

**Meeting of the Tennessee State University Board of Trustees  
Academic Affairs and Student Affairs Committee Meeting  
June 13, 2019  
Tennessee State University – Main Campus –  
McWherter Administration Building, President’s Conference Room  
3500 John A. Merritt Blvd., Nashville, Tennessee 37209**

**MINUTES**

**Committee Members Present:** Trustees Pam Martin, Richard Lewis, Ali Sekmen, and Braxton Simpson

**Other Board Members Present:** Trustees Deborah Cole, Edith Peterson Mitchell, Joseph Walker, III, and Stephen Corbeil

**University Staff Present:** President Glenda Glover; Laurence Pendleton, General Counsel and Board Secretary; Dr. Alisa Mosley, Interim Vice President for Academic Affairs; Dr. Curtis Johnson, Chief of Staff; Dean Frank Stevenson, Assoc. Vice President of Student Affairs; Horace Chase, Vice President of Business and Finance; Dr. John Cade, Vice President of Enrollment Management; and Terrence Izzard, Assoc. Vice President of Enrollment Management.

**Guests Present:** Lauren Collier, Tennessee Higher Education Commission.

**I. CALL TO ORDER**

Trustee Martin called the meeting to order at 8:31 a.m. on June 13, 2019.

**II. ROLL CALL/DECLARATION OF A QUORUM**

Board Secretary Pendleton called the roll at the committee chair’s request. Trustees Martin, Sekmen, and Simpson were present. Secretary Pendleton announced the presence of a quorum.

**III. APPROVAL OF THE FEBRUARY 21, 2019, COMMITTEE MEETING MINUTES**

Trustee Martin proceeded to the approval of the February 21, 2019, Academic Affairs and Student Affairs Committee meeting minutes.

Trustee Martin moved to recommend to the full Board the approval of the February 21, 2019, Academic Affairs and Student Affairs Committee meeting minutes, as contained in the Board materials for the June 13, 2019, Board meeting. Trustee Lewis seconded the motion, which carried unanimously.

**IV. APPROVAL OF 2018-2019 TENURE AND PROMOTION RECOMMENDATIONS**

President Glover asked Dr. Alisa Mosley, Interim Vice President of Academic Affairs, to provide the report for this item as her designee.

Dr. Mosley commented that pursuant to the TSU tenure policy, tenure eligible faculty members must apply for tenure in their sixth year. A faculty member is required to submit a portfolio of materials in support of their tenure application. The criteria TSU uses to evaluate applicants include quality instruction, research and creative activities, public service and professional activities, and potential for professional growth.

Dr. Mosley informed the committee that the University reviews the tenure candidate's portfolio at several levels, including at the departmental, college, and University levels. The Vice President for Academic Affairs and the President must ultimately approve the applications. The comprehensive tenure review and approval process, as well as the list of those recommended for tenure, are included in your board materials.

Dr. Mosley noted that the tenure process took on a different form this year in that it was totally electronic. She informed that this new process was very successful and that this new model will be adopted. She informed that there were two separate processes, one for tenure and another for promotion.

Dr. Mosley also pointed out that during this tenure review period, fourteen (14) tenure eligible faculty members applied for tenure. President Glover is recommending all fourteen tenure applicants for tenure, as she has determined that the fourteen faculty members met the condition for tenure.

Dr. Mosley added that with respect to faculty promotions at TSU, individual faculty members may apply for promotion upon completion of the required years in rank. A tenured or tenure-track faculty member becomes eligible to apply for promotion when he or she has achieved the required years in rank and meets the defined qualifications for the various faculty ranks, which are assistant professor, associate professor, and professor.

Dr. Mosley explained that although an application for promotion is not required, faculty members at the assistant professor level generally apply simultaneously for promotion to associate professor at the time they are required to make application for tenure. Those faculty members who are at the associate professor level generally apply for promotion to professor after five years of service at the associate professor level.

Dr. Mosley continued to explain that to apply for promotion, a faculty member must prepare a portfolio containing evidence of the faculty member's teaching, research, and service since his or her last promotion at TSU. The specific evidence requested include quality instruction, research and creative activities, public service and professional activities, and potential for professional growth.

The University reviews the candidate's portfolio at several levels, including at the departmental, college, and University level. The Vice President for Academic Affairs and the President must ultimately approve the applications. The comprehensive promotion review and approval process, as well as the list of those recommended for promotion, are included in your June 13, 2019, board materials.

Dr. Mosley stated that twenty-two (22) faculty members applied for promotion. President Glover is recommending eighteen (18) faculty members be promoted. The proposed implementation date was set for August 2019. Eighteen (18) faculty members were recommended for promotion.

Dr. Mosley also reminded that Pursuant to the FOCUS Act, the Board's Bylaws, and the Board's Delegation of Authority to the President Policy, the Board must approve promotion recommendations.

Trustee Lewis expressed concern as to why the additional four (4) faculty members were rejected from promotion. Dr. Mosley explained that there were several factors influencing the decision, especially if the scholarship was not where it should be and that the faculty needed to substantiate their contribution to the field.

Trustee Sekmen added to the concern by asking if the rejection was at the college level or a higher level. Dr. Mosley explained that the decision was dependent on several factors, namely if the faculty did not make significant progress. She added that one applicant was rejected at all the levels, while another appealed, and it was overturned.

Trustee Mitchell was interested to know what percentage of faculty was tenured and how did that number compare to other Tennessee institutions and other HBCUs. Dr. Mosley explained that we had a very stable faculty where approximately 80% was tenured and that many faculty members who were at the Associate Professor level were being encouraged to go for full Professorship. She expressed concern that very soon we will experience a large turnover in one particular college, due to impending retirements. She pointed out that this trend was taking place at other HBCUs as well.

Chair Martin moved to recommend to the full Board that the report on 2018-2019 Tenure and Promotion recommendations, as presented in the Board materials for June 13, 2019 Board meeting, be approved. Trustee Lewis seconded the motion and the motion carried.

## **V. APPROVAL OF THE OFF-CAMPUS DUAL ENROLLMENT ACADEMIC PROGRAM WITH CLARKSVILLE – MONTOMERY COUNTY SCHOOL SYSTEM**

President Glover designated Dr. Mosley, Interim Vice President of Academic Affairs to provide the report for this item as her designee.

Dr. Mosley informed the committee that Kenwood High School, which is part of the Clarksville-Montgomery County School System, had chosen to expand their dual enrollment program to include TSU. They were particularly interested in the expanding within the STEM fields, i.e. Engineering, Health Sciences and Agriculture.

Dr. Mosley explained that TSU has identified the areas of Engineering, Computer Science and Health Information Management in which to offer its introductory courses. As specified in the June 13, 2019 Board materials, these courses will be offered using various delivery methods. Two of the courses will be available online, and two will be offered in a hybrid format, combining face-to-face and online delivery.

Dr. Mosley assured the committee that TSU will seek approval from Austin Peay, Nashville State Community College and the Board of Regents, before moving forward. President Glover assured everyone that TSU will stay with the boundaries as mandated by the State.

Trustee Mitchell was concerned if there will be any military involvement. She specifically asked about the National Guard or Veterans who might be included in the program. She stated that many states are teaching the National Guard students on the bases or online and mentioned that we here in Nashville had a tremendous opportunity since Tennessee had one of the largest bases for the National Guard, not only in the State but also the Country.

Dr. Mosley responded that TSU did receive a grant from THEC and will be developing some initiatives. We are investigating the area of credit transfers. She pointed out that we do have a student organization campus that meets regularly and they will be working with Veterans and the National Guard on different strategies.

Chair Martin moved to recommend to the full Board the approval of the Off-Campus Dual Enrollment Academic Program with Clarksville – Montgomery County School as presented in the Board materials for June 13, 2019 Board meeting. Trustee Lewis seconded the motion and it was carried.

## **VI. APPROVAL OF THE REVISED ACADEMIC PROGRAM – CURRICULUM MODIFICATION FOR THE PHD PROGRAM IN ENGINEERING**

Chair Martin announced the next item on the agenda is the approval of specified curriculum changes in the PhD program in the College of Engineering and asked President Glover and her designees to provide pertinent information related to this agenda item.

Dr. Mosley informed the Committee that Pursuant to TSU's New Program Development policy, which includes revised programs, academic departments may seek the creation of a new academic program or the revision of an existing program by initiating an internal review process. Dr. Mosley explained that we did had a Computer Systems Engineering Degree which was very narrowly focus. She added that this new degree would help enhance our diversity. The submission proposes curriculum changes to the Ph.D. program in Engineering and Computational Sciences. Since the start of the program in 2002, technology and workforce demands have changed.

Dr. Mosley also indicated that these changes will provide for better alignment of the Ph.D. program with the master's programs in the college. The changes include the addition of technical/specialty areas based on the industry needs.

She added that the proposed changes to the Ph.D. curriculum include the addition and removal of courses and concentrations. The modified curriculum provides advanced knowledge and research in the following concentration areas: (1) Engineering Systems and (2) Computational Sciences. The modification will produce a diverse and talented cadre of engineers and computational scientists that will make a global impact through scholarly inquiry and cutting-edge research. Dr. Mosley also added that the curriculum had been through all the levels of approval, i.e. the department, the college and the university. THEC was still pending but she was hoping to start

this Fall and stated that regarding curriculum modifications, the THEC approval process is generally just a notification.

Dr. Sekmen stated his agreement with this new program and the fact that now the research faculty of College of Engineering can be a part of the program.

Chair Martin moved to recommend to the full Board the approval of the specified curriculum changes in the PhD program in the College of Engineering, as contained in the Board materials for the June 13, 2019, Board meeting. Trustee Sekmen seconded and the motion carried.

## **VII. APPROVAL OF ACADEMIC PROGRAM NAME CHANGE – AERONAUTICAL AND INDUSTRIAL TECHNOLOGY**

Chair Martin introduced the next item on the agenda for approval as an Academic Program name change involving the current Aeronautical and Industrial Technology program. She asked President Glover and her designees to provide pertinent information related to this agenda item.

Dr. Mosley stated that the name change will allow the department to update its programs and be more aligned with the other programs in the accrediting body, the Association of Technology, Management and Applied Engineering (ATMAE).

Chair Martin recommended to the full Board the approval of the change of the name of an academic program in the College of Engineering from Aeronautical and Industrial Technology to Applied and Industrial Technologies, as contained in the Board materials for the June 13, 2019, Board meeting. Trustee Lewis seconded and the motion was carried.

## **VIII. APPROVAL OF OFF-CAMPUS ACADEMIC PROGRAM SITES – MOTLOW STATE COMMUNITY COLLEGE AND NASHVILLE STATE COMMUNITY COLLEGE**

President Glover designated Dr. Mosley, Interim Vice President of Academic Affairs to provide the report for this item as her designee.

Dr. Mosley shared that due to the success of the partnerships with Community Colleges, TSU is proposing to expand its service area to include Nashville State Community College (NSCC), specifically the Southeast campus. TSU is also proposing to expand its service area to include Motlow State Community College (MSCC) McMinnville campus. The campus is located in McMinnville, Tennessee, which is about eighty miles from TSU.

Dr. Mosley stated that President Michael Torrence reached out to us due to the rising activity in McMinnville. Mechatronics is the fastest growing field of study at MSCC. Over a recent four-year period, the program grew by five times the number of students. This vision developed into the degree completion program offered by the TSU Aeronautical & Industrial Technologies (AIT) department.

Dr. Mosley continued to say that we have developed a 2x2 degree program with MSCC and we are looking forward to starting the first cohort this Fall upon approval. More than 100 students

participated in an ‘interest’ workshop. She pointed out that we are still investigating ways to be more engaging with NSCC. Possibly with the Hospitality and Tourism programs.

Chair Martin moved to recommend to the full Board the approval of off-campus academic program sites at Motlow State Community College and Nashville State Community College, as contained in the Board materials for the June 13, 2019, Board meeting. Trustee Lewis seconded the motion and it was carried.

#### **IX. APPROVAL OF ACADEMIC CERTIFICATE PROGRAM: ONLINE EDUCATIONAL TECHNOLOGY LEADERSHIP**

Chair Martin stated the next item on the agenda is the approval of an online Graduate Certificate in Educational Technology Leadership. The June 13, 2019, Board meeting materials contain information regarding this agenda item.

President Glover called on her designee Dr. Mosley, Interim Vice President of Academic Affairs, to provide the report for this item as it pertains to this agenda item.

Dr. Mosley explained that the College of Education Department of Teaching and Learning are proposing to offer an online graduate certificate in Educational Technology Leadership. This certificate is designed to promote advocacy and awareness of digital literacy and current trends and issues influencing the appropriate integration of technology in education; along with leveraging the innovations in emerging technology as a means of conveying new ideas for the 21st digital workforce.

In addition, the proposed certificate is designed to incorporate the basic concepts and curriculum of “Everyone Can Code and Everyone Can Create” in preparedness of smart mobile emerging technologies of A.I. (artificial intelligence), mixed reality (virtual and augmented realities), wearable and nanotechnology for immersive learning and training.

Dr. Mosley also explained that at the moment we had a group being trained in Houston on how to teach the coding course. She indicated that the group was made up of representatives from the Nashville Public schools, Community Colleges and TSU.

Dr. Mosley pointed out that with the approval, this Certificate program will be available this Fall. Dr. Sekmen inquired about having a partnership with Metro regarding teaching AP classes. Dr. Mosley assured Dr. Sekmen that TUS already had a Dual Enrollment partnership with Metro Schools. She also stated that regarding the team being trained in Houston, one member was in administration with Metro Schools.

Dr. Glover added that TSU will be the lead HBCU with the course ‘Everyone Can Code and Everyone Can Create’. She expressed her excitement at the fact that so many people / schools are interested. We hosted a summer camp for girls “All Girls Can Code” and other groups were not far behind.

Dr. Sekmen noted that he had 130 middle school students interested in Computer Science and was on the 2<sup>nd</sup> year of a grant from Verizon.

Dr. Mosley emphasized that it was a wonderful opportunity teaching students how to also create. She marveled at the level of contribution that this was positioning TSU to make to the region.

Chair Martin moved to recommend to the full Board the approval of an online Graduate Certificate in Educational Technology Leadership, as contained in the Board materials for the June 13, 2019, Board meeting. Dr. Sekmen seconded the motion and it carried.

#### **X. APPROVAL OF INACTIVATION OF THE SCHOOL OF PSYCHOLOGY CONCENTRATION OF THE M.S. SCHOOL OF PSYCHOLOGY PROGRAM**

Chair Martin announced the next item on the agenda - the approval of the inactivation of the School of Psychology Concentration of the M.S. School of Psychology Program. She asked President Glover and her designees to provide pertinent information related to this agenda item.

Dr. Mosley stated that the Psychology Department has only one faculty member with a degree in School Psychology. This is not sufficient to staff courses, chair theses, and adequately support students in the School Psychology Concentration of the MS Psychology program. There are no longer any students in this concentration.

Dr. Mosley added that the state of Tennessee requires school psychologists to have either an Ed.S. or doctorate. Therefore, the School Psychology Concentration of the M.S. Psychology program does not prepare students for a career as a school psychologist, and many alumni have reported challenges with securing employment after earning this degree. Students would be better served by directly entering an Ed.S. program or pursuing a Master's degree in another area.

Chair Martin then moved to recommend to the full Board the approval of the inactivation of the School of Psychology Concentration of the M.S. School of Psychology Program, as contained in the Board materials for the June 13, 2019, Board meeting. Trustee Lewis seconded the motion and it carried.

#### **XI. APPROVAL OF CHANGE IN ELIGIBILITY REQUIREMENTS FOR THE 250 MILE RADIUS TUITION RATE PROGRAM**

Chair Martin stated the next item on the agenda as the approval of a change in the eligibility requirements for the 250-mile radius tuition rate program. She then asked President Glover and her designees to provide pertinent information related to this agenda item.

Dr. Mosley explained that Tennessee State offers a 250-mile radius tuition rate based on the location of where the student graduated high school. This criterion ignores potential students who are permanent residents of counties within that catchment.

Dr. Mosley stated that we were seeking a modification to this criterion for our graduate students. The distinctions were:

Current Language

Graduated from an eligible high school located in a county within a 250-mile radius of Nashville, Tennessee.

Modified Language

Must have a verifiable permanent address that is located within a county that is within a 250-mile radius of Nashville, Tennessee.

Dr. Sekmen asked why not used 'OR' in the language.

Secretary Pendleton suggested that 'OR' be added to the current language.

After a brief discussion, it was decided that the modified language as contained in the Board materials dated June 13, 2019, will be added to the current eligibility requirements.

Chair Martin moved to recommend to the full Board the approval of a modification in the language to add to the current eligibility requirements for the 250-mile radius tuition rate program, as contained in the Board materials for the June 13, 2019, Board meeting. Trustee Sekmen seconded the motion and it was carried.

## **XII. REPORT ON SACSCOC TEN YEAR ACCREDITATION REVIEW**

Chair Martin announced that the next item on the agenda is the Report on SACSCOC (Southern Association of Colleges and Schools Commission on Colleges) Ten Year Accreditation Review. The materials for this agenda item are included in the materials for the June 13, 2019, Board meeting.

President Glover asked her designees to provide pertinent information related to this agenda item. This is an informational discussion item, so no vote is required.

Dr. Mosley stated that we were in the middle of the 3<sup>rd</sup> year draft and that we were moving with speed towards the September 10<sup>th</sup> deadline. She added that assistance was enlisted from a former VP of SACSCOC and that everyone was committed to the process.

Trustee Lewis commented that we can learn from our past mistakes since we now know what the problems were 8 years ago and did not want us to have a repeat. Dr. Mosley responded that having read the report, she noted that the past problems stemmed from not having documentation and not having evidence. She indicated that this issue should not be a problem again since she has been requesting documentation on everything.

Chair Martin thanked President Glover and Dr. Mosley for the report.

## **XIII. REPORT ON FACULTY RETENTION**

Chair Martin announced the next item on the agenda is the report on faculty retention. The materials for this agenda item are included in the materials for the June 13, 2019, Board meeting. Chair Martin also noted that Trustee Sekmen would like to speak to this agenda item.

Chair Martin asked President Glover and her designees to provide pertinent information related to this agenda item. She stated that she would then permit Trustee Sekmen to speak to this agenda item, and then open the item up for discussion. This is an informational discussion item, so no vote is required.

Dr. Mosley informed of the University's retention strategies as follows:

### Current Retention Strategies

Our university has invested in faculty retention through the following methods:



- Faculty travel
- Reduction of mandatory office hours
- Mini-research grants
- Introduction of faculty sick leave bank
- Professional development seminars in pedagogy and research proposals
- Professional development seminars in advising
- Non-instructional assignments where faculty are released from courses for one or two semesters
- Shared governance
- Stop the clock policy
- Projects to reduce institutional barriers (ex. University policies)

Dr. Mosley added that faculty could work with college deans to obtain workload adjustments to focus on projects that will advance research. Through the School of Graduate and Professional Studies, she noted that TSU has funded graduate assistantships to assist faculty in their teaching and research.

#### Review of Future Retention Strategies

- Develop a Faculty Climate Committee
- Conduct surveys to measure job satisfaction
- Connect faculty to campus resources both within and outside the department or school

Dr. Mosley stated that we periodically review our compensation structure with the Faculty Senate. With the past three Senate administrations, salary continues to be a commitment as the cost of living in middle Tennessee increases. The initial review resulted in the President's mandate of floor adjustments for hourly employees and base pay increases for faculty at the assistant professor's level. During the 2019-2020 academic year, we will again review our ranges to ensure we are making every effort. We have extraordinary faculty members who positively contribute to our university and society. The success of our faculty positively impacts our university.

Dr. Sekmen iterated some concerns which were mentioned at the Faculty Senate meetings. He mentioned the letter which was recently sent out to all faculty asking them to prioritize their department members. He addressed salary concerns and suggested that there by 'start-up packages' for professors. He also mentioned that faculty should be able to supplement their salary from research activity.

Chair Martin asked if this matter was discussed with President Glover. She suggested that the Board not make decisions without first meeting with each department. She also suggested that Dr. Sekmen should meet with President Glover and each department before any decision is made.

President Glover stated that she recognizes the need to have quality faculty and will look at ways in which to enhance their salary.

Trustee Corbeil added that salary surveys and employee satisfaction surveys was a ‘best practice approach’ according to the private sector.

Dr. Mosley suggested that Dr. Sekmen should meet with her and further discuss. Trustee Lewis stated that this was all within reach and that the parties needed to meet and bring back the report to the Board.

Chair Martin thanked President Glover, for her team’s presentation, and thanked Trustee Sekmen for his comments and insights.

#### **XIV. ACADEMIC AFFAIRS REPORT**

Chair Martin announced the next item on the agenda as the Academic Affairs Report. Information regarding this Academic Affairs and Student Affairs Committee agenda item is included in your board materials.

Chair Martin asked President Glover to provide pertinent information related to this agenda item. This is an informational discussion item, so no vote is required.

President Glover deferred to Dr. Mosley to provide the report as her designee who then explained the following: Regarding new Academic Program(s), Tennessee State received THEC approval to offer a B.S. in Public Health, beginning Fall 2019. The new degree will address the demand for public health professionals. Our program emphasis is in health promotion and disease prevention. In order for health care professionals to perform their jobs optimally, they must understand and embrace public health as they practice their profession. This program will also serve as a pipeline for our Master of Public Health program.

Report on Ten Year Accreditation Review, Dr. Mosley explained that two drafts have been submitted to the consultant. Work has centered on collecting evidence to demonstrate compliance. In addition to the reports, the reaffirmation process includes extensive evaluation of compliance by an off-site peer review (September 10, 2019), an on-site peer review (March 30-April 1, 2020), and the final review by the SACSCOC Board of Trustees.

Dr. Mosley updated on Dean Searches for College of Education there have been Interviews of two candidates in June 2019 and for the College of Health Sciences there were Interviews of three candidates in June 2019.

Dr Mosley continued to report on Discipline-Specific Accreditation and stated that Tennessee State University has the following updates with respect to its discipline-specific accreditation efforts:

<b>Discipline and Visit Date</b>	<b>Accrediting Agency</b>	<b>Status</b>
Psychology (Doctoral level)	American Psychological Association (APA)	Full approval – Next visit in 2028

Physical Therapy	<i>Commission on Accreditation in Physical Therapy Education (CAPTE)</i>	Awaiting Board decision in the Fall 2019 semester; no findings by the onsite visit team
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Chair Martin then thanked President Glover, for her team’s presentation.

**XV. REPORT ON THE ACADEMIC CALENDAR**

Chair Martin opened the next item on the agenda, the report on the 2019-2020 academic calendar. The materials for this agenda item are included in the materials for the June 13, 2019, Board meeting.

Chair Martin asked President Glover and her designees to provide pertinent information related to this agenda item. This is an informational discussion item, so no vote is required. President Glover reported on this item as reflected in the Board materials dated June 13, 2019 on pages 164 and 165 of the Board materials.

Chair Martin then thanked President Glover, for her team’s presentation.

**XVI. STUDENT AFFAIRS REPORT**

Chair Martin introduced the next item on the agenda as a Student Affairs Report. Information regarding this Academic Affairs and Student Affairs Committee agenda item is included in your board materials.

Chair Martin asked President Glover to provide pertinent information related to this agenda item. This is an informational discussion item, so no vote is required. President Glover referred to this item as reflected in the Board materials dated June 13, 2019 starting on pages 168 through 170.

President Glover then asked Associate Vice President / Dean Frank Stevenson to add to this report. He proceeded to highlight the fact that there have been significant improvements made on behavior regarding conduct. He stated that drugs for resale had declined 98%.; there was overwhelming decline in weapon use on campus; according to the TBI report TSU experienced the largest decline in incidents of all college campuses in the state; the zero tolerance policy eliminated repeat offenders; TSU is national model for creating student leadership opportunities. Dean Stevenson commented on other initiatives being conducted. They can all be found in the Board materials from pages 169 through 170.

Trustee Simpson added that we also implemented the Freshman Innovation Council, which provided an additional opportunity for student leadership.

Trustee Cole commented that we should find a way to expose these initiatives to the community. Trustee Lewis stated that our Public Relations team at TSU should be doing this now.

## **XVII. ADJOURNMENT**

Chair Martin asked if there was any additional business? Seeing none, she then recommended a motion to adjourn the meeting. Trustee Lewis seconded the motion, the motion carried, and the meeting was adjourned.