

Minutes for the meeting of the Tennessee State University Faculty Senate, 1/15/2015

In Attendance:

Jane Asamani, Education, Teaching and Learning  
Beverly Brown, COHS, Nursing  
Michael Catanzaro, Liberal Arts, English  
Chun-da Chen, Business, Econ and Finance  
Sam Comer, CAHNS, Agricultural Sciences  
Sean Daniels, Liberal Arts, Music  
Jon ? (substituting for Thomas Broyles)  
Sam Comer, CAHNS, Agricultural Sciences  
Sean Daniels, Liberal Arts, Music  
Terrie Gibson, COHS, Speech Pathology  
John Kelly, Engineering, Math and Physics (Secretary pro-tem)  
Lewis Laska, Buisness, Accounting  
Chenping Fen( substituting for Vaidotas Lukosius, Business, Business Administration)  
John Miglietta, Liberal Arts, History etc.  
Rebecca Moore, CPSUA, Social Work  
Kushal Patel, COHS, Public Health  
Nsoki Phambu, CAHNS, Chemistry  
Sachin Shetty, Engineering, Electrical Engineering  
Amir Shirkodaie, Engineering, Mechanical Engineering  
Robert Smith, Criminal Justice  
Tina Smith, COHS, SPTH  
Eric Vogel, Education EDAD  
Artenzia Young-Siegler, CAHNS, Biology

Guests: Dr. Alisa Mosley, Academic Affairs, and Ms. Phyllis Danner, Research and Sponsored programs

Meeting called to order at 2:41 PM with 15 senators in attendance

Item 1: Added discussion item to agenda: Use of Friday for purposes other than research or scholarly activities

Item 2: Dr. Young-Siegler emphasizes that we need to approve the minutes from the last 2 meetings; we will approve the minutes for the November, December, and January meetings at the February meeting.

Item 3: Phyllis Danner is our guest from Research and Sponsored Programs (RSP) to talk about RSPs efforts to improve research participation and funding and to answer questions and concerns. Ms. Danner gives highlights of efforts at RSP, including the funding databases that have been purchased (like Pivot) and the series of professional development presentations that

have been running for academic year 2014 - 2015. We have a new grant writer on contract that can help on large (multi-million-dollar) grants. They are also working on a streamlined approval process to activate an account to spend grant funding.

Questions: Dr. Young-Siegler asked about the new policy that prevents Principal Investigators from dividing up incentive awards among other faculty working on a grant. Ms. Danner shared that Dr. Crumpton-Young decided that the full award should go to the principal investigator as the principal investigator does the most work. The principal investigator can divide up the award personally if they so choose. However, if enough faculty ask to change the policy back it can be changed.

Dr. Shirkodae shared a summary of the work that the research committee has done, with a list of concerns. He would like a meeting with Dr. Crumpton-Young and the research committee to discuss concerns. Release time in particular is a concern; it is noted that Dr. Crumpton-Young is on the workload committee. That committee is working on making release time more transparent and equitable for all faculty.

Dr. Alisa Mosley mentioned that accounting in general is trying to become more transparent and granular – not lumping expenses together in a way that obscures how money is being spent. A particular emphasis for this is examining how departments get release time funding. Dr. Mosley emphasizes that they administration is committed to faculty getting the release time they write into grants.

Dr. Catanzaro brings up the lack of support for travel, both to present research and scholarly work as well as professional development.

Item 4: In the discussion items, since Dr. Mosley is present she is asked about the rules for using Fridays, specifically are there mandatory office hours and is it mandatory that faculty be on campus. She emphasizes that the general goal of the administration is for faculty to have this be useful to them professionally, and not just useful for the department / college. A discussion is had about different messages from Dr. Hardy and Dr. Mosley, and Dr. Young-Siegler requests that policies be put into writing and distributed to all faculty for clarity.

Item 5: The motion on sending modifications of the Department Chair hiring policy to the administration is presented by Dr. Catanzaro. The motion is seconded by Dr. Shirkodae. In discussion, Dr. Vogel asks if the proposal contains a clear time frame for moving from an interim chair to a full chair; Dr. Catanzaro says that there is no specific time line in the proposal. On the vote, all are in favor of the motion with one abstention.

Item 6: The proposal to modify office hours is presented by Dr. Catanzaro. The key element of the proposal is that required in-office office hours are limited to one per course assigned. Other hours can be done via electronic means, or the faculty member can make clear where they are. Laboratories, orientation, and independent study do not count as a course in this definition. A motion is made to present the proposal to Drs. Hardy and Glover; Dr. Young-Siegler motions, and Dr. Vogel seconds. The motion passes unanimously.

Item 7: Vacant committee chairs are voted on; Dr. Broyles is voted to head Academic Affairs. Dr. Robert Smith is voted to head Alumni Relations. Both votes are unanimous.

Item 8: The position of Treasurer is voted upon; Dr. Broyles is the only candidate, and is approved unanimously.

Item 9: A discussion whether to re-schedule Faculty Senate meetings to Friday is discussed. It is noted that such a re-scheduling requires amending the Constitution. A motion by Dr. Shirkodae is made to send the proposal to change the Faculty Senate meeting to Friday to the Constitution Committee. Dr. Catanzaro seconds the motion; the vote is 9 in favor, 8 opposed, and 2 abstentions. The motion passes.

Item 10: Committee reports: The Faculty Welfare committee reports that the faculty salary study has been completed, and it resulted in 6 faculty members salaries being raised to the minimum level for their rank and discipline, with retroactive pay. The paperwork is being modified to make sure faculty are more correctly identified in their discipline. We also discuss updating the current faculty salary schedule, dated 2008, to be current. It would not affect many faculty. Dr. Hardy has also mentioned that he'd like to update the staff salary schedule as well. Dr. Catanzaro brings up another aspect of the work of the Faculty Welfare committee, that we're at or near the bottom of salaries among TBR institutions. Dr. Shirkodae suggests that salaries be adjusted by credentials and other measures, like funded research. Dr. Vogel asks how the administration comes up with the salary schedules, and if they're using good research methodology.

Item 10: Dr. Young-Siegler reminds the Senate that a TBR policy on Faculty Proficiency in Written and Oral English is coming soon.

Item 11: A discussion on student retention plans is held; it is requested that any plans be submitted to the Senate for consideration. Drs. Shirkodae and Kushal recommend that a Senate sub-committee be formed to work on the issue.

The meeting is adjourned at approximately 4:45 PM. The next senate meeting will be held on February 19<sup>th</sup>, at 2:40 PM.