

**Meeting Minutes**  
**Faculty Senate Meeting**  
**Thursday, September 17, 2020**  
**2:40pm-5:00pm**  
**Zoom Meeting\***

*\*Recorded meeting and is developed from the handwritten notes. Meeting Minutes taken by Senator Chakraborti-Ghosh, Secretary.*

Welcome!-Senator Triplett, Chair called the meeting to order (2:40 pm)

- August 27th meeting minutes was opened for discussion because no questions, comments was sent to the Secretary prior to Sept. 17<sup>th</sup> meeting.

Senator Amy Subulkin raised a question regarding the multicourse online delivery status.

Curriculum Committee chair confirmed that the multicourse on-line delivery proposal was submitted on July 30, 2020 to Academic Affairs, and was approved by Provost Harris. Correction was made in the revised minutes. With that note, a motion was taken for approval by Senator Chair Kimberly Triplett, seconded by Senator Chair-Elect Young -Siegler. Revised Meeting Minutes was uploaded on Faculty Senate website by Web-master Dr. Jemal Gishe.

- **2:50-2:55pm Standing Committee. An updated list was emailed out to all senators on September 27<sup>th</sup> morning.**
- **2:55-3:20pm: Board of Trustee representative Dr. Ali Sekmen provided a detailed report regarding the finances and reserves funds.**

1. As per his report, Head Count (HC) enrollment was up to 3.9%; Tuition and Fees are down by 8.6%; FTE changes cannot justify this decline; No Tuition Fees increase for the 2020-2021. He suggested the planning should be strong.
2. Mr. Horace Chase, VP of Budget and Finance stated that possibly \$12.3 M needs to be used from reserve, which will decrease the current from \$68 M to \$56 M
3. We are currently at critical point 0.1, but it will go down more.
4. Concerns: TSU is heavily representative on Administrative positions. 10% administrators compared to 5% of other LGIS. Even though they are twice our size, but the administrators are twice in number at TSU. That needs to be addressed for cost saving
5. He expressed the concern on international student's enrollment declined due to the delay of their transcript analysis based on President Trump's current foreign students enrollment policy.
6. Question was made by Senator Boadi: When and how the budget plan, and financial situation will be addressed?
7. He suggested to have a strategic plan needs to be developed with all members of the faculty senate to address these issues. Not just President or VP of Academic Affairs as it was done previously for SACSCOC.

8. Senator Boadi: Dr. Heffner did not have the enrollment issue. Is it possible to revisit his plan?
9. Question was asked by Senator Charles: Previously we were told that Board will not approve the use of reserve. But now the university using \$12 millions from the reserve funds. Is there any reason for sudden change?
10. Ans. by Dr. Sekmen: University has a freedom to overrule board's policy considering the financial situation.
11. Question by Senator Charles: As per President Glover's comment, "the university is in good financial health." Can you explain?
12. Response by Dr. Sekmen: this question needs to be answered by Mr. Horace Chase, VP of Business and Finance.

- **3:20-3:50pm University Budget Update**

- a. The common practice is proposed budget is submitted for July 1- June 30<sup>th</sup> fiscal year, and it is revised in October.
- b. TSU received \$5 M from the state for maintenance in January 2020; Then COVID fund came for \$7.3 M; then the State funding for maintenance was decreased
- c. Assessment on Electricity will cost \$11 mil for 4 years project; Only \$5 M is approved; President is trying to get money from other sources.
- d. During Pandemic all HBCU received funding which has been used not just for instruction only, but for the scholarship for the students who qualified. Operation budget was cut, but funded more scholarship to increase enrollment.
- e. Question was asked again by Senator Charles: Previously we were told that Board will not approve the use of reserve. But now the university using \$12 millions from the reserve funds. Is there any reason for sudden change?

Response by Mr. Chase: 70% salary benefit; 30% operating budget. University spent more than original revenue. Therefore they will take money from reserve if necessary. There is no policy change. Board can say not to use, but institution makes the decision as needed.

f. Administration made the decision of where and how to spend the funds.

g. Senator Charles: any projection made on what the deficit will be?

Response: Not yet

h. Senator Philips: As we have been informed about the enrollment decline effected on the budget, is there any plan for enrollment increase?

Response: At present, the priority is to reduce the cost because the revenue is not increasing.

i. Question made by Senator Bekele: is there any plan for closing programs or furlough?

Response: The First plan is to look at the VESP and how it is impacting the cost saving, then will look at other plans.

- **3:50-4:20pm Discussion on Salary Inequality**

1. Concerns raised by Senator Quick: New hires salary versus existing faculty in Biology Department. Three new hires; new assistant professor is getting higher salary than a tenured associate professor, in spite of the academic merit. No communication is done withing the department or college. Higher administration needs to address this issue

2. Senator Chair Triplett mentioned that President wanted to address this issue, but due to COVID situation, the issue is stalled for the time being. As the President mentioned at the fall 2020 Faculty and Staff Institute she will revisit this issue at a later time.
3. Comment made by Dr. Sekmen: The salary for new hires is decided based on the current competitive salary rate to get the best candidate. But it has never addressed the salary inequality issue of the existing faculty salaries. It's a big concern, really needs to be addressed by Faculty senate and onwards.
4. Question by Senator Young Siegler: What is point of having a salary schedule, when we do not follow it?  
Response: Valid points. Talked to Ms. Linda Spears. Addressed the comparative salary planning. CP looks at salary plan for all disciplines. Some just like being at TSU regardless of salary inequality. Plan will not change overnight.
5. Question by Senator Quick: If I bring Grant money, but my salary is lower than new faculty, that's an insult to me.  
Response: Extra service pay in the summer is adjusted with the salary. 50% of 9 months salary with extra research funds
6. Question: Administration makes changes in new salary without adjusting the existing faculty salaries  
Response: It needs to be addressed
7. Senator Boadi: Faculty Benefit and Welfare Committee needs address this issue and will work with Senator Quick's Proposal.
8. Senator Tiriveedhi: The selection process was extremely biased. The salary was 40% higher than the recommendation. The selection committee was not involved in the decision making process. The inequality is an insult.
9. Senator Young-Seigler: The salary inequality is always an issue at TSU but has never been addressed
10. Motion was made by the Senator Chair Triplett to move the discussion to the Faculty Benefit and Welfare Committee to address this issue and come up with plan comparing the salary with other institution. Seconded by Senator Brown. Senator Quick and Tiriveedhi will add their note to the plan
11. Senator Boadi: The Faculty Benefit and Welfare Committee should address the salary inequality, and enrollment issue and make suggestion to the budget committee.

The voting was conducted: 26/29 voted. Geoffrey Burks didn't Vote. Senator Sibulkin abstained.

- **4:20-4:40pm Paid Family Leave to Full-Time Employees Proposal (copy was emailed out)**

Drs. Andrea Ringer and Learotha "Lee" Williams, College of Liberal Arts

1. Qualification: Primary Care Giver
2. Governor Lee's State policy: 12 weeks
3. Comparable policies:
  - Memphis: 6 weeks paid paternal leave (2017)
  - Austin Peay: 6 weeks paid paternal leave (2018)

- North Carolina A & T: 8 weeks paid paternal leave
- University of Missouri System: 12 weeks paid paternal leave

Time of recovering

- Mild cases: 3-4 days
- Severe cases requiring ICU: 2-3 weeks
- Recovering with Organ, heart failures, muscle weakness, mental health issues

4. Medical Cost July 2020

- Without insurance out of NW approximately \$45,683 for ages 51-60; with insurance \$24,012 maximum. Lowest \$17,094 for ages 70 and above
- Ages 23-30: \$34, 662

Question

Dr. Williams: why do we need this?

1. Because the family medical policy is not sufficient to cover the leave time and care.
2. HBCU get many faculty from the vulnerable group

Question by the Senate Chair Triplett: Does this proposal include the staff senate?

Response: Dr. Williams, No, but could be included for all.

Comments: Senator Sibulkin—Totally in favor of this proposal. But it could create a cost issue.

Response by Dr. Ringer: No cost involved. On the contrary it could

- Reduce Employee turnover
- Attractive in front end

Comment by Senator Sibulkin: Should be explained in the cost issue more comprehensive way.

Comments by the Senate Chair Triplett: What do you want the Faculty Senate do?

Response by Dr. Williams: consider the proposal approve and send it AA to make it as a university policy. May be it could be submitted to welfare and benefit committee. Perhaps it could be submitted to them with detailed explanation

Senate Chair Triplett: Do we need to vote on this?

Senator Young Seigler: We could send it with no objection. Will get back when the Faculty Benefit and Welfare Committee comes back with detailed explanation of the proposal from Drs. Andrea Ringer and Learotha “Lee” Williams, College of Liberal Arts.

## **New Business & Adjournment**

- ▶ Implementation of Amendments 1-5 were approved on August 26, 2020.
  - ▶ Amendment Six is still under review by Administration until the deadline of Friday, October 2, 2020. Will keep everyone posted.
  - ▶ Will need to include the approved Amendments to our Constitution and upload it on our website.

- ▶ Will forward task over to the Constitution and Bylaws Committee to prepare Constitution for website.
- ▶ Implementation of Revised 2020 Faculty Handbook.
  - ▶ It was submitted to the Managing Executive Director Institutional Effectiveness, Research Planning and Assessment on Friday, August 28th, and approved by Administration on Sunday, August 30th, and will be included in SACSCOC Report. The SACSCOC Report will be submitted prior to the deadline of September 30<sup>th</sup>.
  - ▶ Will need to upload our Revised 2020 Faculty Handbook on our website and archive our 1989 Faculty Handbook.
- ▶ Intellectual Property Policy
  - ▶ September 3<sup>rd</sup> Faculty Senate sent out an electronic copy of Intellectual Property Policy to faculty university-wide for review and comment.
  - ▶ September 3<sup>rd</sup> -8<sup>th</sup> Review and comment period
  - ▶ September 10<sup>th</sup> the Research Committee (Chaired by Senator Venkataswarp Tiriveedhi) met to discuss faculty comments
  - ▶ September 11<sup>th</sup> Senator Tiriveedhi submitted the committee's report to Dr. Triplett, then Dr. Triplett submitted to Dr. Frances Williams, VP of Research and Sponsored Programs on Friday, Sept. 11th.
- ▶ Update: Intellectual Property Policy
  - ▶ The Report on the Intellectual Property Policy from our Research Committee is under review by University Counsel and VP of Research and Sponsored Programs. The two offices will meet to discuss the report and will keep Faculty Senate posted.
  - ▶ Senator Venkataswarp Tiriveedhi will present at the next Faculty Senate the report on the Intellectual Property Policy from the Research Committee.
- ▶ Non-Instructional Assignment (NIA) Grant Committee
  - ▶ If you have not submitted two faculty members from your colleges to serve on the NIA Grant Committee to Senator Jane Jackson (jsjackson@tnstate.edu) then please do so by next week.
- ▶ Other:
 

Senator Jane Jackson announced that Title III grant has opened a section on e-Learn for students to gain information on Section 12.6 in SACS regulation to increase awareness on debt management.

Meeting adjourned at 5:03 pm.

There were 29 faculty senators present along with Past-Chair Dr. Geoffrey Burks, Faculty Trustee Dr. Ali Sekmen, and presenters: Horace Chase, VP of Business and Finance and Drs. Ringer and Williams, Jr. from the College of Liberal Arts.

#### List of Attendees

<b>Faculty Senate Attendees:</b>		
	<b>Last Name</b>	<b>First Name</b>
1	De Koff	Jason
2	Khanal	Aditya
3	Fleming	Rita
4	Dennis	Samuel

5	Jolayemi	Joel
6	Jackson	Jane
7	Flott	Phyllis
8	Chakraborti-Ghosh	Sumita
9	Sibulkin	Amy
10	McCurry	Charles
11	Fasoro	Abiodun
12	Al Nasr	Kamal
13	Brown	Charles
14	Charles	Derek
15	Gishe	Jemal
16	Raynes	Edilberto
17	Smith	Karen
18	Klomegah	Roger
19	Phillips	Elaine
20	Crawford	Mark
21	Bekele	Gashawbeza
23	Sloss	Angel
24	Young-Seigler	Artenzia
25	Boadi	William
26	Kelly	John
27	Quick	Quincy
28	Tiriveedhi	Venkataswarup
29	Triplett	Kimberly
<b>Non-Faculty Senate Members:</b>		
	Burks	Geoffrey
	Sekmen	Ali
<b>Guests:</b>		
	Chase	Horace
	Ringer	Andrea
	Williams, Jr.	Learotha