

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting
Date: October 14, 2021
Time: 2:40 PM-4:30 PM
Zoom Meeting

Minutes taken by Senator Karen Smith, Secretary.

Item #	Agenda Item	Motions by	Motions seconded by
1	<p>2:40-2:43 PM Welcome & Call to Order</p> <p>Senator Triplett, Chair called the meeting to order. She has requested the attendees to mute their microphones and comment in the chat box. Visitors are asked to put their name and department in the chat.</p>		
2	<p>2:43-2:48 PM Consideration of the minutes of the previous meeting held on September 16, 2021. Motion made with corrections to be accepted.</p> <p>Page 7 and 8 transcription changes via Dr. Bekele</p> <p>Senator Triplett asked to remove Dr. Sekmen from the roll and only add him as a guest when he attends</p>	Young-Seigler	Okoro
3	<p>2:57 start</p> <p>VP Terrence Izzard</p> <p>I would like to just acknowledge all of the Faculty senators that are on this call, some of you, I know personally. Just from working in in the recruitment feel with you and then some of you I'm looking forward to getting to know, and I just appreciate you inviting me to join you today. As I shared with my executive team and enrollment services and student success our division is you know we are those foot soldiers who are charged with going out and finding the best and brightest and bring them to TSU and then supporting them through their matriculation to graduation, but I told them, I emphasize to my team and it's really my mantra that it's important that we have a strong bond with the Faculty of our university, I say that from just experienced as a 25 year 26 year old veteran 26 year veteran in higher ED understanding the importance of the university faculty. But then also have lived it with my mother has worked as an associate dean of education and I've seen her for the last 30 years at her institution really lead the charge at making sure the students are successful, so I know how valuable it is, in my view. You really are the reason that we exist as a university. Students attend TSU and seek your knowledge and your guidance and your expertise and you then help them to prepare themselves to be global leader so that's where you are to me personally and professionally and then, as the university continues to carry out its mission, you are at the forefront of that.</p> <p>So today my goal is to provide you with some data and kind of let you know where we are, as a university and then secondly talk about some of our new initiatives and then give you an opportunity to share with me some of your thoughts concerns and ideas, I know I have a limited amount of time, so I'm going to hop right in. And I'll say at the onset, this is not the end, but I see it as the beginning of collaboration with the two of us so. Some of the you asked me to provide information on new programs in the office of admissions and recruitment some of the things that you can know that we're doing and you're welcome to be a part of we have weekly Q and A sessions each Friday that's an opportunity for students who are interested in TSU to learn more about the university. And it's virtual so you're able to hop in at any moment, and just kind of beyond that kind of see what those questions are that families come on to have and then see the interaction and the excitement firsthand of the students that are interested in TSU. We just announced that brand new campus tour director of on campus visits and special events is the official name, my name is Ms. P. Johnson, and we discovered when we looked at our enrollment data, 82% of the students who did a campus visit, they actually made the decision to come to the university, as a result of their experience during their campus visit so that has really taken a high priority and you'll find that trend is true nationally as well. We really are focusing our efforts in making sure that campus visit really represents our brand and the experience is one that is very engaging and I will also say to those of you who are representing different departments. Many times students want to meet with your departments, while they're here, and it may be a good opportunity for</p>		

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you to get engaged during that time, while students are on campus and we'll talk a little bit more about that.

Number three is we just launched a brand new August, when we launched a brand new CRM that's called recruit is called recruit CRM 3.0 and those of you who are familiar with CRM you know how vital that he is in communication with students.

When I got here we kind of inherited banner, and there was another system that we were using call Hobson's and it was a very clunky system, it was not reliable students we're not getting their admit letter, since we were there were a lot of gaps and holes and no one seemed to be able to resolve it. With the recruit CRM is a much broader system and its really tailored toward higher education and it allows us to engage with our students from the start to the finish of the application for those of you who come from a business background, you know that media companies use CRM like salesforce or hubspot will recruit CRM is that same platform that's tailored for higher education so we're excited about that.

And with that here's another big plug why that system is so important because students are able to make we're able to make auto decisions and expedite the time that students from the time that they apply if they have all their credentials on their file and their record sent from their high school the system will automatically make a decision for their admitted admission status which, which is great for us whether the student having to wait multiple days to get a decision on their record.

A fourth thing that we're very excited about and I encourage you to kind of look at you can go out and just Google and search of there's a new system that we call a digital marketing system called element 451 it is we're probably one of two HBCU right now that have that. Howard University uses it it's a very robust system that allows us as a university to get in the digital marketing space like Facebook, Instagram, tick tock where are where our clientele really live. Most of you probably have seen a lot of universities out there some of our counterparts is typically.

They have an ad there, and you can click for more information and then there's a request for information card that you fill out and then you could download a brochure it keep them connected to an enrollment specialist. And that whole system we have invested in and the rollout for that will be January one. We were fortunate to get the contracting done right at the beginning of this year, and so, in addition to recruit CRM, you will see a heavy presence in the digital marketing space, making us highly competitive with other PWI as an HBCU alike.

The another big feature with that is each department, will have a special landing page and we can talk more about that we did we did a research, to see what our top 15 producing majors were in terms of the number of students enrolled this year with the top 15. And we want to, we want to ensure that we promote those top 15 majors but we're also looking at how do we market those low producing majors and get that to get those numbers up and those low producing major so we want to work with you on that. And then move quickly, there are a couple of the things I want to mention, we have a new hire achievers program for Tennessee scholars students that have a 3.0 or higher. We are automatically now once they're admitted we begin to talk to them about scholarship opportunities academic scholarship opportunities here at the university and have a deadline of October 31 to having their scholarship offer out, which is something that we've never done before.

We have increased our recruitment team are in the process of engaging more regional recruiters so we have put the emphasis on in state but also having regional recruiters for 250 mile radius we're very excited about that of course there's another big effort that many of you may have been familiar with Dr Sheila Riley who was in our enrollment services department. She basically was the team lead for enrollment services well she no longer is with us, but we're hiring a new director executive director of enrollment services and have expanded their role to include enrollment specialists who will walk the student from the time they admitted, all the way to the time they get enroll so we have three new enrollment specialists that are coming on board. We heard a lot of concerns about students, not knowing how to complete the process and they get lost in the process so enrollment services will be the main department that kind of handles them and will introduce them to you on. Senator Triplett maybe we can actually have another session when we can we can introduce those personnel, so that you'll know who to connect them with, but each student will be assigned enrollment specialist and

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that specialist is kind of like a customer relations specialist in the business world that really has their caseload to make sure that all admitted students get through the process successful. I mentioned the new student, the new executive director very talented person that will be adding to our team you'll see some revolutionary things that he will be bringing. We have we're in the process of redesigning the admit letter, which will be very nice on students all admitted students who on commit to the university we get a branded welcome box, which is very nice that that is, those two projects will kick off January one and then. We have meaning new engagement activities for admitted students that will carry them from January or one all the way to May and again we'll meet a little later to share how that is rolled out and how you can be engaged in that process will love your efforts in that let's talk about the numbers we're pleased to report that enrollment is up, our enrollment for fall 2021 is 8077 students, we were the only school in the only LGI with an increase in enrollment many of our other counterparts either stay the same or either they had a slight decline, but we're very pleased to the hard work of you, the deans all of our recruiters and admissions team to really was a university effort that helped us to.

To continue our efforts to improve you know we have a very comprehensive strategic enrollment plan well really a strategic plan for the university and really in enrollment services, we are charted for 10% increase over five years, the University has committed to that, and so we play our role in that along few and the other counterparts on the campus that really kind of represents a 2% increase each year to get us to a 10% increase over five years, and so we keep our eyes on those efforts and really kind of walk out that strategic plan.

In terms of what we look for in the spring, now typically well, let me before I even talk about the spring, let me mention that even now for our fall 22 enrollment numbers, we are ahead of where we were this time last year in terms of the number of applicants and then, in terms of the number of students admitted, we already ahead of where we were last year about 235 students so we're feeling really good about the work that's happening right now for fall 2022. Looking at spring 2021 typically there is a decline in enrollment between fall to spring that's pretty normal amongst all campuses where we're looking to close that gap. For instance, in 2020 we only had about 6038 students in the spring 2021, and these are during the pandemic, so of course we had roughly about 6000 students. So we're still analyzing and doing two things. We're increasing our retention efforts which that's a whole nother conversation that I love to talk more about. Strengthening those retention efforts so that we can see increases in our spring enrollment generally we hover around 6000 students, we anticipate definitely more than that, this year, because we've had an increase in the fall still analyzing those numbers and we'll give you a projection on what we think our spring enrollment will be in some in the forthcoming days Senator Triplett I could follow up with you, with that.

The last two things you asked me about was to provide ways that faculty can be involved with recruitment and admission efforts and what your roles could be. That's a great question and I'm really hoping to have more dialogue with you, there are two things I want to mention right now that can be activated within the next two weeks. One is, we like to get you involved with the virtual visits so as faculty at the university by your college or by your department. I think you should host my suggestion or idea would be to host a virtual meet and greet. And we in enrollment can partner with you to provide you with the students who would be interested in meeting you we push I know as a recruiter like for me, even though I work as associate vice president, I get up you know take my sleep my jacket off roll my sleeves up and I get in there and I began to you know when I recruit I'm pushing the Faculty the quality of faculty and the rigor of our academic programs, and so, when I do that and I'm able to help them to meet a faculty Member or a department chair I definitely would like for them to be able to engage in you and so with you and so virtual visits monthly will be great and then on site visits, maybe by monthly by department or by school.

My last suggestion also one of the things that I'm kind of rolling out our planning for and I'd love to talk more with you all about it is doing a campus wide enrollment summit to capture ideas do analytics as well as take ownership and where we go with enrollment and it really is a creative think tank for how we want to project our chart our path forward so those are some of the suggestions and ideas and I'll

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	<p>pause there and answer any questions and I'm working from my phone and I've been seeing things pop up but I can't really follow what's in the chat. Senator Triplett back to you.</p>		
4	<p>3:12 Senator Triplett, Chair thanked VP Izzard stated that Senator Crawford is the chair of the Academic Committee and we will have more faculty involvement.</p>		
5	<p>Senator Young-Seigler read Senator Okoro's question: For recruitment purposes, are you reaching out to Metro schools and community colleges in Middle Tennessee? VP Izzard: Yes we have a major initiative for Metro Nashville schools and also we just hired a new Community college transfer recruiter who focuses specifically on the Community colleges. Senator Triplett, Chair: What is that individual's name? They just hired a recruiter Ms. Chelsea Morgan.</p>		
6	<p>Senator Crawford: is asking about block scheduling and is that something that will be continuing? VP Izzard: Right now that is housed in Office of Academic Affairs. Senator Triplett, Chair: that is something you can ask when you speak with your committee to address those questions to Office of Academic Affairs.</p>		
7	<p>Senator McCurry: I have a question in regards to the of the enrollment of so I know the university provided some code relief fund. Particularly have a tensile freshman engineering class in their 20s department and students that came back that previously dropped out of school due to funding of that were able to come back so when these enrollment numbers are, I guess, do you have an ideal, you know I mean students, that would have made would may not have come back if it had not been for this financial assistance.</p> <p>VP Izzard: No, I don't I don't have a specific number, but I have is that your question how many of those students who would not have come back.</p> <p>Senator McCurry: Yes, because we're saying enrollment is up, you know, and I know like said, in this case I knew these students would not have returned ahead, had it not been for this assistance.</p> <p>VP Izzard: You understand one of the things that I am keenly aware of from just talking with students coming back to the university many times they have not been coached properly and supported in terms of completing their FAFSA on time or realizing if they're if they're making satisfactory academic progress with the number of courses that they take and I think on the front end to address some of the issues, some of that we have to provide more institutional support for our students, so that they can take advantage of resources that are already in place to help them so um but yeah duly noted, I do I do hear what you're saying in terms of the number of students that return because of financial assistance and where do they go as we move forward will that be a barrier for attendance as they move forward, that is something that we are definitely aware of, and will continue to monitor to provide support.</p> <p>Senator McCurry: Thank you.</p>		
8	<p>Senator Fleming: from the chat, Senator Al Nasr: 82% of the campus visit decide to enroll. How many students in total does this 82% represent from the total number of our enrollment?</p>		

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	<p>VP Izzard: I will have to go back to look at that number, but let me just explain where that the 82% comes from the total number of students who actually visited, not necessarily the number of enroll.</p> <p>Senator Fleming: from Senate Bekele: And there's another one what steps have been taken to make the admission process as efficient as possible, also can you talk briefly regarding recruitment of international students.</p> <p>VP Izzard: So I'm making two major steps that have been taken to make the enrollment or the admissions process efficient is investing in a new CRM which I talked about earlier, the recruit CRM. And then, secondly, bringing onboard a new executive director of enrollment services with the responsibility of overseeing everyone that's in the admissions funnel. And with the staff of three to support students who have made application, making sure that they get through the enrollment process without any hiccups.</p> <p>Senator Triplett, Chair: Okay. Once again, VP Izzard we would like to thank you for your presentation. We truly appreciate. Faculty Senators if you have any more detailed questions or anything that comes to your mind after our meeting today, please email those to Senator Crawford. Senator Crawford is going to reach out to VP Izzard and set up a meeting with him.</p>		
9	<p>Senator Triplett, Chair: Senator Crawford if you do not mind please type your email in the chat box, I truly appreciate it. This will be helpful for those who have any concerns once again. VP Izzard we want to thank you again and that you are in our thoughts and prayers as you continue to heal from your car accident. We cannot thank you enough for thinking enough of us to still share important information on what's taking place with our recruitment and admissions efforts here at Tennessee State University.</p> <p>VP Izzard: As much I value each of you and thank you for this opportunity.</p>		
10	<p>Time: 2:48</p> <p style="text-align: center;">STANDING Committee Reports</p>		
	<p>Academic Committee (Senator Crawford)</p> <p>Good afternoon, colleagues, yes, the last time we reported the committee did meet and we generated some questions that we presented to the Senate, at our last meeting.</p> <p>The intent was to forward those questions to select staff at the advising Center specifically Ms. Bonner and Ms. House and so far, we received no response so we're just waiting for a response. That's it.</p> <p>Senator Triplett, Chair: If you do not mind just responding back to Ms. Bonner, and just CC me on the email as well. If you do not hear back from Ms. Bonner, then I will reach out to her office to see if they can respond back to you.</p>		
	<p>Budget Committee (Senator Young-Seigler) 2:52 Met Sept. 24.</p> <p>Standing meeting with VP Allen every 3rd Friday and the first meeting is 12 -1:30 tomorrow via zoom. At the board of trustees meeting I thought that Vice President Alan said some really significant things if you get a chance to go back and look at that one of the things that he mentioned is being transparent with the Faculty and what's going on with the budget so we want to make sure we take advantage of his vision of transparency with the budget. Also, the next steps for our Committee, we need to try to select a new chair I don't know if you guys know that in the coming up in April, I will be the new Chair of the Senate, so we'll need a new chair for the Budget Committee just throwing it out there, putting it in your mind So if you want to chair that or you have an interest in that please start considering that. Also our Budget Committee talked about not being able to hire support staff for the Faculty. A lot of the positions for the support staff are either there's no one in the position of there's not a position available. So one of the things that we wanted to make sure that we had as a Budget Committee is a budget to hire adequate support staff for the Faculty and that's one of the one of the issues we're going to discuss with VP Allen when we meet with him.</p> <p>Also, we wanted to make sure that the Budget Committee is effective and what all the other committees are trying to do, for example, our benefits and welfare committee, when we do faculty salary studies, it would be very beneficial to that committee to have input from the Budget Committee, and it will be very important to the Budget Committee to have input from the Faculty benefits and we're for committee when we start discussing our needs with our VP of budget and finance. And also salaries moving forward, not just for us as faculty but also for our support staff. So we're looking forward to meeting with VP Allen tomorrow discussing some issues with him that we may have. And so, having said that, if you have any questions regarding specific questions regarding the budget and the budgeting process if you all would email those to me and I will make sure that our VP gets those questions and</p>		

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<p>have an answer for you, by the next meeting. So our next meeting, for next faculty senate meeting because our next Budget and finance meeting will occur, the day after a faculty senate meeting. So, tomorrow, if you have any questions, please send those questions to me so that I can make sure that our VP of budget, a budget and finance is aware of some of the questions that our faculty may have. (meeting went to VP Izzard as he is now on the call)</p>		
<p>Alumni Relations and Development Committee (Senator Fleming) Good afternoon senators, the alumni relations and Development Committee met October 1 to discuss ideas to enhance the faculty role and work with the TSU alumni relations department, we were hoping to have Ms. T. Smith with us on the meeting but did not. The committee came up with ideas that we could do with her help. We plan to meet in November to discuss steps to implement some of the items we have. They are all listed in our report.</p>		
<p>Constitution and By-laws Committee ()3:20 We are getting a chair and a report by the next meeting.</p>		
<p>Curriculum Committee (Senator Roberts) gave report We have had 3 CARFs approved by Academic Affairs. One CARF and one PARF are currently being reviewed by the committee. One PARF on Africana Studies is being formatted by the College of Liberal Arts for Submission. Curriculog is live for undergraduate programs and will need originators and committees' access and training. Due to the number of programs and committee members, it will take a continual process of updating access and faculty in the system to remain current. 4 Math CARFS were sent to academic affairs and one got approved. MATH 1529,1530,1709 did not get approved yet. MATH 3610 did. (8/18/2021) They were held due to "working on a general education piece" by The General Education Committee.</p>		
<p>Faculty Benefits and Welfare Committee (Senator Phillips)3:21 The committee had a meeting last week about the results of the survey that had been sent out earlier, and we had about 198 responses. And it looks like the Faculty and the full time staff who responded are overwhelmingly in support of a paid family medical leave policy, we are going to implement the information from the survey, as well as language and policies from our sister institutions in Tennessee and create a working draft later this month, and we will meet on October 29 to review the draft. and see about having it ready to present to the Faculty Senate to review for the November meeting. Another issue that was brought up during the meeting was about air quality ventilation and environmental conditions in the academic buildings on campus. We had a couple senators note that their offices had issues with black mold classrooms in different buildings had issues with leaking black mold their ventilation problems and we wanted to look into what has been done with cares funding to address faculty not faculty facility maintenance, specifically with replacing and maintaining filtration so we had a faculty Member make a motion to bring this issue up at faculty Senate to see about addressing facility management about air filter replacements in maintenance. So that is where we are. Senator Triplett, Chair: Do we need to take a motion or make a motion for Faculty Senate to send an email over to facilities management listing those bullet point health concerns? Senator Sibulkin: would like to invite the Director of Maintenance to the next meeting. Senator Triplett, Chair: I will invite the Director of Maintenance to the next meeting and Dr. Stevenson to discuss COVID 19 issues throughout campus.</p>		
<p>Faculty Grievance and Appeals Committee (Senator Flott) Meet tomorrow and will address all the grievances they have. Senator Flott suggests we send guests a list of questions in advance of them meeting with us Senator Triplett, Chair Faculty Senators please submit your questions and/or concerns to me and cc Senator Smith for the guest speakers to address during out next meeting.</p>		
<p>Information Technology Committee (Senator Al-Nasr) My committee met on October 4 and I uploaded the report on October 7 so the Committee in the meeting discussed the response of the administration about previous recommendation we did on September 3rd. Their condition wants to equip faculty members of TSU , or the majority of them with technological tools to help them in teaching online or hybrid. You know, in the previous senate meeting they I had no response, then I get response from them Time Warren and Dr. Gishe about 39 classrooms</p>		

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<p>where are equipped with like tracking camera. So in our meeting as a committee we discussed like you know turn down the our recommendation very quickly, so the actually obviously the recommendation was turned down so we were discussing why, like you know our recommendation turned down. so quickly, is it like because of the budget or any technical issue, so what we are planning is to try like some of those rooms that 39 rooms were provided by administration to test those classrooms for like you know online and hybrid teaching. Also the committee discussed like, degree works, we all like agree that degree works has my you know many problems for undergraduate level and we had like an individual department, we had some, like you know bad experience with some students having some issues with degree works, so we still like you know discussing degree works and what can be done to improve it, maybe one of the month things is to get CIT involved and also, I would like to thank CIT be able to work with us in order to improve the wireless connection to our the campus.</p> <p>Senator Triplett, Chair: Okay, thank you, Senator Al Nasser and I'm so glad that you were able to communicate with those individuals that you needed to communicate with on behalf of your committee.</p> <p>Senator Al Nasr: I would also like to thank you to you know help me in that.</p>		
<p>Nomination and Appointment Committee (Senator Brown) 3:29</p> <p>So good afternoon everyone the nominations and appointment committee met on October 8 to review the current list of faculty who are serving on the committee this academic year and also the Community discussed and review the current list of faculty senators, who are serving for each college this academic year. In an effort to review the terms of each Senator and see who all is rolling off of the Senate this academic year. Lastly, the committee members were asked to follow up with the dean's office for each of their college to request that the elections be held at the beginning of the spring 2022 semester, rather than at the end, so that the Faculty senators can be replaced at the beginning of the semester and there will be a smooth transition, as we have seen in years really not so that was what was entail with our meeting on October eight.</p> <p>Senator Triplett, Chair: And thank you so much for your leadership and Senator Brown on that, and if you could bring that concern to the executive meeting, so we can make sure that we reach out to the dean's and make sure that they are head of the game, instead of being behind when it comes to understanding who is rolling off as Faculty Senators. I have been reaching out to the deans providing them with the terms of their college Faculty Senators. We would like the College Deans to have enough time to prepare for the spring 2022 to start doing those elections. However, the individual colleges/units will decide who will represent them as Faculty Senators.</p> <p>Senator Brown: Yes, yes, and we have made the change in the Constitution, clean up the language around when the elections are to be held and so just making sure each college is clear that, in the spring semester. So beginning of the spring semester, rather than at the end.</p> <p>Senator Triplett, Chair: So, Senator Brown when you meet with the Executive Committee in regards to this let's draft up a template for the deans to make sure we incorporate that new language that's in the Constitution, so they will clearly know, this is the time that they will need to do it this time frame.</p> <p>Senator Brown: I sure will.</p> <p>Senator Triplett, Chair: Okay, thank you, I just want to make sure we get ahead of that so we will not have any problems, because these new senators will have to be available for some of these upcoming opening positions.</p> <p>So, we want to make sure everyone has a fair chance of running for these positions and they are able to submit their name or nominated someone for these positions.</p> <p>Senator Brown: Absolutely okay. Thanks; a smooth transition to the new team.</p>		
<p>Library Committee (Senator Huskey)</p> <p>Yes, the library committee will hold its first meeting on October 27. We have not yet met this year. They will report out at the Nov 18 meeting.</p>		
<p>Professional Development Committee (Senator Chilton)</p> <p>I sent out a survey to committee members, asking them what their priorities were heard back from about six and a half, President, most of them have submitted the typical issues related to professional development that is travel funds, conference support, those types of things and I know those are heavily dependent on the annual budget, so I don't know if that really supports any type of future agenda for</p>		

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	<p>moving forward that we could push other than maybe getting certainty I don't know if there's demand out there for a policy related to what type of travel merits funds do you have to present versus not having to present to get funding that type of thing but we will have a meeting in early November, and at that time, I will dig a little bit deeper, to see if we want to move forward in in a similar type direction or not.</p> <p>Senator Triplett, Chair: Okay, thank you, thank you so much, Senator Chilton.</p>		
	<p>Research Committee (Senator V. Tiriveedhi) tabled until his portion on the agenda</p>		
	<p>Student Appeals Committee (Senator Quick) Nothing to report just a comment to follow up with Senator Brown was just speaking out with The elections of new senators and that kind of thinking colleges so I'll be rolling off in the spring. And I'm chairing this student appeals committee which meets over the summer, and so we met twice over the summer. So, I think it also will be proactive to try to find a replacement for me for that student appeals committee before the end of the Semester, because that person needs to meet with that committee during the summer so just give you heads up about that.</p> <p>Senator Triplett, Chair: Thank right Senator Quick, then that individual needs to transition with you and then also with the Office of Academic Affairs with Dr. Clara Young, so they know that this is our new chair of the Student Appeals Committee.</p> <p>Senator Quick: that's right.</p> <p>Senator Triplett, Chair: Okay, thank you Senator Quick. If you can keep that on the table, then we start the transition for this important committee. Thank you.</p>		
	<p>Post Tenure Review Committee (Senator Okoro) You all know that this committee just too young to do anything but I have to make that promise that we have scheduled a meeting for October 28, hopefully we are very important for the November meeting but I've also met someone regrets as Dr. William has gone to retire and is still on the list so when I reached out to him and he said he wanted to know if you could still continue to be a member, even though his retire you had his name on that list. So I don't know if it's still there, or not. If he is no longer eligible to be on the committee then that leaves a spot open for Agriculture. 3:38 pm</p> <p>Senator Triplett, Chair: will reach out to the College of Agriculture for a new faculty name to serve on the Post Tenure Review Committee. Okay, well, thank you so much, and thank you for stepping up as the new Chair of the Post Tenure Review Committee we truly appreciate your leadership and your willingness to jump in and work with the committee, so thank you so much. We still have a vacancy on the Ad Hoc NIA Grant Committee, so hopefully in our meeting in today, we will have a new chair for this important committee. I would like to remind the chairs you all, are doing outstanding work we truly appreciate your service on top of the other responsibilities, you have at the university and all these committees are important to all faculty across the board, so we truly appreciate your efforts. Please remember to send your reports via your individual SharePoint folders I just want to put a note in that access to the SharePoint folders are just for the chairs of the Faculty Senate Committees. Okay, so for an example the Academic Committee Chair- Senator Crawford is the only one with access to SharePoint folder. But as chairs of the standing and ad hoc committees as chairs you can go into SharePoint and create a committee folder for your individual committees. I just want to make this clear. So, for next month, please have your reports uploaded into folder no later than the Friday November 12th. Our meeting is Thursday November 18th. I will try my best to send a reminder out to you all the committee chairs, as well. So moving right along with time we're going to have a report from the TSU board meeting that took place on September 16th from our very own faculty trustee, Dr. William Johnson.</p>		
11	<p>ADHOC Committee Reports NIA Grant Hoping to vote in a new chair at this meeting today.</p>		
	<p>3:40 Trustee Bill Johnson:</p>		

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Thank you, before I start a little quick comment for Dr. Okoro and the post tenure Committee, you may have seen in the news K. Denly, the former Vice Chancellor is now in the Georgia system. And they are pushing a very, very controversial is supposed to be voting on this afternoon very controversial post tenure policy guidelines, so I strongly encourage that committee to take a look at that and make sure that it does not come our way. It's very, very problematic okay.

So I've got a fairly detailed report for you today, I will start off with the audit committee there's been a lot of action, of course, and so the audit committee are reported that there are working on several issues in the Foundation, specifically with bookkeeping, as a matter of fact, the auditor found five findings and they are working on those kind of things there also was an issue in the athletic department.

It's been corrected, the issue was that there were some funding that was applied to athletes scholarship funds, accounts as opposed to being transferred over to Tutoring, that's been corrected. There are some continuing ongoing issues and some corrected issues in financial aid, specifically with our federal reporting requirements with the direct loan Corporation. In 2019, the accounting was off by \$144,000 in 2020 2021 they were off by \$260,000 in their accounting, they have not been accurately reconciling their accounts. And that is a serious federal issue, and they are on notice, just so you know. There's some issues in Title, for there is a series of errors for reporting student attendance, as you may or may not know how Title 4 gives us money for student head counts and when students are not present or misreported, we need to send that money back the dollars that we're supposed to be sent back to the Fed were finally sent back to the feds 489 days late. And the correction of course that they have been instructed to put in place is to number one follow the federal student aid handbook and so that's a directive from the President and the board also that entire department was transferred to VP Allen's direct supervision, so it's a serious issue. In HR there were three issues, one of which deals with one of which deals with the work, study students who are working more than their 20 hour week allotments while classes are in session. One student was reported is an audit violation for not taking their 30 or not being permitted to take the 30 minute lunch break. There was an overpayment of nine of the 17 tested students on timesheet errors and, as you know, in the audit the internal audit, this is the TSU auditor. They don't look at the entire population of the sample they just grab a small sampling of the 17 students, they grabbed 19 of those had timesheet errors and so that's a serious problem, because once again that's a federal pass through.

So with regard to housing, during the fall of 20 and in the spring of 21 the housing unit made adjustments to their budget and posted \$100,000 in adjustments to address past charges, ranging from 2016 or 2020 so. That's an issue once again the Foundation, which is where most of our audit findings are internal and external. They have been informed, that they have continued to do slow posting of gifts that are deposited and of their sampling of 212 scholarship students 12 of those students who received scholarship fundings don't meet or did not meet the award criteria set by the donors and there are some issues there, so, as you can tell the thanks to Alex Sekmen in his efforts to get people to pay attention to the real numbers and hold people accountable are this this round this board is on top of it, and we are demanding strict data conformance with regard to the Budget Committee there's good news.

And so the first issue is that there is an intense and a goal to increase the instructional expenditure. Of the total university budget to 50%, which is what we've been asking as faculty senate for years it's currently 47%. And VP Allen made that statement that the intent is to move it to 50% the other good news is the VP AI informed the board that there will be no transfers from reserves all the way through to fiscal year 22. That's good news for us, you know we've gotten a fair amount of money in that a lot of questions about that number that number turned out to be we have received 115 million dollars in HERF and cares money. \$84 million is still unexpected just so you know but they are earmarked allocations for that \$84 million, \$2 million has been earmarked for Technology improvements on campus, \$23 million have been earmarked to cover additional student balances, \$10 million has been earmarked for scholarship needs, axillary housing needs, PPE and equipment. We have asked for greater detail with regard to that hundred and \$15 million expenditures and the earmarking of the \$84 million. We expect to have that report coming to us at the November board meeting, by the way, the cares and the HERF deadline to spend those funds was extended and that new deadline is now September 2022 so we have some time to do that. For all those people who use banner finance and

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know that that's a slow process and has some errors banner finance will be audited in February so that's good news for those of us who use banner finance and it kind of lags behind so in February it's going to be audited.

You already heard from VP Izzard regarding our enrollment 8077 and so that turns out to be a 462 headcount increase upset a 6%. For those of you keeping track of FTE because FTE is different than headcount the headcount from last fall to current fall went up 4% up to 6552 FTE up 256 so that's good news. There is some bad news with regard to enrollment, we've asked for significantly more detail and, as you heard from VP Izzard today, he is talking the talk of data that's good news for us, but what we what we found what he's reported, is that the for retention and recruitment freshman numbers are up sophomore numbers are down junior numbers are down and senior numbers are down, and so myself and another Board Member asked for much, much greater detail regarding those numbers. And another board member chimed in that maybe we meet we may need to adjust our financial allocations and spending in that admissions and recruiting element to include a greater focus on perhaps retention and so we're asked for some cost benefit analysis of that stuff. For with regard to other good news, RSP reported that fiscal year 21 they generated 70.7 well, you generated \$70.7 million and external funding grants and funding that's up from year 20 a 55 two year 19, 47.9, year 17, 43.5 so we're moving in the right direction, congratulations to the Faculty. You're doing a great job we still have some issues to work in a workout with rsvp but we're on the right path for sure, for the card to the academic Affairs Committee.

There were several program modifications that included admission requirement changes for the PhD of _____ requirements for the Master of Science and professional counseling there the MBA got approved to add a delivery of online element, same with the master's degree in Ag to online higher education administration had a certificate that was approved, and so did public health with a graduate certificate.

There was an error or an omission on the tenure and promotion list. And so there is an additional approval of tenure and promotion for to faculty members who were left off that list, and that is

Roger Klomegah BA. In sociology associate professor and Lin Li in civil in architectural engineering, who is a professor, congratulations to those people, but you also know that.

The comptroller's completed his report of the final audit for 2020 that was released to the public on September 29 you can read it it's very similar to the report there was nothing the university could do about it, because those budgets are closed. As a result, in the final SACSOC report was sent off on September 30 the process, from this point on, is in December. The University will respond to the final report and on December 4 through the 7th at the SACS national meeting they will render a decision regarding our accreditation, finally, the student Affairs Committee was reported by Dr. Stevenson.

That we have spent \$70 million to lease the Best Western Hotel or motel to house 279 students, 259 students because of overflow with a large incoming class. House of God we were given 160 beds and we rented 60 beds at the Ramada Inn for 10 days, while we kind of settled some things down the good news is the residence hall is getting closer to being completed the new residence Hall, will provide in additional 700 beds and for those of us who teach graduate education. There will be graduate housing made available graduate student housing mating but made available, starting in the fall and so that's good news. Dr Stevenson's also talked about COVID, we specifically asked for a COVID dashboard we were promised. Back in September on the 16th that will be up next week, it is not up the numbers that we were afforded reported to us at the board, where that there had been since the beginning of school. 100 positive students that 50% of the students on campus are vaccinated and that they are testing 2000 students per day, I saw some numbers, the other day, and they don't match that.

And so, you know that there may be a little fast and loose with the numbers here we're trying to get some accurate numbers and so I'm here to tell you that this board is focusing in very, very finely on. On what is happening with the university are charged is to ensure the longevity and the success in the future of this university I do want to also I'll give you the breaking news.

The President has just been announced it has just been announced that the President has been President Glover has been appointed the Vice Chair of the board of advisors to President Biden's HBCU initiative

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	and so that's good news for us. The current president is Tony Allen, he is the President at Delaware state, and so you, those of you that follow that know that they just received on the order of. Half a billion dollars from their state legislature, but 20 years to get it so that's good news for the university it's excellent news for President Glover and I'm sure she will leverage that to our advantage so that's my report from the to sue board meeting, thank you.		
	<p>3:56 Senator Tiriveedhi: to give overview of Single-base Pay Model for Research Hello everyone and we have already discussed it at length for past several months, and this is the final report based on our voting of the two models. Faculty Senate has favored the single base pay raise model so on October eighth morning 10am to 12 noon and the committee has met to draft the final fine details of what the model is so this is the single base a model where we have voted that the PI for anyone who is getting a new grant will get a 15% raise and CO-PI versus CO-PI will get a 10% raise. And we have 8 policy rules that incorporated all the Senate members discussion items and also some of the committee members, one of the major committee members item was in this paragraph the sixth point where the Faculty should have a right to appeal, so there is a three step appeal process, essentially the same appeal process what we had in the Intellectual property IPP policy, we have a same policy one at the department level college level and Vice President, research, RSP level and everything else is pretty much the same so the other thing there's there are two points, one is what we already voted on the second one is just a continuation of what you already saw. This are some suggested changes to the RSP and this suggestions by no way means that RSP is not doing a great job as we just heard the report RSP is doing a phenomenal job, and this is just to improve upon what we are already doing. And also on this note I also want to tell RSP is having monthly research faculty development program and they are doing a great job telling how to apply for grants, what are the grant opportunities funding all the details so take advantage of all of that, at the same time, these were some discussion points we wanted RSP to take a note of. Help faculty smooth in the process of submission and, once they have the grant within the first year, they can be productive. So mainly nonfinancial but very important for the success of the Faculty so with this, there is not much to talk about I will table this report and I'll ask Senator Triplett to take the next steps. Senator Triplett, Chair: Senator Smith will facilitate the vote and Senator Dennis to count the votes.</p>		
	Senator Dennis read the votes from the meeting: vote in favor of the plan with 22 yes, zero no, 3 abstain, 1 present not voting		
	Senator Young-Seigler: I move that we move the single base pay program to administration, Dr Francis Williams, Provost Harris, Dr. Glenda Glover	Young Seigler	Quick
	<p>Senator Tiriveedhi: Thank you everyone and we are also appreciative to Dr. Sekmen and Dr. Johnson to fight for us in the future. Senator Triplett, Chair: will send out an email to stakeholders this week after getting the final document from Senator Tiriveedhi.</p>		
	<p>Senator Brown: Constitution and bylaws committee and NIA grant committee -possibly Senator DeKoff: will be tabled to the next meeting Senator Bekele is interested in the constitution committee He showed a slide for the job of the chair of the NIA in response to a question in the chat from Dr. Okoro Motion made to accept Senator Bekele as chair of the Constitution committee by Senator Young-Siegler; two seconds</p>	Young Seigler	Sam Dennis and Karen Smith
12	<p>Time: 4:16 New Business</p> <p>Senator Quick has a question that last year the salary inequity for the institution. This has been tabled in the past. Senator Triplett, Chair: asked Senator Phillips about it Senator Phillips: will look into after the paid family leave policy gets rolling up the administration hill They are aware that it is part of their charge. One of their members was supposed to meet with someone over the summer about the historically low funding for TSU. Senator Triplett, Chair: I would suggest a timeframe for this.</p>		

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	<p>Senator Phillips: her chair is up in spring 2022 Senator Smith-she has 2 more years to be re-elected Senator Bekele: He wants an adhoc committee or if the benefits committee could work together with the budget committee on faculty salary Senator Phillips: both committees could work together Senator Triplett, Chair: The next TSU Board of Trustee’s Meeting will take place on November 18th. I will send out a reminder to all Faculty Senators. There is a “live” link on the faculty trustee website for morning committee meetings and the actual board meeting in the afternoon. Senator Triplett, Chair: Provost Harris said there will be no Pass Fail option for this semester (Fall 2021) Senator Young-Seigler said this announcement may not have gone to the students yet and there needs to come notification from Dr. Harris. Senator Triplett, Chair: TSU Career Center has opened the IRIS booth on October 6th and all faculty members can get free professional headshot: it is a machine like a selfie but is professional quality https://Tnstatenewsroom.com/archives/2806 COVID-19 update from Dean Frank Stevenson 9-20 to 9-24 203 rapid COVID test, 1 positive, 10 isolation retests, 13 employees 9-27 to 10-1 199 rapid COVID test, 1 positive, 12 employees 10-4 to 10-8 Dashboard: still coming soon Dean Stevenson is wanting to come speak on Nov 18th on how the campus is keeping safe. Send questions to Senators Triplett and Smith. Trustee Bill Johnson says to also invite Dr. Inman and the COHS has had more positives than what the student center reports. Senator Triplett, Chair: Oct 6 Wed President Glover testified on Capitol Hill and there is a YouTube link to see it. We will vote at the Nov 18th meeting if we will meet in-person or virtual faculty senate meetings next semester-Spring 2022.</p>		
13	Adjournment Time: 4:35PM		

Faculty Senator Attendance:

	Present	Absent	College	Last Name	First Name	Position	Year Term expires in April	Term 1 or 2
1		X	AGRICULTURE	De Koff	Jason	Ad Hoc NIA Grant Com, Chair	2022	1
2	X		AGRICULTURE	Khanal	Aditya		2022	1
3	X		AGRICULTURE	Fleming	Rita	Faculty Senate, Treasurer Alumni Rel & Dev Com,Chair	2023	2
4	X		AGRICULTURE	Dennis	Samuel	Faculty Senate, Parliamentarian	2022	2
5	X		AGRICULTURE	Chen	Fur-Chi		2022	1
6		X	BUSINESS	Jolayemi	Joel		2023	1
7		X	BUSINESS	Marquis	Gerald		2022	1
8	X		BUSINESS	Jackson	Jane		2022	2
9	X		BUSINESS	Flott	Phyllis	Fac Grievance & Appeals, Chair	2022	2

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10	X		EDUCATION	Roberts	Twianie	Curriculum Com, Chair	2023	2
11	X		EDUCATION	Sibulkin	Amy		2022	1
12			EDUCATION	Vogel	Eric		2022	1
13	X		ENGINEERING	McCurry	Charles		2023	2
14			ENGINEERING	Fasoro	Abiodun		2023	2
15	X		ENGINEERING	Al Nasr	Kamal	Info Technology Com, Chair	2022	1
16	X		COHS	Brown	Charles	Nom & Appointment, Chair	2022	2
17	X		COHS	Charles	Derek		2022	2
18			COHS	Gishe	Jemal		2022	2
19	X		COHS	Raynes	Edilberto	Deborah Edmondson PROXY	2022	2
20	X		COHS	Smith	Karen	Faculty Senate, Secretary	2022	2
21		X	LIBERAL ARTS	Chaires	Mark		2022	2
22		X	LIBERAL ARTS	Klomegah	Roger		2022	1
23	X		LIBERAL ARTS	Phillips	Elaine	Fac Benefits & Welfare, Chair	2022	1
24	X		LIBERAL ARTS	Crawford	Mark	Academic Committee, Chair	2022	1
25	X		LIBERAL ARTS	Bekele	Gashawbeza	Constitution and By-laws Com, Chair	2022	1
26	X		LIBRARY	Huskey	Julie	Library Com, Chair	2023	1
27	X		LAPS	Young- Seigler	Artenzia	Faculty Senate, Chair-Elect Budget Committee, Chair	2022	1
28	X		LAPS	Okoro	Cosmas	Post Tenure Review Com, Chair	2023	1
29			LAPS	Kelly	John		2022	1
30	X		LAPS	Quick	Quincy	Student Appeals Com, Chair	2022	1
31	X		LAPS	Tiriveedhi	Venkataswar up	Research Committee, Chair	2022	1
32	X		PUBLIC SERVICE	Triplett	Kimberly	Faculty Senate, Chair	2022	2
33	X		PUBLIC SERVICE	Chilton	Kenneth	Professional Dev., Chair	2022	1
		X	Past-Chair (NON-MEMBER)	Burks	Geoffrey	Faculty Senate, Past-Chair	2022	
	X		Faculty Trustee (NON-MEMBER)	Johnson	Bill	Current Trustee	2023	
	X		Guest Public Service	Hughes	Shone	Assistant Professor, Department of Social Work and Urban Studies		