There are three committees. One group is working on terminal degree, specifically focused, for instance in Art and Design department, and Dental Hygiene and a few others and they're getting narrowed down to some recommendations. One group is working on accreditations and how that relates to salary standards. They're making progress as well.</p>		

<p>The biggest is the salary competitiveness committee, that's the biggest working committee trying to handle a lot and they have drafted four recommendations that are being finalized. We are meeting again on 9/13th. I want to thank the committee. They have been overwhelmed from the start of the semester, but they have been continuing to meet and doing some good work. We had a bit of a breakthrough. I had a good meeting with Vice President Spears, and our College of Agriculture, which, has funds was able to purchase access to the College and University Professional Association for Human Resources Database. At first glance looks particularly robust for some salary comparisons, but we have 3 of the committee members that are better at looking at data. We found some gaps and one of the recommendations will be going forward to Dr. Melton is that we regularly renew our subscription. We need to have more regular access to what kind of wages are being paid to professional faculty, as well as getting TSU to participate in that process. It's very hard to make a comparison when we don't have information from our own institution. Moving forward, we are still trying to get Dr. Melton that list of recommendations before the end of the semester. And I think we're going to manage to make that happen.</p> <p>AYS – Can you speak of the salary compression and competitiveness?</p> <p>ES – It is in the mix. I know in earlier conversations with Dr. Melton as well, that's a big topic. I think we're going to try and get a broad recommendation on that, but I know Faculty Senate was doing some work on that as well.</p> <p>Senator McMillian (RTM) - You mentioned that there were 4 considerations from the salary comparison group. I got two of those; Renew the subscription and have TSU participate. Can you share the other 2 with us?</p> <p>ES – Yes, there should be a cost of living raise every year, most can agree on that. The HR salary table should be updated every year to reflect cost of living increases with a major update at 3-year intervals. The university should purchase the COPA HR database. TSU should provide salary info to include in the Kupa HR database. And there will be more to come.</p> <p>CG – Is the committee looking at any disparities in between the peer schools? Like between TSU and UT with the calculation for the different research levels?</p> <p>ES – So we did pick institutions to compare with, I think we stayed away from UT. I don't think they were in our mix of institutions. When we talked to agriculture, of course they included them, they're kind of their own body in a way, but great question. And if I could remember I'm off the top of my head, I would share what kind of peer institutions were looking at it, but I know UT is not one of them.</p> <p>CG - I'll just say my input is that there is a difference between disparity and historic damage from chronic inequity and that's 2 different things we need to accomplish. One is equity and the other is restoration or reparation for the damage.</p> <p>RM – I have an update from Academic Affairs. It is midterms that's up and coming within the next 2 weeks. Remember that we have a short fall break and that's October 16-17th. I remind people we took a survey, had it during Thanksgiving and students wouldn't come back. Students were demanding that faculty members give them their finals either early or online. In terms of shared governance, this was the agreement that we have.</p> <p>Early spring registration will start October the 25th. Our Early Alert System is not impacting the percentage (we only had a 33% return rate). That means our faculty members are not using that system so that we can get help to our students. I'm pleased to share with you, I have a full staff of over 8 academic coaches, 6 retention coordinators, altogether a body of 12, and that's not counting your tutoring. But in only getting a 30% return rate. I'm going to send it back out. I'm encouraging the Faculty Senate to push so we can address retention.</p> <p>AYS – Can you speak about the EAB early alert process?</p> <p>RM – Yes. On the third week of classes, faculty members receive an email to say, do you have any students in trouble? If so, you click (here or whatever) and it sends an early alert</p>		
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	<p>to the student and also to our Advising and Retention Centers so we can get our hands on the student. This year we are trying to close the loop. If you send someone to the Advising and Tutoring Center, we're going to get back to the faculty to say if the student attended/showed up. Again, we found that there was a gap. Did they attend? Did they not? And so that's the loop we're trying to close.</p> <p>RTM - Can you help me understand the rationale behind doing it at week 3?</p> <p>RM - This is a recommendation by the faculty. They felt waiting until midterms is too late. At that point it's over, because you're talking about the 5th-6th week of classes, and they felt by sending the alert the third week would help us to get to those students with our coaches and our tutors.</p>		
4	<p>3:42 PM Consideration of the minutes of the previous meeting held on April 20th, 2023, and August 24th, 2023.</p> <ul style="list-style-type: none"> Motion: Moved to "Other Business" portion of the meeting 	AYS	WJ
5	3:42-3:55 PM	STANDING Committee Reports	
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 William Johnson)			
Nothing to Report			
Curriculum Committee (Senator Twianie Roberts)			
Met 9/14, There were roughly 13 items that were in Curriculog, and we discussed them all. Several were the Ed proposals and Dental Hygiene. We're working with Dr. Jones and Dr. Bennett to get those cleared, I think several of them have gone through already.			
Faculty Benefits and Welfare Committee (Senator Cynthia George)			
<p>CG - The benefits and welfare committee has been meeting. We are awaiting the news of the new list of representatives, but we had enough representatives from the previous work to continue going. We completed the report from the workload study, it's about 160 pages long. There is no shock in there that there were findings that TSU faculty work very, very hard. The only thing everyone was that there were no problems reported with were health insurance benefits, but everything else there were there were issues reported. What we want to do rather than preparing, giving that report, and sending it out now, we want to give it just to the provost and talk with her and come up with, plans of correction so that when, so that it's not really like a traumatizing report to read, it comes with solutions when we send it out. Today we are seeking a resolution which I believe we need a motion to change our dissemination plan that was included in the memo. What we want to do is have a little contingent of this committee, send this report to the provost and work with her to separate out what can we fix now versus what the deans/chairs need to work on over time, versus what is connected to chronic underfunding and needs to be reported to the legislature. Essentially that's what all these words are about and divvying up the full report into something more useful in creating the change that we want to see rather than just a bunch of tables.</p> <p>AYS - So you're putting up a document I don't believe everyone has read.</p> <p>CG - Correct. This is this little paragraph right here is new. Do you want me to read it aloud? This was the resolution of our committee.</p> <p>AYS - No. At this point, I would like to give the Senate a chance to read and digest what you put up before we take a vote on whether to send this motion forward.</p> <p>CG - Should I put that in the chat?</p>			

AYS - You could put it in the chat. And then, and then does someone have a motion on how we need to move forward with this and whether you want to vote on it today or at the next meeting in October?

RA - Dr. George, will the full report that is then sent out include any of the responses that come from I'm just going to call sub reports or other aspects of the report that go in different directions or those expected to come back and then be part of the full report?

CG - And that's part of what we talked about as the committee is we don't want to keep the full report from the faculty, that's not the intention. We want to send it all to the faculty, but we wanted to give the provost a chance to be able to respond and include solutions (and a lot of things she's already put solutions in place for just from looking at the items on the survey) before the report was finished. That's another reason why we want to take it to her and have that. We may not ever release all the raw data. Right? That's something that I want her input on and is it going to be useful? That comment I made just a minute ago about the reparations, right? This is documentation of harm ultimately from a cross section in time of the amount of work that TSU faculty are doing for the salaries that are inequitable and we want the Provost council on how to use that appropriately before we put it out, then possibly more council even before them. Does that answer your question?

WJ - I'm trying to remember as a member of his executive committee if we received the full set, and have we reviewed that and made a recommendation. I'm hesitant, given the political climate with the understanding that we are in the midst of a \$2 million forensic audit in preparation for the upcoming legislative session, about releasing internal concerns. Those are going to be, perhaps, misused. I would personally feel better if any dissemination of this, preliminary or final document, occurred after December 30th when the forensic audit is completed, so that this document does not become an element in that forensic audit. Does that make sense?

CG - Yes, and I did not know those details, but something told my spirit that we needed to pause, right? I will say we did submit this to the Executive Committee back in June and we just hadn't gotten a response. This was our plan, our committee, without you even telling us that we knew that we needed to hold this and work on it. But we still have a responsibility to the individuals that fill that survey out to try to get some internal response to fix the problems that we can. This is because we have provost currently that we trust to be able to take this information to and get some internal change, and make sure that we are using the report in a way that's going to help TSU faculty and not hurt to issue faculty. We don't want to put the entire burden of that on the executive committee over the summer. We're all on the same page, I think.

AYS - So that information was given to the Executive Committee and that was going to be my response to you that that document is still with the Executive Committee for a good reason. And we have not decided on that for a good reason. Once the Executive Committee feels comfortable deciding on that and moving that forward, we will do so. And there's reasons behind that and I guess I should have responded to you, Dr. George, so that you would understand why is still at the Executive Committee. Like you said, Dr. Melton has been very proactive in addressing some of the issues that have been included in the report. And Dr. Johnson is right on this point. And I'll just say this, we really must be careful at this point with what gets out there because not all of it is going to be taken in and used in a way in the spirit in which it was done. We don't want to provide additional resources for those who wish to harm rather than help.

CG - Our committee agrees with that and is willing to hold off on that. But our concerns are the commitment to the individuals that filled out the survey and making sure their concerns are addressed, not letting the data get stale, right? not waiting so long that it becomes irrelevant because we put a tremendous amount of work into this and so did the 100 people that took the time to fill that survey out.

AYS - I understand that. However, nothing moves from the Senate out into the public unless it's actually released by the Senate.

GB - I just put the Faculty Senate Standing Subcommittee member list in the chat. That is a working document and reflects the updates we've received from the Dean's currently. So, if

	<p>there's anything on there that you see as a senator is out of date with your representative college, please let me know so I can update it accordingly.</p> <p>CG - Cynthia, I just wanted to be very clear. The document is embargoed, not buried. There is a difference.</p> <p>AYS - I want to say to you that I value the work of every committee that's here. The Senate can't exist without you. Sometimes decisions are made for the best interest of the university. TSU is the lifeline for a lot of people, including everybody who works here. Sometimes there are people who work here who don't really understand that and don't realize that. It's having due diligence and making sure that we do what's best for the institution. I do value everything and Dr. George, I value you, your hard work is appreciated so much. I really do want you to understand that.</p> <p>CG - We understand. Thank you.</p>		
	<p>Faculty Grievance and Appeals Committee (Senator Robbie Cochrum) Nothing to Report</p>		
	<p>Information Technology Committee (Senator W. Bill Johnson) Nothing to Report</p>		
	<p>Nomination and Appointment Committee (VACANT) 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>3:55-4:10 PM Faculty Trustee Report</p> <ul style="list-style-type: none"> • W. Bill Johnson, Trustee <p>Hopefully you had a chance to watch the subcommittees meetings that we had on September 14th. I encourage you to book the November date and pay close attention to what happens in the subcommittee meetings, that's where all the all the details come out. The more engaged you are, the better it is for Tennessee State University. COA is restructuring undergraduate programs, splitting Ag and Environmental Sciences department into four separate departments: Ag Science, Environmental Science, Food and Animal Sciences, and Ag Business and Education. In doing so, they have informed the board that they will be submitting curriculum changes so that each one of those departments ends up hosting a bachelor's degree, a master's degree, and a PhD. It is a big change, but it is a good change. It's a natural change for splitting that, in environmental sciences group into, what it needs to be. Dr Reddy gave a report in the full board meeting on the Tennessee State University UTAG collaborative which and how that works, and you talked about some of the dollars you may have seen. Hope you've seen the national news with the letter from the Secretary of Education and also signed by the Secretary of Agriculture in which it talks about HBCUs and under payment by the states to HBCU institutions and TSU is number one. TSU is listed as the one who is owed the most by its state agency \$2.1 Billion and that is being looked at now. You certainly have seen the president's letter to the faculty as well as lots of press. We think that something good is</p>		

<p>going to happen from that, it is a good move when the feds, without us, do their own math and come up with some interesting information. The backstory of course is the information that they used came from that Department of Agriculture who sends the money to the states, and data from iPads. And so they did not rely on individual state legislature records in any of the states, these are federal reports where they came up with this number. Fall enrollment is 8192, I have 6763 undergrad 1429 for grad school headcount.</p> <p>The university has submitted 2 large land grant funding applications. You may have seen that, if you follow the grants.gov, a \$100 million availability for HBCUs specifically to assist them improving their capacity to achieve R1 and each institution is allowed to submit one application. We have special permission and we have submitted two, that's good for us. Other good news is APIP 2023, the dollar amount you should be receiving on your September 30th end of the month check. Please don't get confused with the bottom-line number of your gross and net because on that check, if you are 9 months, you will also see for the first time your 5.5% pay increase. On the top left-hand part of your check, there will be an indicator that says something like APIP whether you were one of the 63 people who are receiving \$3,000, the 65 people who are receiving \$2,000, or the 55 people who are receiving \$1,000. And so, we are pleased with that. The other good news is this last year 221 faculty members submitted grants this last year. That is good. There are 360 according to our HR department, full-time faculty members with 168 part-time faculty members for a total of 528. Last academic year was the highest number of submissions of grants for the university in the history of the university at 324 grant submissions and yielded just over \$100 million dollars in grants awarded so congratulations to the faculty who submitted. Additionally with APIP, as soon as those checks are cut and they appear on your paycheck, we will then begin the process for modifying the application process for a continuation of APIP to another round of funding (called APIP 2024) and it is going to focus in on Category 2 (increasing visibility in institutional reputation, peer reviewed journal publications and professional presentations) and Category 3 (grant submissions, grants awarded, submissions and awards of patents trademarks, international intellectual property rights and copyrights). Category 1 (teaching overload classes) will not continue in the next version of APIP because it was tied into the end of COVID and the issue and massive influx of freshmen.</p> <p>RTM - I just wanted to go back to the \$2.1 billion. Is that inclusive of the \$500 million that we have the agreement with or is that over and above?</p> <p>WJ - \$2.1 billion is the calculation over the last 30 years. The \$544 million calculation was done internally in the state of Tennessee by Harold Love and his group in the state legislature. This calculation that was done by the Department of Education and the Department of Agriculture is separate and apart. Same element under payment of land-grant monies, but they did not use any state legislative records at all. They use the iPads, federal report data and they used the dollar amounts that they sent to the states.</p> <p>BR - Do we have retention numbers? from first year freshmen?</p> <p>WJ - We do not. We made that request. And we're told that those numbers will be available to us in November.</p> <p>AYS - And just so, you all know, in the Full Faculty form, Dr. Miglietta had mentioned revamping or reviewing the two areas of concern and if you can recall that he talked about giving considerations for service that represented the university (that is outside of what we had put in there), and we told him that was under review of consideration as well for APIP 2024.</p> <p>BR - Do you know if the head count overall is up or down?</p> <p>WJ - It is down from last year. It is the second highest that we've ever been.</p> <p>RTM - And that's head account, not full-time students, right?</p>		
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	<p>WJ - Correct. And so, one of the things that I have asked for and other board members have asked for is breakouts and what was given to us in the Academic Affairs section is head count and FTEs. Those of us that do money know that you can't calculate your income generation off FTEs. You must do it from something else. And that is what students pay for, credit hour productions. We are anticipating in future board meetings, we will be getting full breakouts of retention, headcounts, student credit hour productions both graduate and undergraduate, etc.</p>		
7	<p>4:10- 4:14 PM Treasurer Nominations and Election GB – Reviewed charge of the Nomination and Appointment Committee</p> <p><u>VACANCIES:</u></p> <ul style="list-style-type: none"> • Vacant - Nominations and Election Committee <p>Senator Ghosh self-nominated, there were no additional nominations.</p> <p>Motion: Motion close to additional nominations. Motion passed.</p> <p>Motion: The motion to accept Senator Ghosh as Nominations and Election Chair role. Motion passed.</p> <ul style="list-style-type: none"> • Remaining Vacancies are postponed to the next Faculty Senate meeting. • Vacant - Executive Committee - Treasurer • Vacant - Alumni Relations & Development Committee • Tabled until new senator elected - Library Committee • Tabled - Ad Hoc Post Tenure Review Committee 	CG CG	BR Senator Cynthia Gadsden (SCG)
8	<p>4:14-4:20 PM NIA Grant Update</p> <ul style="list-style-type: none"> • Senator Jason de Koff (JDK), NIA Committee Chair <p>We'll go over this again and in a little bit more detail probably in January. The grant is specifically designed to allow individuals to engage in other types of scholarly activities so that they can do research, or something related to their expertise. The grant will cover full salary and benefits for one semester, or half salary and benefits for two semesters. Everybody will have access to apply to through eLearn site within the shell for the NIA grant. An application itself has places where they need to get signatures from their department chair and their dean, and an abstract of what they're going to be focusing on and writing a plan that outlines specifically what they're going to do and how they're going to accomplish the goals and the objectives that they've outlined. Those that are eligible include those that are tenured, completed seven consecutive years of full-time employment, and haven't received an NIA grant within the last seven years. Applications open February 1st, 2024, and are due Friday March 15th, 2024. Any questions can be directed to me. We had two faculty who received the NIA grants this past round. Dr. Guo who was focusing on documentation and illustration of post pandemic living conditions of economically disadvantaged groups. He opted for the yearlong half salary option. Dr. Williams who was working on a book titled 'Settling the Middle Ground, History of African Americans in Middle Tennessee', and he opted for the full salary for the fall semester. We will be putting this through University Communications January-February.</p> <p>AYS - Please return to your units and let faculty know that the NIA Grant is available and that we're going to be taking applications in the spring so they can start talking to their department chairs and deans about applying. JDK, I think at a October or November meeting maybe we can invite a previous awardee to do a presentation on what they did during their award, because that is a component of the award that they are supposed to present.</p> <p>JDK - Sure, I'll do that.</p>		
9	<p>4:20-4:26 PM Full Faculty Forum Information and Update (September 15th)</p> <ul style="list-style-type: none"> • Senator Guinevere Bennett, Secretary 		

	<ul style="list-style-type: none"> • Senator Artenzia Young-Siegler, Chair <p>GB - The Full Faculty Forum was a success. There were several items that were annotated as areas for improvement, areas that need to be brought up to the executive branch of TSU. Some of the things that were brought up include:</p> <ul style="list-style-type: none"> • academic pay performance incentive pays for service outside of the university that were not included in the original descriptions. • multiple performance pays items so you can submit for more than one in a category. • long-term contracts and funding specifically for people that we're doing research that was going to span across several contract opportunities. • incentive pay and publications this year if it must span this year. • student travel funds specifically for students that were presenting at different conferences, they were looking for some sort of ability to get that covered. • water fountains and bathrooms that are still in need of repair. • freshman convocation. • research presentation costs were addressed again, money through Quincy Quick that should be able to be used for research publication. • late student class attendance was a concern for the quality of the education they're going to be getting. If they are showing up late and missing valuable content and the role of the instructor to bring that student up to current. • performing arts work, specifically work in in for trash removal in the door and parking lot area and some fixes that needed happen in the on the carpet. • class attendance was significantly down and apparently is a significant issue, may be due to the shuttle services. It's a significant concern for the Friday classes where students just aren't showing up. • promotion of faculty presence during student activities including football games as well as clubs and other social gatherings. <p>The next faculty Senate meeting, which is on the third Thursday of each month from 2:40-4:30. All faculty are welcome.</p> <p>AYS - Thank you. Dr. Johnson sent an email back regarding the water fountains and things like that. Remember to put in a work order if anything is going on in your area that needs attention. You've heard them say that individual departments are not going to be charged for work orders that you put in. Also, as far as the shuttle, Dr. Johnson said he wasn't aware of an issue with the shuttle. So anytime there's a student who says that they couldn't get to class because of a shuttle, we are to report that too.</p>		
10	<p>4:26-4:38 Other Business</p> <ul style="list-style-type: none"> • Senator Artenzia Young, Chair • TUFs Meeting September 29-30th <p>AYS - On September 29-30 (next Friday and Saturday) TUFs representatives arrive Friday evening and we will have an event for them, hopefully it'll be here on this campus in the Health Sciences Building. If it's not there, it will probably be here in my building. On the 30th we will be down on the Avon Williams site in the capital dining area. If you want, come by, and say hello to representatives from the other four-year institutions here in Tennessee. I will also be reaching out to some of you because I really want you to come by and say hello and talk to people so they can get to know who we are at TSU.</p> <ul style="list-style-type: none"> • Faculty Senate Constitution and Faculty Handbook Update <p>WJ - It is critically important, as we move forward with a new presidential search, to update our Faculty Handbook tenure guidelines and a potential implementation of a post tenure policy. And so, it would be in our best interest to develop a post tenure policy ourselves before one gets imposed on us. And it would be beneficial for us to also then clean up some of the language in our tenure and promotion guidelines.</p>		

	<p>In the faculty Senate Constitution, we cleaned up a SACSCOC guideline. If you as faculty members would look at the Senate Constitution, we are more than willing to make those corrections, but I think we should focus intently on cleaning up our promotion and tenure guidelines and coming up with some cohesive, post tenure guidelines. There's lots of models out there, some that other universities have used where the faculty controls that activity and some where the legislature controls those activities, and I am guessing that I know which ones you would like us to choose. I will be calling together the Faculty Senate and Constitution Committee to begin work on the 10-year promotion guidelines. And of course, some of the other subcommittees will need to have input on that.</p> <p>AYS - Thank you so much. And it's really the job of the Senate, even though those committees will work to do that. Remember, nothing leaves the Senate, even from committees, until the whole Senate has had a look and a vote on that. So please go through and look at those documents and make suggestions to the Constitution and Bylaws Committee any updates. I know there are a lot of policies that probably need to be implemented and updated in that so make sure that we get those as well.</p> <p>VT - I have 2 comments. One WJ has just addressed. There is a lot of discussion, concerns, and questions about predatory journals, buying out publications and which is impacting tenure unfairly impacting some tenure and I guess the committee will address that. The second comment I have is to the Faculty Benefits Committee, AYS can take a decision on it. Officially TSU does not have a sabbatical policy. I know our benefits Committee has been working on the family leave policy. Do we want to (other universities have a one-year sabbatical where they give the benefits but no salary), do we want to have a sabbatical policy or at least the committee investigate the sabbatical policy, or it will not even be considered? I think, regardless of what the administration says, we can always investigate it?</p> <p>AYS – Previously we were under another administration, there was no such thing as sabbatical. But if we want to look at it now that we have our own governing board, that might be something that we could possibly do if it's not a state mandated thing. WJ it was just our TBR mandate, right?</p> <p>WJ – What this body chose to do, this since we didn't have a sabbatical policy and a funding source for it, is to come up with this non instructional assignment element where you could choose to utilize that sabbatical type activity either as a full year or half year and so the NIA is essentially our sabbatical. VT, what you're talking about is faculty leave without pay but maintaining benefits and those that are better HR experts than me that, without some sort of paycheck, there is difficulty paying the benefits portion. That's why I believe the NIA group chose to include some form of salary. Leave without pay does not maintain your benefits.</p> <p>AYS - Yeah, but we can still ask the community to look at it if that's what we wanted.</p> <ul style="list-style-type: none"> • Approval of 4/20/2023 and 8/24/2023 minutes • Motion to approve 4/20/2023 minutes. Motion passed. • Motion to approve 8/24/2023 minutes. Motion passed. 	<p>WJ WJ</p>	<p>CG SG</p>
	<p>Adjournment Next Faculty Senate Meeting October 19th Next Board meeting November Time: 4:38 PM</p>	<p>WJ</p>	<p>CG</p>

Faculty Senator Attendance:

	Present VOTING	Absent	College	Last Name	First Name	Position	Year Term expires.	Term 1 or 2
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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
	X		EDUCATION	Christian	Beth	Dept. of Ed.& Learning	2025	1
13	X		ENGINEERING	Ghosh	Sagnika	Nomination & Election Committee Chair	2024	1
14		X	ENGINEERING	Habibi	Mohammad		2025	1
15	X		ENGINEERING	Beane	Carlos		2024	1
16		X	ENGINEERING	Keel	Lee	Alternate	2024	1
18		X	COHS	Cochrum	Robbie	HPSS, Faculty Grievance Appeals Committee, Chair	2024	1
19	X		COHS	Pleban	Francis	PH,HA,HS	2024	1
20	X		COHS	Johnson	W. Bill	HPSS, Const and ByLaws, Chair, IT Chair	2024	1
21	X		COHS	Bennett	Guinevere	OT, Secretary	2024	1
22		X	COHS	Brock	Valerie	Alternate	2024	1
23		X	LIBERAL ARTS	Kakoti	George	Criminal Science	2024	1
24	X		LIBERAL ARTS	Anderson	Jill	LLP	2024	1
25	X		LIBERAL ARTS	Gadsden	Cynthia	Art & Design	2024	1
26		X	LIBERAL ARTS	Crawford	Mark	Academic Committee, Chair	2024	2
27	X		LIBERAL ARTS	Russell	Brian	Political Science, Student Appeals Committee, Chair	2024	1
28	X		LIBRARY	Huskey	Julie		2025	2
29	X		LAPS	Young- Seigler	Artenzia	Executive Committee, Chair	2024	2
30	X		LAPS	Okoro	Cosmas		2024	1
31	X		LAPS	Kelly	John		2024	2
32		X	LAPS	Guha	Sujata		2024	1
33	X		LAPS	Tiriveedhi	Venkataswarup	Executive Committee Chair- elect, Research Committee, Chair, Fair Funding Action Committee Chair	2024	2
34		X	PUBLIC SERVICE	Chilton	Kenneth	Professional Devel, Chair	2024	2
35	X		PUBLIC SERVICE	George	Cynthia	Faculty Benefits Welfare Committee, Chair	2024	1
36	X		Past-Chair (NON-MEMBER)	Triplett	Kimberly	Past-Chair	2024	

37	X		Faculty Trustee (NON-MEMBER)	Johnson	W. Bill	Current Trustee	2025	
38			Guest	Johnson	Curtis			
39			Guest	Langdon	Isabella	Executive Director Student Success Center		
40			Guest	Schmeller	Eric			
41			Guest	Jones	Gary			
42			Guest	Melton	Robbie	Provost		
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