

Virtual Full Faculty Forum
Hosted by Faculty Senate of the Tennessee State University
Friday, January 22, 2021
10:00am-12:00pm

Minutes taken by Senator Karen Smith, Secretary.

		Speaker	Topic
I.		Dr. Triplett	<p>Meeting Called to Order</p> <p>Housekeeping items for handraise with Dr. Dennis to call upon you and chat comments are to be read by Dr. Fleming or Dr. Young-Seigler</p> <p>General meeting agenda explained</p> <ul style="list-style-type: none"> • Welcome and Purpose of the full faculty forum • Nominations for Trustee to the TSU Board of Trustees: information from Dr. Charles Brown, Chair of Nominations and Appointment Committee • Dr. Sekmen will not be joining us this morning and he will be a good resource about his experience as our first faculty trustee. Dr. Brown will be able to answer any questions. • Q and A session and Purpose led by Dr. Triplett, myself and Dr. Burks, past Chair • Closing remarks and reminders
II.		Dr. Triplett	<p>Welcome and Purpose of the Full Faculty Forum</p> <p>The purpose of the Faculty Question & Answer session is to provide all faculty members at Tennessee State University (TSU) the opportunity to present their questions and/or concerns regarding current issues at TSU. Faculty Senate Executive Committee members will capture their topical areas and provide the full faculty senate with a summary of what was discussed and next steps at the Q&A session at the next Faculty Senate meeting on January 28, 2021. In January we open with a Q and A session and in the FALL we come back with the answers to the concerns voiced in the January session.</p> <p>We will also email out responses on more urgent concerns.</p>
III.	A.	Dr.Charles Brown	<p>Nomination for Faculty Trustee Information for the TSU BOT (Board of Trustees)</p> <p>Good morning everyone. I hope everyone is doing well this morning and can hear me okay. I am going to talk briefly about our upcoming senate elections. You can see my slides here. For the past 2 months now the faculty senate has sent out emails to inform everyone of the upcoming election for the faculty representative for the TSU BOT. I want to remind everyone of the deadline that is approaching fast that is on Sunday, February 14, 2021 at 11:59 pm. Nominations can be sent to Dr. Karen Smith or also are welcome to self nominate or you can nominate someone else. Dr. Smith's email address is posted here on the screen and I will have it on the last slide. Keep in mind that the faculty must meet the qualifications which is the faculty must be tenured and worked at TSU for a minimum of 5 years and must have a position that would allow them to be on the faculty senate that is a position that is more than 50% teaching and research so assistant professor, associate professor, full professor, or department chair with 50% in that category. Lastly candidates must accept the nomination for the position. I wanted to make you aware of the qualifications for the position. If you want to know more about the position you can refer to the Constitution that is posted on the TSU Senate website and refer to article 6. As of today the faculty senate is as of yet to receive any nominations for this position and as you are aware Dr. Sekmen is completing his final months in this</p>

		position and he is not eligible to be reelected for this upcoming term. With that said, we are hopeful that we will get a viable candidate that is eligible to serve in this position. Dr. Sekmen is not here but wanted to say a few words to encourage anyone that may be thinking about running for the position to definitely take the position on and submit your nomination. We need very strong candidates in this position. Thank you. Any questions or concerns you can contact myself or Dr. Smith with our contact information is noted here on the screen (kcoker@tnstate.edu) and you can find the committee members in your area is noted here.
B.	Dr. Triplett	This is a very important position and we have allotted time for you to ask questions now if you want to raise your hand or put a question in the chat. We have 15 minutes and it is important about who will be our leader at the decision-making table with this position. I wish Dr. Sekmen was here to stress the importance but he is under the weather this morning. We do need representation. We have an excellent Nomination Committee Chair and an excellent Secretary to make sure we follow the protocols. You all were emailed out amendment 6 that will be added to the Constitution about the Faculty Trustee. Are there any questions? Does anyone else want to stress the importance from the executive committee for this position?
	Dr. K. Smith	I want to say that I am happy to take all your nominations for yourself or someone else and in your email to me just provide a name and contact information for your starter nomination you don't have to put a ton of stuff together, you can just start with your desire.
	Dr. Triplett	Thank you so much, even if you know someone that would be an excellent person that will be great. We have Dr. Nicole A.
	Dr. Nicole A.	Would it be helpful to speak to the faculty in their time commitment as to their role.
	Dr. Brown	I was hoping that Dr. Sekmen would be here because he is the only individual that has served in that role. For more information you can refer to amendment 6 of the constitution because it has the tasks and responsibilities of that position for you to refer to. Again, you can reach out to Dr. Sekmen personally if you want to; he has agreed to respond to any questions that anyone might have and he will be able to give you more information.
	Dr. Triplett	Just overall it is a 2 year commitment and you have a chance at a 4 year term if you are elected. You can go up for your 2 nd term that is how we ended up having Dr. Sekmen serve 4 years. He was re-elected 2 years ago to continue in his position as faculty trustee. You do have to attend quarterly meetings of the board; not just those meetings but also the subcommittee meetings that they have prior to the big meeting that is broadcasted thru YouTube and different social media networks. There is a budget committee, audit, there is different subcommittee meetings that happen prior to the big board meeting. You are also responsible for keeping the faculty senate abreast of issues and concerns that is facing faculty. You attend the executive faculty committee meetings as a courtesy just so you can keep the FS executive committee abreast on those issues. And just be transparent and try to keep the faculty UpToDate on what is going on. We had a great example with Dr. Sekmen with his position.
	Dr. Ray	Good Morning. I would request of you and the executive committee now that we have 100 plus faculty members attending this very important meeting to kind of also talk a little bit about the various challenges that our university is facing and that needs to be discussed at the Board level and how that Trustee that is going to represent us is going to bring that strategic vision, everything from curricular changes to the comparative

		<p>position of the university against the higher education providers in the region, our budgetary imperatives and a lot of things for our Trustee to unpack and not only provides the faculties vision to the Board of Trust but also bring a more granular and nuanced view to position the university to take advantage of various emerging trends and also insulate the university from risks and that is one of the major challenges of the board from a major fiduciary responsibility standpoint. So as a leader of the senate Dr. Triplett or a member of your cabinet, who ever wishes to be in that position can get some ideas just to throw it out there. Thank you.</p>
	Dr. Young-Seigler	<p>Good morning everyone. This is Dr. Young-Seigler. Thank you Dr. Ray. We don't have time to talk about this for 2 hours. If you have questions like Dr. Brown said, You can reach out to Dr. Sekmen and he will be more than happy to talk those things through but generally your role and all the board members role is to make sure that TSU functions the way it should function in the best interest of all parties involved and all stakeholders, that is faculty, staff, and students and everyone else that is involved in any type of business with TSU and I know we have some issues now that have been pointed out by SACS and the audit and things like that that as a board member it is going to be very important for you to be abreast of that is happening that is going to affect TSU. Dr. Sekmen was our first board member and he was very instrumental in the board hearing what was going on at TSU. Remember the board members are not a part of the TSU community at TSU. They are not a privied part of campus and basically go off of what they are being told. But by being a body on campus, your role is basically to listen to what is being said on campus that might be different than what is being said to the board in all those little meetings going on. But you have your ear to the ground so you have a different perspective than the other board members may have that are not at TSU and the body of TSU. So being a Board Member of the Trustee is an extremely important position and not to be taken lightly at all and you will have the opportunity to sit in on meetings that a regular person of faculty or staff at TSU would not and you may make comments because you are a part of that board. So remember that whoever you nominate yourself or someone else has to have a commitment that you are a voice on that board and not just sit around and just listen to what is going on that they have credible and important input to the board as well. Dr. Ray you are absolutely correct. TSU is in a transition phase and there are a lot of things that are going on at TSU that must be addressed at the board level. Thank you.</p>
	Dr. Jane Jackson	<p>Dr. Triplett, this is Jane Jackson. I'd like to go back and Dr. Nicole had an inquiry about what would be involved. In a practical speaking manner I would just say that in the board meetings, I don't know if the subcommittees are out there but if you go out in the web you can go back and look at the board meetings; everybody hasn't had the opportunity to go back and look at how the board proceeds and that is something you could do to just get an idea of how the board functions. You just go to the TSU website Board of Trustees and I think they have archived the meeting so that people who are interested can just look and go back and review what has been done. I am looking at the post of how are faculty trustees-what kind of impact have they had before. Well you can actually look at that in the meetings and sort of make a determination for yourself. But just as a practical matter, kinda do your homework and go back and look at some of the archive meetings.</p>
	Dr. Triplett	<p>Someone mentioned in the chat what if we do not receive any nominations and we do not have a faculty trustee this nomination cycle but Dr Sekmen in the amendment 6</p>

		states that Dr. Sekmen will continue in that role until we have a replacement for that to keep order.
	Dr. Brown	Yes that is correct
	Dr. Dennis	That is correct Dr. Triplett.
	Dr. Triplett	So I know that was a concern so as of to date, we have not received any nominations but I really think we will have nominations coming in. I am thinking it is the beginning of the semester. We have been advertising the nomination deadline and information since December but we wanted I am sorry since November because we wanted to give individuals enough time if there were nominated or nominated themselves. Are there any more questions or concerns regarding the position of trustee?
	Dr. Young-Seigler	And Dr. Triplett if I am correct, doesn't the Trustee get release time? I am not sure, I am asking. That is a question.
	Dr. Triplett	Let me defer that to Dr. Burks. I am not for sure. I haven't seen that anywhere. It is not in amendment 6 and it is not in the constitution because actually amendment 6 is made for the position of trustee.
	Dr. Young-Seigler	Okay thank you.
	Dr. Burks	I don't if it is official that they get release time. It is a big time commitment because one is expected to read hundreds of pages of papers before the meeting begins
	Dr. Dennis	Maybe Dr. Ray can chime in also, having been the Chair of the faculty senate.
	Dr. Ray	I think that has been an open question since the board of trustees unfolded. I remember getting out of TBR and we were having our own BOT and I was the faculty senate Chair then and I met with Academic Affairs several times and the budget and general counsel's office to get an idea if this role could be counted as a service and how it can be like what Dr. Young-Seigler was saying a release time but unfortunately there was no consensus about and the general view point at the time was to have a discussion with the trustee and with his or her department chair and dean because as faculty everybody gets release time for service and most of us are on different committees at the department and college level and sometimes at the university level so I think the response that I got and I was in charge of drafting the original document was that the faculty member who ever is going to be the trustee is going to have a discussion with the department chair and dean to negotiate a deal where release time would be tied to the service to the Board and release the faculty member from other than university commitments. I do not think that happened in the past and Dr. Burks can vogue for that and Triplett you are smiling-we are all in the same boat that and it did not happen with any of us faculty senate leaders. Dr. Dennis this is something that is totally an open area that I strongly support and if the faculty senate wants to engage administration that the trustee should get at least a 50% release time and that would be very proper-just reading through a thousand pages of memos and looking at all the spreadsheets can almost kill someone along with teaching 3 classes and other responsibilities. It is very proper to have that discussion. Thank you Dr. Young-Seigler for bringing that up. But I will support it if anything like that happens.
	Dr. Young-Seigler	I did not mean to open up a can of worms I just thing that as faculty there is a pretty good description and off of some of the emails that I receive, I was hoping that some of the individuals would actually ask on the call, I can't see if there are some of those people are on the call, it is a lot of behind the scenes realities like release time and the duties to let them determine if they are actually in a position to commit appropriately

		because it is such a serious position so I just thank those speakers for adding their individual perspectives to kinda add food for thought for reaching out to our outgoing trustee Sekmen.
	Dr. Triplett	I want ya'll to know that we just got approval for amendment 6 over the summer for the faculty over the revised handbook. When we looked at the handbook there was no discussion or mention of the faculty trustee but that is something we can bring up for discussion and to do another amendment or amend amendment 6 to include that. That is something that Dr. Smith is taking notes and we can address. I don't have a problem going to administration and asking for that release time because that position is a very important position and we want to make sure that the faculty member has time to deal with the pressing issues that Dr Ray. and Dr. Young-Seigler mentioned as well.
	Dr. J. Jackson	Dr. Triplett I want to give a little background on it, It was not considered in the document that went to Dr. Hardy and Dr. Glover at the time. Dr. Sekmen is a Chair so he already had some release time from classes so this will be the first instance for someone who is not a chair that the issue might be involved.
	Dr. Triplett	<p>Thank you for that clarification. Thank you Senator Jackson. Thank you all so much and thank you for raising this issue.</p> <p>So next on the agenda we are going to move on to the faculty Q and A section. I am gonna share my screen with you all so we can all see this so we get an understanding of this section. Once again it is an opportunity is to provide all faculty members at Tennessee State University (TSU) the opportunity to present their questions and/or concerns regarding current issues at TSU. We also have another section called, "other" and Dr. Smith will go over that if we have left out any other important issues. So we selected several categories that we thought was important. The logistics is Dr. Burks and myself will lead each category so each category will be discussed one at a time. We will open the Zoom floor for faculty to discuss the category. We just ask that you will raise your hand or put your comments in the chat room. The time for each for each category is we are making great time so it about 5 to 10 minutes and Dr. Dennis will monitor our time for each category and our secretary Dr. Smith will be taking notes during the entire process so you will be able to see those in real time as we move forward and at the conclusion of our discussion, Senator Triplett will work with Senator Smith to type a summary of what was discussed today and give the steps at the next faculty senate meeting on January 28. If there is any pressing issues that we feel like faculty need to know about right away, we will send out the response to the entire faculty body from the faculty senate. So I am gonna go ahead and turn it over to Dr. Smith.</p>
	Dr. K. Smith	I am hoping everyone is seeing a wonderful word doc with the topics on it. There are 8 preset categories and then anything else that you come up with fits down here in 9. And so the 1.Update on Faculty Handbook, 2.COVID-19 Testing & Vaccination, 3. Impact of COVID-19 on Tenure & Promotion, 4.Revenue Generating Student Enrollment, 5.Salary Equity, 6.Impacts of Voluntary Employee Separation Plan (VESP), 7.Aging Infrastructure (Buildings), 8.Parking, and 9. Other.
IV.	1.	<p>Dr. Triplett</p> <p>Update on Faculty Handbook: This revision was submitted by the <u>Ad Hoc Handbook Committee</u> to the Faculty Senate Chair on July 3, 2020. It was approved by Faculty Senate on July 23, 2020 and updated on July 28, 2020 by Faculty Senate Executive Committee.</p>

On July 30, 2020, the Faculty Senate Chair submitted this revised version of the Faculty Handbook to University Counsel Laurence Pendleton and Interim Vice President of Academic Affairs Michael Harris on July 30, 2020.

The Faculty Senate considered the feedback received and incorporated changes. Finally, on August 28, 2020, the Faculty Senate submitted the revision for inclusion in the SACSCOC Decennial Report.

On December 17, 2020 Dr. Charlise Anderson, Managing Executive Director, Institutional Effectiveness, Research, Planning and Assessment, Accreditation Liaison requested that Dr. Triplett, Chair of Faculty Senate, include the SACSCOC Stamp of Accreditation within the Faculty Handbook on the page 11 to go along with the accreditation statement.

So, on January 7, 2021 Dr. Triplett included SACSCOC Stamp of Accreditation on page 11 of the Faculty Handbook, then uploaded it to our Faculty Senate Website.

The Faculty Handbook is a fluid document. What we have decided to do is have the Constitution and bylaws committee to review each year the policy and links are updated and every 2 years the whole handbook will be updated. It will be kept current and relevant each year. We will not fall back into the issue of 30 years later, having an outdated handbook. So you can find that in our new amendments as well. So this way we are keeping our handbook relevant and current. I just want to applaud all the faculty that worked so hard. Thank you for the leadership and members of the executive committee that really pushed through this and provided this revised handbook for the SACS accreditation because I did not feel comfortable and I know the president did not feel comfortable moving forward with a 1989 handbook. I just want to say thank you all and remember this is a fluid document so if you want to see things changed, we just need to put them through the Constitution and bylaws committee. Our current chair of that committee is Dr. Jane Jackson who is also a senator in the faculty senate and we want to thank her as well for leading this initiative as well.

10:34

	Dr. Young-Seigler	We have someone that recommends a topic for other
	Dr. Triplett	We have a category number 9 that is for other
	Dr. Young-Seigler	Dr. Smith you may want to look at the topic in the chat
	Mary S per Dr. Young-Seigler	Chat: Some of our buildings do not have signage to indicate areas as "Storm Shelter" or "Area of Refuge." Rooms that do not have an external wall or window (especially first floor) are appropriate. I have asked, as our chair. If we were to do this, it would involve identifying appropriate areas, clearing out excess furniture (not all--just excess), and putting up signs. It seems as if the pandemic might be a good time to do this.
2	Dr. Triplett	So thank you and we will get to that later on in our session. 10:36 COVID-19 Testing & Vaccination: Dr. Triplett Update:

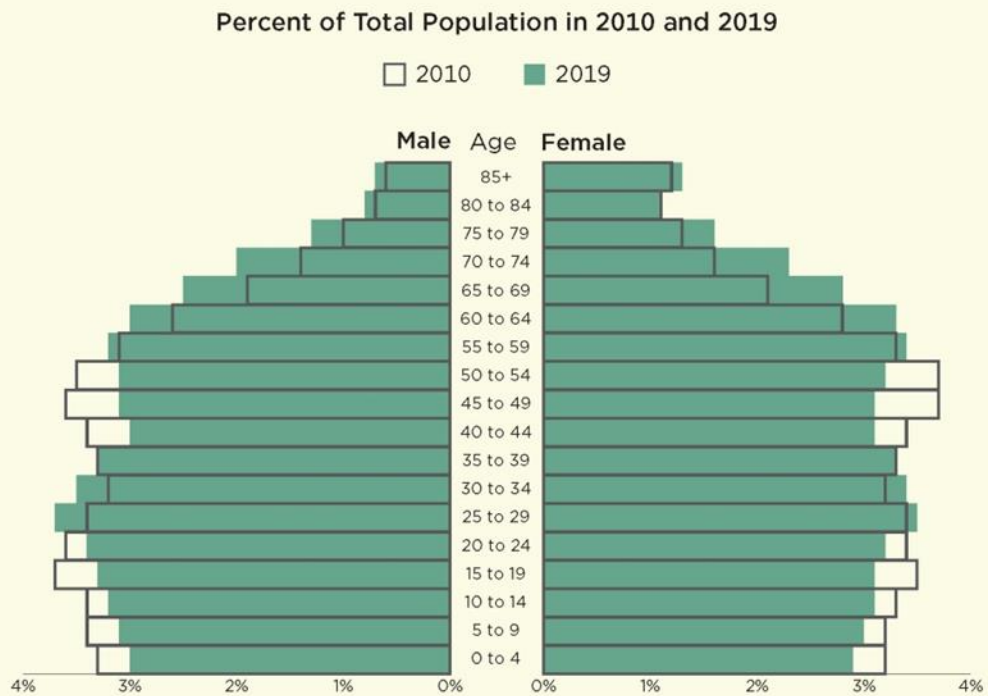
		<p>COVID-19 Testing Dr. Curtis Johnson, Chief of Staff, provided response at the Faculty & Staff Institute on Tuesday, January 19, 2021 “Testing is being conducted through the <u>Students Health Center</u>. You can get a self-test or if you are experiencing symptoms they can schedule you for a rapid test.” “TSU has been providing test to faculty, staff, and students since testing started. Because we have a limited staff we do encourage persons to us other testing sites.”</p> <p>Any questions on the testing? I know President Glover and Dr. Harris has sent emails about the testing. I there are no questions on the testing, let’s move on to the vaccination.</p> <p>Vaccination Dr. Curtis Johnson, Chief of Staff, provided response at the Faculty & Staff Institute on Tuesday, January 19, 2021: “We [TSU] were not approved to be a vaccination site for various requirements.” “Meharry has a testing program that will allow persons to participate. I don’t have the details but it is a research program regarding vaccination.”</p> <p>You may have seen it on the news but they are giving vaccines for COVID-19. TSU is not current a vaccine site. Does anybody have an update or any discussion on this?</p>
	Dr. Jane Jackson 10:38	<p>I called the MeHarry number and you go to central scheduling and they are saying still as of this week that it is still for 75 and up and MeHarry had run out of vaccines but call for central scheduling and take option 1; call after 8 am at the beginning of the week to try again; right now taking those age 75. Meharry Number 615 327 6348</p>
	Dr. Dennis	Dr. Jackson just put MeHarry’s number in the chat. Thank you Dr. Jackson.
	Dr. B. Brown	They started on the 18 th for persons who are 65; on Saturdays there are times that you can get a vaccine where they have no shows; you put your name on a list and give you 20 minutes to come back and get the vaccine. It keeps them from wasting vaccines. They start at 10 am and go to 2:30 pm or whenever they run out.
	Dr. Young-Seigler	But the bottom line is TSU does not have an agreement with MeHarry and a lot of people do not live near here so check with the site in your area because their times maybe different
	? Unknown	Some counties that are doing the shot and you cannot swap brands of shots. Moderna and Pfizer cannot be mixed for shots 1 and 2.
	Dr. B. Brown	MeHarry uses Pfizer
	Dr. Triplett	Thank you so much. We are gonna move on to category number 3 and I am gonna turn it over to Dr. Burks.
3	Dr. Burks	<p>Impact of COVID-19 on Tenure & Promotion <i>End of Semester Report Fall 2020; Office of the Provost and Vice President for Academic Affairs</i> 10:44 “<u>Stop-the-Clock</u> – in response to COVID-19, the Office created a document allowing</p>

		<p>faculty who were scheduled to apply for tenure in 2020-2021 to stop-the-clock for one year and defer application until AY 2021-2022.”</p> <p>What I would like to ask ya’ll about is what if you are in year 3 or year 4 and got no research done? Should you be allowed to stop the clock?</p> <p>Should all tenure track faculty be able to “stop-the-clock” and put off applying for tenure by a year?</p> <p>This can be something that the faculty senate can work on if there is a desire for that and I just wanted to have an idea if other people should be able to stop the clock for a year.</p>
	Dr. Young-Seigler	When covid started there was a document that was sent out, stop the clock related to covid is different than others-like a free covid year versus what is in the handbook.
	Dr. Burks	Since you are here Dr. Young-Seigler, Was the stop the clock allowed based on the electricity problem we had? Does this apply?
	Dr. Young-Seigler	I think was addressed earlier by Dr. Moseley. I will try to find that document if I saved it when they sent that out. You want to ask if that still applies.
	Dr. Triplett	I did receive an email this morning from Provost Harris that stop the clock is extended for this physical year.
	Dr. Cosmas Okoro via Dr. Young-Seigler	Chat: Besides Meharry, can faculty go to the Metro Health Dept. for vaccination?
	Dr. Young-Seigler	No they are not. TSU and MeHarry do not have a vaccine agreement so you need to: Check their website, sign up. That sort of thing.
	Dr. Jennifer Castle	10:47 Chat: COVID-19 VACCINE PRE-REGISTRATION FOR DAVIDSON COUNTY. Appointments for COVID-19 Vaccines are now being made for Davidson County residents ages 75 and older. To register for a time slot, follow the link at the bottom of this post or scan the QR code. Those needing assistance registering for an appointment can call the COVID-19 Information Hotline at 615-862-7777 between 7am and 7pm. 1048 the state of TN has registration link and they will put you in a category that you fall in and you can give them your email and they will notify you. COVID-19 VACCINE PRE-REGISTRATION FOR DAVIDSON COUNTY × Appointments for COVID-19 Vaccines are now being made for Davidson County residents ages 75 and older. To register for a time slot, follow the link at the bottom of this post or scan the QR code. Those needing assistance registering for an appointment can call the COVID-19 Information Hotline at 615-862-7777 between 7am and 7pm. LINK: https://redcap.link/10hq5hbm
	Dr. J Jackson	The state of TN has a registration website that puts you in categories. I am like in 1C. They say that if that category is not receiving vaccines at that time, you give them your email and they will notify you.
	Dr. Young-Seigler	Dr. Jackson someone put that in the chat

	Dr. J Jackson	OK then
	Dr. Young-Seigler	That information is in the chat, if you cannot see it now, it is not verified so I am just going from the chat 615-862-7777 between 7am and 7pm
	Dr. J Jackson	Ok I see it now. It has an excellent tool where you can put in your comorbidities and your age and it will give you a category and they are supposed to contact you when it is available and they have your contact info and your zip code for where you live.
	Dr. Triplett	Thank you so much. If there is no further discussion, let's move to number 4. Dr. Burks:
4	Dr. Burks	<p>Revenue Generating Student Enrollment: 10:50</p> <p>Hello everybody again. This was partly brought up by Dr. Sekmen and I really wish he was here because he had really kept track with the numbers but I will go through what I have written here.</p> <p>My concerns are non-degreed students may be paid for by some extent by a grant, they may not bring in tuition in most cases. They do not bring in state money now because money actually comes from students who are enrolled and getting a degree. So the question is: how do we bring in more degree-seeking students? Dr. Sekmen were talking about multiple hundreds of this semester were non-degreed students.</p> <p>Another issue that we always have to deal with is that there has been excess attrition between fall and spring this year. Most universities have about 5 %. We have been double triple that. At least triple that lately. We need to have ideas that make that cliff not as big. An interesting thing is that in TN Comptroller's report they did a performance report for all of TN:</p> <p>In the Tennessee Comptroller of the Treasury's "Performance Report on the Tennessee State University Board of Trustees" was the observation that ALL of the state universities in Tennessee "may experience an enrollment cliff (page 75)." There is a need to plan for the fact that the number of students turning 18 in a given year will be getting smaller and smaller for the foreseeable future. This loss of enrollment could lead to budget challenges in the long term.</p> <p>There was a noticeable drop in births due to the Great Recession. The trend in the number of births keeps going down.</p>

A Wave of Change

Age Structure of the U.S. Resident Population by Sex: 2010 vs. 2019



United States[®]
Census
Bureau

U.S. Department of Commerce
U.S. CENSUS BUREAU
census.gov

Source: Vintage 2019 Population Estimates
www.census.gov/programs-surveys/popest.html

- The bottom cohort will have 10% less students than the previous years.
- In order to keep enrollment constant, TSU's market share of first time freshmen has to increase. How can this be achieved? MTSU and UT have deep pockets for scholarships.
- Ideas?
- This is a good question for our President or Provost Harris
- The president's presentation had a across the board and consistent drop in enrollment. More depts lost than gained or remained stable
- When the students are not coming, we can look at the funding and campaigns but what are the processes that are involved that makes it hard to come to TSU , how fast are we accommodating them and making that happen; he has seen in the past that there are clogs in the pipeline; applications did not get processed and the word of mouth things go out in the community; some true and some not

		<ul style="list-style-type: none"> • Committees: budget and finance and see a unit by unit productivity matrix and see how we are spending that money and what kind of leverage do we have? Do faculty members get to see the applications for their majors? • Enrollment: separate out the grad from undergrad and look at the demographics of age groups for traditional students or not; the drive to 55 initiative; some adults have completed a year or two and could we bring them back some how; the grad school could we offer lots of programs based on our location advantage; we are online for this calendar year and we have made some steps to this transition-relatively smooth; we need to think about converting some programs to an online and expand our reach; in a nutshell, bring in the committees: curriculum committee are we satisfying the market needs • Look at the placement of the students: are they getting a job • Budget and fiancé-what are we spending in different activities • Pipeline: all the aspects of the application process: is there a timeline available as a supply chain-can we put a dollar value on our processes as to at what level there is a problem it costs us a certain amount
	Mchaires via Dr. Young-Seigler	Chat: Not sure is this is proper forum but I have a question/concern. If student enrollment is a concern, why are we cutting funding for some of the 2+2 programs (e.g., Volunteer State Community College)? Funding was cut for Criminal Justice program without consultation with, or explanation to, Dean or Dept. Chair.
	Dr. Dennis	Does this question go to budget or to Provost Harris?
	Dr. Young-Seigler	Either or
	Dr. Elaine Phillips via Dr. Young-Seigler	Chat: Should we create a branding and recruitment campaign that goes beyond billboards and word-of-mouth? Do it in-house with students and faculty rather than spending \$\$\$ on outside firms.
	Dr. Ray	The Faculty Senate has very functional committees and one of them is the budget and finance committee. To look at the budget and finance unit by unit and see a productivity matrix. What kind of money are we spending in each department and what kind of leverage do we have? Do the departments get to see the applications for their majors? I don't think that is a common practice, especially when it comes to graduate students compared to other universities. Enrollment: we need to separate out the under grad from the grad and Dr. Burks presented the data about declining age groups in probably the traditional student, to what extent have we aligned our operational matrixes with the 55 to drive initiative? There are lots of adults in the state with some college that have completed a year or two, can we bring them back? We have a very unique locational advantage and strategic advantage given our offerings of public administration or business or technology or computer programs or MSN programs, we have a very unique locational advantage and to top it off one other thing we need is to also think about is that for the last calendar year we are online and we have made some excellent steps to that transition so how can we leverage our online programs or think about converting some programs to an online domain that may expand our reach. Online programs could be converted very easily. The Curriculum committee can look at the programs and decide why would someone choose TSU and look at the placement of the

		students and whether or not they can get a job. We need to look at the finances and see where we are spending the money and somehow need to look at the whole pipeline: what happens when a student applies, where does it get stuck? How long is the application process? How fast do we send the application out? Can we see how long it part of the process takes with a supply-chain point of view and what is the cost of having an operation inefficiency in any state of the process? Can we put a dollar number on how much it costs for each step of the process when inefficient? That is a granular level of discussion and faculty could do it and present it to the administration and Dr. Triplett my question was what leads the faculty to the board to present that kind of matrix.
	Dr. David Padgett	Chat: https://www.academicimpressions.com/blog/student-resilience-how-one-institution-is-helping-at-risk-freshmen-seize-a-second-chance/ MTSU Freshmen Rebound Program
	Dr. Elizabeth Dachowski via Dr. Young-Seigler	Chat: We need to look to more non-traditional students. Also, consider the dependency-ratio (ratio of non-working population to working-age population, including both youth and elderly). We should be trying to get enrollments from seniors (retired baby boomers) and pre-college population (outreach to advanced HS students) as well as professional development for working adults. Not likely to be degree-seeking students, but surely an important way to build tuition revenues as well as long-term support for state recognition of the value of these non-degree categories.
	Dr. David Padgett	Chat: https://mtsunews.com/on-the-leading-edge-mtsumag-july2018/ More on MTSU's nationally recognized retention strategies
	Dr. Elaine Phillips via Dr. Young-Seigler	Chat: Survey students who have decided not to enroll or to return to TSU for their reasons (I know money is main issue for not returning, but it would be good to ask transfers why they are leaving). Survey people outside the university and ask what their perceptions of TSU are, would they consider attending and why or why not. What would make someone change their mind about choosing TSU instead of another state university?
	Dr. Kenneth Chilton Via Dr. Young-Seigler	Chat: https://edtechmagazine.com/higher/article/2019/04/georgia-state-tackles-racial-disparities-data-driven-academic-support
	Dr. J Jackson via Dr. Young-Seigler	Chat: Dr. Triplett would you please ask the administration to provide a clear and documented program of how they envision the faculty to function in the recruitment process.
	Dr. Justin Whitney via Dr. Fleming	Chat: Maybe outreach to Community colleges too for transfer students?
	Dr. Cosmas Okoro via Dr. Fleming	Chat: MTSU is a major competitor. To have the students come here we need to improve our facilities and resources.
	Dr. Marie Hammond	Chat: They should deeper into the money reason for leaving - is it that the chronic processing problems are the etiology of the money problems.

	Dr. Angel Sloss-Pridgen	Chat: are we working on arbitration agreements with lucrative businesses like Google, Amazon, Metro Gov etc?
	Dr. Marie Hammond	Chat: Sorry - I meant: The surveys that say "money issues" are preventing students from returning are superficial. How much of the "money issues" are problems with processing financial aid and related paperwork processing on the administrative side of the institution?
	Dr. Elaine Phillips	Chat: True about MTSU being competition. Their billboards emphasize their ranking and perception about how easy it is to transfer credit, etc. We need to let potential students know we are a R2 university and what that means in simple terms. I also think we should turn our small enrollment numbers from a weakness to a strength. Make it sound like a good instructor-student ratio, greater opportunities to be taught and mentored by PhD and not graduate students, a hands-on faculty who cares, etc.
	Dr. C Brown	Chat: Are there similar scholarships at TSU that mirrors the UT Promise Scholarship (free tuition for first 2 years) for low-income families and the MTSU Promise Scholarship (free tuition for first 2 years) for transfer students?
	Dr. Triplett	Thank you all for those comments and we will definitely share those comments with the administration with President Glover and Provost Harris and try to get the answers or what direction to go in. I am glad Dr. Ray mentioned our standing committees of the faculty senate that are working hard on these issues for us and do reports and analysis on these and show administration them on these issues. We are gonna move onto category number 5. Continue to put additional comments in the chat if you have them for category 4 and we will capture them.
5	Dr. Triplett	Salary Equity This topic has been brought to the faculty senate. I have received personal emails about particular situations. Dr. Glover addressed this at the faculty institute on Tuesday and she is very open to discuss and look at this. What we decided as a faculty senate and the executive committee to charge the faculty welfare and benefits committees with an analysis of what will help and Senator Charles as the chair of the committee and have asked for a review and report on this. Then we will present this argument to administration. That committee has met and is working towards these issues and we will receive a report in the coming months and we will share that with the full body once we review those documents and reports and see what can we do. When we get down to the VESP that Dr. Burks is going to lead, puts a toll on the faculty members. Some faculty are the sole faculty and are working with 4-5 adjuncts that the impacts of people retiring or moving into different positions, their salary should reflect the work that they do. As I mentioned in the faculty-staff institute, faculty are working hard and I just want to make sure that their salary reflects that. I want to open it up for discussion at this time. If you have a discussion raise your hand. I don't know if Dr. Quick is on the line but he brought this up at our meeting last semester.
	Dr. Young Seigler	I don't believe that Dr. Quick is on but I will briefly highlight the issue. Recent faculty were hired at a salary above and beyond the HR schedule for pay scale; we are bringing in people well above; example: assistant professor being hired at the top of the associate professor level and faculty are being hired in at a rate higher than those others in the department. We need to make sure that salaries are at least equitable within the departments. Hiring people for the same role in the same department should have some equity. We understand that biology to engineering has some equity differences.
	Dr. Triplett	Thank you Dr. Young-Seigler, anyone else?

Dr. Ray 11:12	Dr. Triplett, There was a study of TBR several years back, now LGI info was public domain and now? (New website now per Dr. Young-Seigler). The welfare and benefits and budget committee could download that data and benchmark those area salaries and where does TSU fall? Where do we stand at the regional and national levels? Salary compression for those here for a long time moving up to full professor, their salaries are getting behind. The longer they stay the poorer they are. New people want more money due to competition where they are looking at 5 other universities for a national salary. The committees can put a dollar amount and a report to end the salary disparity and compression and make us competitive. Then we could make a report from the Welfare and Benefits and the Budget and Finance committees and be able to say how much we are behind and give a dollar amount of how much to get over compression and help us to be nationally competitive. We are a Carnegie 2 but want to be a Carnegie 1.
Dr. Vandy Owen	Chat: Our salary list is on at the TTU site
Dr. Triplett	Can Dr. Fleming and Young-Seigler read the chat?
Dr. Cosmas Okoro	Chat: It looks like we are still having trouble with shared governance. Who makes the decision about salary for new faculty?
Dr. Angel Sloss- Oridgen via Dr. Young-Seigler	Chat: How is salary determined? Does anyone know? I remember a colleague who has since left thought his salary was based off he had 2 degrees oppose to the one degree that was required.
Dr. YiChung via Dr. Young- Seigler Chen	Chat: The salary is 20-30% lower compared to many PWI but workload is triple in teaching.
Dr. Elizabeth Dachowski via Dr. Young- Seigler	Chat: Note that AAUP has an annual salary review. We can compare to similar institutions using that review.
Dr. Hammond	TN Tech does not post TSU or U of Memphis; no place to get TSU salaries so it is a challenge.
Dr. Young- Seigler	There is a website but it has not been updated
Dr. YiChung Chen via Dr. Young- Seigler	Chat: We cannot have 15 credits in teaching and become R1. This problem is related recruitment of students. Research and other activities will attract students.
Dr. Gashaw Bekele via Dr. Young- Seigler	Chat: The administration raised salaries for new hires (perhaps to make TSU attractive to new faculty) without any salary adjustments to associate and full professors. That is the main culprit for the salary inequity. A compensation study for the full faculty is needed whether we have a budgetary constraint or otherwise.
Dr. Catherine Armwood- Gordon	Chat: We aren't even competitive salary wise with other HBCUs.
Dr. C Brown	Chat: Would it be possible to request the list of positions that will be re-filled?
Dr. Triplett	Thank you everyone. Thank you Dr. Ray for mentioning the committees. Dr. Young-Seigler is Chair of the Budget and Finance Committee and Dr. Derek Charles is Chair of

		<p>the Welfare and Benefits Committee and we will keep you abreast and work with the faculty senate and will share it with the full faculty as well.</p> <p>As we move forward, next is about the VESP with Dr. Burks:</p>
6	Dr. Burks	<p>Impacts of Voluntary Employee Separation Plan (VESP) <i>End of Semester Report Fall 2020; Office of the Provost and Vice President for Academic Affairs</i></p> <p>Hello everybody.</p> <p>11: 20 One of his coworkers took the VESP and the position is now advertised. “The Provost and Vice President for Academic Affairs worked collaboratively with Deans to <u>strategically redesign resources</u> to ensure that programs are able to maintain high levels of student learning outcomes, classroom instruction, and support service activities. Through one-on-one meetings the Provost and staff had honest, open discussions regarding those resources and the impact of the faculty VESP on program activities.</p> <p>This process was transparent, open, and continues. Our Office recommended measures that would result in an annual salary savings of \$1,516,331 and the <u>elimination of eleven positions (out of 33).</u>”</p> <p>The interesting thing from this was that the Board of Trustees was under the impression that all of the faculty lines were to stay empty. I know we all are feeling over-worked. From academic affairs we are told that 2/3rds will be replaced and 1/3 will be left open. I think one will have difficulties in getting a position refilled and their position is not on the list, it may difficult due to the amount of savings of 1.5M being over 2.5 years.</p> <p>Approximate cost of VESP \$4 million. Break even time is close to two and a half years.</p> <p>One will have difficulties getting positions refilled if you are not on the list for it now. I want to figure out how to save money and save your programs.</p> <p>There may be pushback from the Board of Trustees if the cost savings are not what they think they should be. Are there any questions about that?</p>
	Dr. J Jackson	<p>11:24 I know that at the Board in the subcommittee meeting they were looking at and they put a ceiling on the budget of 15 million over? We will only allow you 9 million- not exact numbers but the BOT subcommittee adopted this. The amount asked to take out of reserves was cut. The amount needed-4 million to cover the VESP was included. There was no review of where the excess was and it was allowed to all faculty with 7 years of service; my dept very skilled people left and we have no choice but to fill some positions. I don’t think there was a study to figure it out and now it is spilled milk and people have agreed and left. If you are left with deficiencies and have accreditation standards, you have to fill those positions. That is my reflection from listening to the BOT subcommittee meetings and from looking at what happened.</p>
	Dr. Burks	<p>I want to agree with Dr. Jackson on this. Members of the boards that were on national boards, did not want to cut out the 4 million and they did say that you can have a deficit of no more than 9 million and if you need more you have to cut and also depending on how much the spring enrollment is.</p>
		<p>Thank you Drs. Jackson and Burks. Is there any further discussion on this category?</p>

	Dr. C Brown Via Dr. Fleming	Chat: is it possible to get a list of positions that will be refilled?
	Dr. Triplett	Yes, we will ask Dr. Harris as deans and dept chairs are looking at positions again. Dr. Triplett is down to 1 faculty and adjuncts and she is chair; looking at working with chairs-deans to see the impact of this leave. We are going to move right along to the 7 th category of aging infrastructure and health and OSHA violations.
7	Dr. Triplett	Aging Infrastructure (Buildings): Dr. Triplett There are concerns about the aging building and not just the cold temperature of the building but actual OSHA and health violations. We heard Dr. Glover at the faculty institute talk about possibly getting missing funds from the state that may help. I am gonna opening it up to discussion. Triplett has heard from faculty with health and is aware that Dr Glover is trying to get money back from the Land Grant
	Dr. K. Smith	Dr. Triplett, Jason DeKoff would like to speak.
	Dr. Jason DeKoff	Health and OSHA Concerns: College of Agriculture per email The College of Agriculture has had a number of infrastructure issues that relate to the health and safety of faculty and staff within the buildings (see email example below). We have had trouble with trash pick-up, filling soap dispensers and paper towels and with the pandemic, we have health concerns with students and teachers working in the labs. Other faculty may be having similar issues and I thought it might be an important matter for the senate to discuss either within a specific committee or as a group. We also might invite someone from Facilities to address these concerns and identify the process that is in place to fix these issues. Wanted to circle back to this issue we discussed. The air temperature in the barn has been around 55° over the past three months. In addition the building does not have any hot water currently. We have reported this issue via a work order and Dr Nahashon has also reported the issue at least twice. We are starting to get concerned about the overall safety of the building. Specifically being able to wash hands effectively and to stay healthy in the time of this pandemic. Both of these issues are likely OSHA violations. Unfortunately many of us in this building still need to work in our labs.
	Dr. Young - Seigler	Dr. Triplett, Dr. Hammond would like to speak then Dr. Armwood-Gordon.
	Dr. Triplett	Okay Dr. Hammond first
	Dr. Hammond	11:32 I am speaking on behalf of the college of education and there are 4 repairs to the roof; some things destroyed; 65 temp; rains with water running down the windows; black mold; floods in hallways; very worried about maintaining research and rooms destroyed; still happening after the roof fixed 4 times; refilling things; the basic ordering system of these basic necessities; cannot be pinpointed to one person-is systemic; keep this on the agenda and encourage the admin to look at their processes for strategic ; we should be suing the roof people for having to replace it over and over.
	Dr. Armwood-Gordon	Engineering: cracks in walls, rodents; ceilings leaking; limited classrooms and space for research. We need to be considered in the plan for buildings-spread over 3 buildings

	Dr. Young-Seigler	Dr Johnson said in fac institute that engineering is the next building for replacement on the list. How are we as faculty supposed to create extra revenue when we have already worked all day -extra seminars
	Dr. Armwood-Gordon	I heard that but it would be great if it came to fruition.
	Dr. Ray	Ray exposure to risk and need for infrastructure; FS should look at it from Risk Management perspective- rodents bit, respiratory diseases from mold; other than just saying D and F grades for buildings, talk about health risks When students are being recruited, and they see the dorms and buildings, are they excited to come. The corona virus and the disruption for the work market, gives 1 out of 4 is working from home and implications for commercial real-estate spaces; for our infrastructure, could we lease real-estate buildings that will come open and give an attractive and safe environment for us to work in-like off campus buildings
	Dr. Triplett	Thank you Dr. Ray. Dr Young -Seigler,
	Dr. Cosmas Okoro via Dr. Young-Siegler	Chat: Boswell bldg. has a lot of issues: broken ceilings in teaching and research labs; flooding and extreme temperatures in the building
	Dr. Angel Sloss-Pridgen via Dr. Young-Siegler	Chat: Is there a list of buildings with infrastructure issues that the administration acknowledges and is currently working on so faculty knows which buildings are next for repairs, updates etc.?
	Dr. Elizabeth Dachowski via Dr. Young-Siegler	Chat: I believe that several buildings have issues that may well be OSHA issues, including mildew/mold, water leakage, peeling paint, windows that don't open properly, etc., etc., etc. This is both a workplace safety issue but also a recruitment/retention issue. Is a student with allergies going to come back to a school that makes them feel sick?
	Dr. Toccara Porter via Dr. Young-Siegler	Chat: Infrastructure comment: Please include the library where the issues have been regular power outages, temperatures that are either too cold, or severely hot to the point where I have sweated through clothing and seen students in the library dripping with sweat asking for relief. This has been going on for years and seemingly the maintenance goal is to just do a patchwork job. It's unacceptable.
	Dr. YiChung Chen via Dr. Young-Siegler	Chat: Again, students told me they would choose TTU and MTSU over TSU because the building. We can easily have a central management system for all "good" building with "good" badge access control system for now.
	Dr. Mark Crawford via Dr. Young-Siegler	Chat: How can the administration justify building a new dorm when the existing buildings are falling apart!
	Dr. Toccara Porter via Dr. Young-Siegler	Thank you for honestly discussing the safety issues with the infrastructure. There are "some" people in positions of power that try to make their faculty feel like we're being negative in telling the truth about infrastructure issues that could lead to people getting hurt.
	Dr. Poliala Dickson via Dr. Young-Siegler	Issues in Gentry have been reported to OSHA many times. We regularly have temps above 95 degrees and registered temps at 102 degrees over the summer. Two faculty have has significant falls leading to injury resulting from slick surfaces.

	Dr. J Jackson via Dr. Young-Siegler	Most of the buildings on the campus are rated at D and F level. The administration has a master plan. Faculty can see how their particular building is rated. These are known problems
8		Parking: Dr. Triplett We are going to move right along to parking. Those that are working from home want to know if they can receive a refund for parking. I know Dr. Glover said that she is looking into that. So that is something that we can address too.
	Dr. Hammond	A separate issue is those in Clement Hall were told to purchase parking and they would be given a parking spot; she has to go on campus; everyone in there does She is in clay hall and has no information and no where to park; some of the spots are over behind the PAC-some have been moved-the lot is not even labeled.
	Dr. Triplett	Okay, accessibility of parking and parking refund if you are not working on campus
	Dr. K Smith	11:44 I got parking at HSB and went to Keen Hall 830-430 daily thru next week. Ms. Sanders is working hard in Keen Hall now. I was able to get as spot at HSB for \$40.
	Dr. Hammond	I have emailed them several times and I have no response and I am still in Clay Hall. So they told us they were going to find a space for us and we have no information.
	Dr. Young-Siegler	I was actually parking in Clement Hall parking lot and when I reapplied for a reserved parking spot they just moved those spots over behind PAC. There is a new designated parking for those who were in the Clement Hall parking lot. I know it is difficult when people are not communicating back to you.
	Dr. Hammond	That lot is not even labeled and so Dr. Smith, where in Keen Hall is she located?
	Dr. Smith	That is over there in that basketball looking place and she has a table on the floor. It is where next week all the students will come and bombard it. Our faculty went over and got in line and got our parking in person. Some had emailed and stuff in advance and with the 500 faculty and all the students, her email is a bit clogged but I will say that she did finally email me back, she did miss a few, but in person she was nicer than ever, I mean really helpful
	Dr. Raynes	You can call her by her number and beside her in Keen Hall is a phone. She picks up her phone there. I was able to speak with her yesterday morning when I called her from the Health Sciences parking lot.
	Dr. Hammond	Okay because I have made multiple calls across the whole department and there has been no response. I even tried to go through my department head and she got no response that is why I see that as an issue. I will try that this afternoon and Dr. Triplett I will know if this issue is resolved.
	Dr. K Smith	I feel your pain but right now I feel like it is an open window where you can get stuff.
	Dr. Hammond	I am going to head over there when this meeting is over and see if I can get one. Thank you so much I really appreciate it.
	Dr. Raynes	She mentioned that she will be there 8:30 to 4:30 all next week also.
	Dr. Young - Siegler	Dr Triplett, on the issue of refund, Dr. Glover pushed the issue to Mr. Chase and he actually said that if Dr. C. Johnson would work up a refund plan it would not be a problem so the next thing that we are looking for is a response from Dr. C. Johnson on the refund plan.
	Mark Crawford via Dr. Triplett	Chat: Can the parking lot behind the PAC be restriped? The lines are fading.
9	Dr. Triplett	Other With the SACS update you received updates from Provost Harris and Dr. Anderson. SACSCOC Update

On Wednesday, January 20, 2021 Provost Michael Harris, Office of Academic Affairs submitted the following information in an email to all faculty and staff:

“As you know this is of the highest priority. We have now submitted the second Focused Report draft for review to Silver and Associates and will be receiving his feedback this week. There will be one more draft completed to submit to Silver and Associates with the final report submitted to SACSCOC on January 28th (this includes our Quality Enhancement Plan). On February 25th, Silver and Associates will conduct a Mock Site Visit and the SACSCOC On-Site Committee will visit March 16-18. It is imperative that we have all hands-on deck for this process. Students, staff, faculty, and administrators need to be prepared and the Mock Visit will serve as a great learning experience in that preparation. We have come so far in six months!”

On Wednesday, January 20, 2021 Dr. Charlise Anderson, Managing Executive Director, Institutional Effectiveness, Research, Planning and Assessment, Accreditation Liaison, stated that “On today the final draft of the Focused Report and Quality Enhancement Plan was sent to Silver and Associates. Upon receiving Dr. Silver's feedback team leads will have a short time to make any necessary revisions. The platform Compliance Assist will be locked for archiving the Focused Report and Quality Enhancement Plan on Monday, January 25th and mailing to SACCOC will occur no later than Friday, January 29th” in order to meet the deadline of Feb. 1, 2021.

There were a total of 14 standards that needed to be addressed in the Focused Report and the SACSCOC Steering Committee has worked to address these 14 standards:

3.1.b	Coursework for degrees
4.2.c	CEO evaluation/selection
6.2.a	Faculty qualifications
10.1	Academic policies
10.7	Policies for awarding credit
10.8	Evaluating and awarding academic credit
11.3	Library and learning/information access
12.4	Student complaints
12.5	Student records
13.1	Financial resources
13.2	Financial documents
13.3	Financial responsibility
13.4	Control of finances
14.2	Substantive change

Please Note: Administration will provide faculty with a copy of the Focused Report and talking points to prepare for the upcoming Silver and Associates will conduct a Mock Visit Feb. 25th and SACSCOC On-Site Committee will visit March 16-18, 2021.

	? We got it from email and she read it herself	Some of our buildings do not have signage to indicate areas as "Storm Shelter" or "Area of Refuge." Rooms that do not have an external wall or window (especially first floor) are appropriate. I have asked, as our chair. If we were to do this, it would involve identifying appropriate areas, clearing out excess furniture (not all--just excess), and putting up signs. It seems as if the pandemic might be a good time to do this.
		1152 a lot of glass in the education building and need storm shelter rooms cleared out and labeled; same for gun fire and safe spaces; other than labor, not an expensive change; a locked door could be opened and allow those with disabilities and safety reasons be allowed to egress. Done tornado drills and with all the glass, not sure where to go; legal risk also
	jmiglietta	Chat: Will applications for the Non Instructional Assignment be accepted this semester for awards next academic year.
	Dr. J Jackson	11:55 Noninstructional leave assignments will be collected in February and we were promised that money is available for up to 12 people and Jane Jackson will clarify the funding that it is there by the end of the month Application is not complicated but you need to think about what project you want to submit and it can be combined with other grants and other fellowships.
	Dr. Triplett	Thank you Dr. Jackson
	Dr. Kenneth Chilton	Chat:SACS accreditation process has affected numerous faculty members who are deemed "unqualified" by consultants. I'm concerned about due process for faculty members who are deemed "unqualified" by our consultant. Specifically, is an academic transcript review sufficient to deem a faculty member unqualified or is additional information needed?
	Dr. Triplett	11:57 There are 10 or so faculty members deemed unqualified by Silver and Associates. I know they were looking at those on a case by case basis and this individual faculty member wants to know if it is a rubric or transcript review all they are looking at? (Dr. Kenneth Chilton)
	Dr. J Jackson	Due process for unqualified faculty: sometimes it is unqualified to teach in a subject area but they may be qualified to teach in a different subject area; unfortunately, chairs have known that or not and some can go back and get some other education to prove they can teach it but now with SACS we are up against them having to not teach the class; it only takes one person out of line for the university to fail the requirement to land the university noncompliant; they may need to take education and get back to teaching it later.
	Dr. Triplett	Thank you so much Senator Jackson and we just have one last comment from Dr. Raynes.

	Dr. Raynes	Chat: For others category: Most of the faculty and staff are working from home. This can result to excessive expenses to our household utilities. Are there any financial assistance that the university can support the faculty and staff?
	Dr. Triplett	It may go back to the departments because they may have money for things that you have to do your job.
	Dr. deCasal via Dr. Triplett	IRS has told me or expenses are not tax deductible. our expenses are our expenses.
	Dr. K Smith	What about paying for my comcast cable at home?
	Dr. deCasal	Call IRS
	Dr. Triplett	<p>Final Comments It is 12:02 and I want to be respectful of your time. I want to give you a few reminders as we conclude this morning. This has been a very large wealth of information for faculty and I hope you have found it worth your time. Now we have to do the work and find answer to many issues including health issues that you brought up. Our next full faculty forum for August 21 which be on ground depending on the corona virus ; Jan 28 is the next FS meeting by Zoom meeting and the 3rd Thur of the month after that. It is an open meeting, anyone can attend but our faculty senators will be attending.</p> <p>I want to say thank you for attending. We really appreciate you attendance. We had over 110 ...117 and maybe more in attendance.</p> <p>Grievances can be submitted at the faculty senate website by name or anonymous. Meeting minutes, handouts, updated constitution, and meeting agenda are on the website. We have standing committees on the website as well. The current executive committee members are: Chair: Kimberly L. Triplett, Chair-Elect: Artenzia Young-Seigler, Past Chair: Geoffrey Burks, Secretary: Karen Smith, Treasurer: Rita Fleming, Parliamentarian: Samuel Dennis. On behalf of the executive committee and the faculty senate, we want to say thank you again and we wish you best in elevating our students to the next level, I am truly proud of each and every one of you all and at any time that our faculty senators or executive committee can work for you or speak on your behalf, we will do that. We do have functioning standing committees so that we can work on things and work on policies to not only help faculty but the university and students as well. So thank you and have a great day and a great weekend.</p> <p>Adjourn: 2:05 pm</p>

Full Faculty Forum Attendance January 22, 2021 by ZOOM log in name
Total in attendance: 128

A 10	B 14	C 9
Autumn	Charles Brown	clovela2
Iris Johnson Arnold (Autumn)	Geoffrey Burks	Mark Crawford
Karin M. Abel	Gashaw Bekele	Kenneth Chilton
Ahmad Aziz	William Boadi	YiChung Chen
akamssu	Charles Bowie	Jennifer Castle
Kaushalya Amarasekare	Carlos Beane	Carolyn Caudle
Dr. Nicole Kendall Arrighi	Brenda Batts	Fur-Chi Chen
Mohammad Al-Masum	Dr. Keisha A. Brown	wchen
Catherine Armwood-Gordon	Kisha Bryan	Sumita Chakraborti-Ghosh
Ashley Alteri (Larina)	Orville Bignall	
	Marsha Bowman	
	Prof. Brock	
	bebro	
	Robert Bryant	
D 7	E 2	F 4
Sam Dennis	KT Ewing	Rita Fleming
Jason de Koff	Deborah Edmondson	Christopher Field
cdecasal@hotmail.com		Abiodun Fasoro
Poliala Dickson		Femi
Elizabeth Dachowski		
Korsi Dumenyo		
Presley Dyer		

G 2	H 5	I 1
Jemal Gishe	Marie Hammond	Wendy Inman
Cynthia Gadsden	Jay Hedgpeth	
	Alexis Gatson Heaston	
	Julie Huskey	
	Christine Hamilton	
J 8	K 4	L 3

Timothy Jones	Mohammad Karim	Xiaoming Li
Michael Jeffress	John Kelly	David Lehman
jsjackson	Barbara Kilbourne	Larina
Kimberly Johnson	Aditya Khanal	
Eva Jermakowicz		
Owen Johnson		
Arthur Jones		
Carla Gardner-Jones (Arthur Jones)		
M 10	N 3	O 3
Terrance McNeil	UrLeaka Newsome	Emmanuel Omondi
Margaret Machara	Dilip Nandwani	Cosmas Okoro
mchaires	Nina	Vandy Owen
Elaine Martin		
Michael Montgomery		
reynardmcmillian		
Krystal Massey		
Lakesha Moore		
Monique McCallister		
Kyle Murray		
P 12	Q	R 9
Elaine Phillips		Achintya Ray
Presley		Dr. Reed
Marida Pace-Newbern		rklomega
Angel Sloss-Pridgen		Twianie Roberts
Roslyn Pope		Dr. Melissa Riley
Frank Pleban		Edilberto Raynes
Jean-Claude Pedjeu		Sudipta Rakshit
Angela Nichols-Paez		Andrea Ringer
Bharat Pokharel		Michael Reed
Wanda Payne		

Toccara Porter		
David Padgett		
S 10	T 5	U
Karen Smith	Kimberly Triplett	
Amy Sibulkin	Ali Taheri	
Tasneem Siddiquee	Toccara	
William Sutton	Sherin Tahmasbi	
Sharon	Qi Tang	
Sharon Smith		
Mary Shelton		
Meg Streams		
Amir Shirkhodaie		
Josh Shive		
V 1	W 6	XYZ 1
Eric Vogel	Kyli Whitehead	Artenzia Young-Seigler
	Justin Whitney	
	Federickia Washington	
	Mulugeta Wayu	
	Dr. Ali Winters	
	Ying Wu	