

Date: October 20th, 2022
Time: 2:40 PM-4:09 PM
Zoom Meeting Faculty Senate

Minutes taken by Senator Guinevere Bennett, Secretary.

AYS – Senator Artenzia Young-Seigler, Chair

GB – Senator Guinevere Bennett, Secretary

BB – Senator Beverly Brown, Treasurer

RA – Senator Reginald Archer, Parliamentarian

WJ – Senator William Johnson, Board of Trustees Representative

KT – Kimberly Triplett, past preside

Item #	Agenda Item	Motions by	Motions seconded by
1	<p>2:40 Welcome & Call to Order • Senator Artenzia Young-Seigler, Chair</p> <p>AYS – We have three guests today, President Glover, Dr. Robbie Melton, and VP Quincy Quick. Officially called to order, we are being recorded, officially called to order. Please attend board meetings if you can, please attend board meeting, get information from board, information TSU presenting to board</p>		
2	<p>2:40-3:00 Greetings From Dr. Robbie Melton (RM) RM-Greeting and thanks in providing updates, answer any questions, thanks to AYS for being available and help with faculty input. We have standing monthly meetings on behalf of Tina Smith, to address not only now faculty, but the chairs and dean's concern.</p> <p>Student Hotels: RM-My team has been spending time at the hotels, if we're going to place our students off campus as faculty and administrators, we need to go off campus. Some of the main concerns that they have in terms of on behalf of the students. Increasing engagement, verified where faculty members who are hosting and convening on campus courses, are not really on campus, but online. As you all plan for the spring, if your courses are to be on ground. We need to revise support, come up with a strategic plan for online delivery, especially asynchronous learning. The students are not on at the same time, and our students are expressing a lot of stress, lack of interaction. I am going to take that responsibility to call forth with a more enhanced online strategic plan, as we move forward into asynchronous and synchronous courses. Students shared they were pleased when they do interact with faculty members and at the hotel. Office of academic affairs get student support services out to those off campus locations, such as tutors. We are also hearing from students that faculty members are not getting back to them in a timely manner.</p> <p>Senator Gundi Kirmanj (GK) Today from a faculty who supposed to recruit, and according to the faculty, said that a lot of students would like to come to TSU but because we are so disorganized, they didn't want to bother, and I asked the faculty if we could get specific feedback from the student, may have valid points to improve programs.</p> <p>RM-We have to actually go out there and listen to our students. We plan starting week after next to meet with each college regarding retention and student satisfaction. We are</p>		

	<p>implementing a retention plan, but we're coming to you to share your retention rate, what we can do to enhance faculty, support, and morale.</p> <p>Spring Registration: RM-Early registration for spring starts October the 25. I have worked with enrollment management regarding projections. We had the projections for Spring 2023 as well as Fall 2023. We have also worked with the Deans in terms of preparing course offering, as well as we have to Extreme Winter Semester and Extreme Spring and keeping you all informed as we move into the academic year. AYS- A question came from a faculty member today that after reporting students as having stopped at attending or not attending that they've had students to attend. Are they able to go back on the system and now change that report or not? RM-Yes, if they're in Banner they can go back and change that to a yes. AYS-Another question for you as far as receiving communications from the from university communications. Is there a way to engage our broadcasts department to condense all of the communications that we're getting from all around campus. Maybe a weekly broadcast or bi-weekly broadcast that will come out with all of these important things instead of bombarding our email accounts. RM-I'm gonna refer that to the office of PR with Kelly Sharp</p> <p>RM-Thank you all for attending the R2-R1 forum with Bill Johnson and Quincy Quick. It was informative interactive and a sense of awareness of what we must do in order to move to that level. Our team are out there with your faculty members, our office is committed to show up, and to be a part of participating.</p> <p>AYS-We have a question, Have more advising staff been hired to assist with the under 30 students? RM-According to Mr. Izzard, the office of enrollment and management, the answer is, yes.</p> <p>AYS-Another question, You mentioned that there were enrollment projections for spring, 2023 and fall 2023. What are the numbers? RM-Spring 2023 we receive the projection of less than 200 new freshmen coming in. We have also asked them regarding retention. How many of our current freshmen of 3,651, do you project will return with that number Now you're talking about a large sophomore class. They're looking at, losing 20 to 22% of that class that still give us a large number. The projection for fall 2023, I was given the number 3050, and the breakdown is the following: You will have basically 1,500 freshmen seeking housing. You will have 500 commuters. You will also have a group of veterans coming in as well as a group of online students. And that's why I mentioned we have to come back to you all with an enhance online strategic plan. Faculty members being on zoom is not teaching online, And we are going to invest this spring, not next fall. And what we call a rigor, highly design online classes where we called in instructional designers and companies to look at our GenEd courses so when you all have adjuncts to come in, it's not a blank course to say we need for you to teach psychology. 1010. These course are highly designed with multimedia assessments, rubric video, so that we trained them on how to teach online, not how to develop a course online and we have benchmarks now, February 1st, March 1st, June 1st, and I should be able to come to you to say, here's the number of students that have been accepted as well as scheduling.</p> <p>AYS-Another question, Is that using the pre made content by companies like Pearson, and Cengage? RM-Yes, It's taking that premium and we add to it. We take in the shell, the content, it is reviewed by you all, and then your department, your faculty has the right to add subtract add, but it's the core framework that faculty members have said, this is what you need for</p>		
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	<p>English 1010 etc. It's to give the faculty member that empowerment to design well-structured courses, and yes, we do compensate you.</p> <p>AYS-How much are we thinking about giving faculty to design these courses?</p> <p>RM-We already have right now a compensation chart. If You're starting a brand new course online there's a certain amount, if you are up updating a course that has already been offered, if you are going in partnership where you have a group of people working on the same course English 1010 you might have 5 English instructors working on it there is another compensation, so I will bring Dr. Seay or send out that compensation that's already in place.</p> <p>AYS-So another question, What percent of a new freshman are you projecting to be online for the spring or for the fall?</p> <p>RM- For the fall, we're looking for at least a 1,000. It's the role of Academic Affairs to keep that balance. We can't have more adjuncts versus full time faculty member, and we have to respect workload. So with bringing people online again, it's more than Zoom but we have to make sure we have the resources to support the faculty and students online. we're talking 100% SACCOC</p> <p>AYS-Will there be an incentive for students who use only the online platform?</p> <p>RM-That was only for this fall, and that was to begin to address the housing. But I am pleased to share with you going forward. There is a strategic plan for housing, so to answer that no, not at this point.</p> <p>AYS-If you have more questions, place in chat so we can capture and address it.</p>		
3	<p>3:00-3:33</p> <p>Greetings From The President (10min for Q & A)</p> <ul style="list-style-type: none"> • President Glenda Baskin Glover (GG) <p>GG-Thanks to AYS and Senate, she appreciates how we have stepped up to the plate, took overload, more students in classes, no complaints to her. Students sharing faculty trying to help, it's more than about the money, more work, how well working with provost, faculty trustee, with these growing pains. We are demonstrating really who we are, are there problems... of course there are. Need to take them head-on, we need to see what we have to do to keep you going. We are pleased with where we are, already halfway into semester. Call me we can talk things out, we need to handle and keep going. I was late due to the announcement of the partnership with the Titans and what they are doing for the students. AYS May I take a few questions?</p> <p>Senator Venkataswarup Tiriveedhi (VT) – Thank you for great initiatives, As a part of R2-R1, one of the major metrics is hiring research staff, which is mainly the postdocs and the staff scientists, which are temporary 3 to 5 year hires and historically at other universities, at other universities 50% of the hires are mainly internationals, and TSU usually has a stringent policy on employment based H1 visa because this is a high-level leadership issue. I wanted to bring it up with you. Do you consider because research tap is a major covariate for developing doctoral programs and also sustainability of doctoral programs? Do you think we can have a less stringent visa policy in this regard?</p> <p>GG-We have had conversations on how to turn into R1, to go from R2-R1 there are certain doctoral graduates must have and research faculty. We are putting together model to use, to have what it takes to go to the next level. We are going to get extra funding; we have to prepare what to present to faculty. We don't have promise now due to legislative questions to address. We need funds for this process, enrollment is up, and looking at the additional revenue to look at faculty growth and development for research goals.</p>		

	<p>Senator Megan Morrison (MM) - We have increased enrollment. So, because of that increased enrollment, our sophomore class is going to be quite larger than in usually is. So what plans, and where supports, are in place to support student advising? Because there are some departments where before the increased enrollment, we already had quite large advisement loads with the increased environment, it would be pushing over 30 per faculty member right?</p> <p>GG- We are looking at what our capacity is, is that accurate, what can we do academically? Looking at what it would take to service those students, so we have to get more faculty. We are putting together a model to support in the future.</p> <p>MM- Until new faculty are hired are there any mechanisms in place to support faculty in place now, hire at the staff at the department level to assist with advising?</p> <p>GG- Housing and advising are top issues identified in the past spring. Current advising is not working, students don't know who advisors are, don't know where to find out. That is what we are looking at.</p> <p>RM- Used to have kiosks around campus to find out who advisors was</p> <p>AYS- What happened to that?</p> <p>WJ- That was my project, I can tell you that because that was that was my project and when we did that with Mark Hardy and some other people, and that was sustained until the advising field was fully populated in myTSU. We contacted the department chairs every semester to make sure they updated that. We established 21 kiosks, and I updated every semester, once it became part of myTSU those kiosks became unnecessary. The issue that remains is the populating of students, advisors, names in Banner by the department chairs. There was no one managing that anymore, so it's a relatively simple solution but it takes a fair amount of work.</p> <p>RM- Bottom line is the students must know their advisor, today not in the spring, we will be getting back to you about ideas for that.</p> <p>MM- My question is more about how many students each faculty member would be responsible for advising with the increased class load. It's quite significant for my department to a point where it would be over what would typically be expected within advising in general. Are there any plans in place to support faculty in that way, so that it's still manageable for them to do their research?</p> <p>RM-MM I will email you offline to address</p> <p>GG- Banner says 1150 of the 9000 students have advisors assigned, WJ you had this project before</p> <p>WJ- That was our problem, to get department chairs to do the update, we would populate for them.</p> <p>WJ-We missed the press conference with the Titans, can you give us the news?</p> <p>GG- We get 4 games at the stadium of 5 or 6 home games, internships for students with STEM and business majors, small business development, TSU work with Citizens Bank, trying to get more dollars, looking at 2 more partnership, like Lowes, and 2 more in the pipeline. Agriculture is very good to us. We are one of four schools partnering with them</p> <p>WJ- We appreciate all you do</p> <p>GG- I think housing situation is being used as a platform to speak about \$250 million plans and some reservations some have.</p> <p>AYS- We mentioned the \$250 million dollars for infrastructure, I know that this into maintenance deferred maintenance and things like that. So what's gonna be the plan moving forward to sort of do some of these maintenance issues?</p> <p>GG- We already started some of the issues. We had to get a plan approved for the order which would layout the whole \$250 million, and the parts that were the easiest that were first, probably \$8 million it's going to be for HVAC and roofs. They're coming first. I think some of have started we can do quite a bit over the Christmas holiday and a lot next</p>		
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6	<p>3:41-3:55 R2 to R1 Presentation Report Update and Questions (RSP) • Dr. Quincy Quick, Chief Research Officer and Asst VP</p> <p>WJ-You must enter through your eLearn Panopto account: https://tnstate.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=f8ff9f33-f64c-4143-97fe-af3400e40bb0</p> <p>Dr. Quincy Quick (QQ)- trying to go from R2-R1, WJ on this committee. Carnegie Classification: 3 categories, R1, R2, R3, there are two others being added, Social and Economic Mobility Category and Community Engagement and Leadership for Public Purpose, and they are still working out the details about the new categories. R2 criteria: Award 20 research/scholarship doctoral degrees and report \$5 million in research dollars</p> <p>10 measures included in The Research Activity Methodology reviewed, if doing well in the Aggregate index and per capita index, then will be awarded the R2. Where we are falling short is doctoral degrees in the Humanities. We have been improving in R&D Reporting Expenditures, and until last year we were not reporting Post-Docs and Non-Faculty Researchers with PhDs, we have found we have 18 that weren't being reported. Pathway to R1 – QQ charged with 2022-2024 Research & Development Expenditures and Research Staff – goals of \$100 million in research dollars and 50 research staff, efficient and accurate reporting (most important and easy to deliver), development of new humanities doctoral programs, provide faculty release time and see grants, new funding sources, partnerships – best we can have is with each other, he is willing to connect with us/invite your engagement.</p> <p>Committees forming: QQ- We have to two committees to fill, Increase Research Funding (QQ lead) and New Programs (WJ lead) We have 3-4 people, if you want to be on one of these committees, send us both emails copying us both. We want to get these committees filled out, and we want to get you involved. Take this message back to your colleagues in your departments and your college and in your departments. WJ-If unable to attend our meeting this Friday, we put together all of our slides with narration in the presentation. It's in Panopto, approximately an hour in length. AYS-Link also in the chat. Any questions?</p>			
7	<p>Time: 3:55-3:58 PM</p>	<p>STANDING Committee Reports</p>		
	<p>AYS-Would entertain tabling to next meeting, any motions? Motioned and seconded, Motions approved to table committee reports to next meeting.</p> <p>SharePoint and Committee members: AYS-Everyone has been added to the SharePoint, please check you have access to all documents. If you are Committee Chair, I sent you and email to connect with new Chair to turnover leadership and activities. AYS-We are still receiving emails from Deans for updated committee members, should have an updated committee list within the next week. If you have questions, please reach out and I can walk you through it. If you don't have access, I can add you manually.</p>		BR	BB
	Academic Committee (Senator Ahmad Aziz)			
	Alumni Relations and Development Committee (Senator Twanie Roberts)			
	Budget Committee (Senator Reynard McMillian)			
	Constitution and By-laws Committee (Senator William Johnson)			
	Curriculum Committee (Senator Twanie Roberts)			
	Faculty Benefits and Welfare Committee (Senator Cynthia George)			

	Faculty Grievance and Appeals Committee (Senator Robbie Cochrum)		
	Information Technology Committee (Senator Sujata Guha)		
	Nomination and Appointment Committee (Senator Laportia Davis)		
	Library Committee (Senator Julia Huskey)		
	Professional Development Committee (Senator Ken Chilton)		
	Research Committee (Senator Venkataswarup Tiriveedhi)		
	Student Appeals Committee (Senator Brian Russell)		
	Post Tenure Review Committee (Senator Cosmos Okoro)		
	Non- Assignment Leave Grant (Senator Jason deKoff)		
	Fair Funding Action Committee (Senator Venkataswarup Tiriveedhi)		
8	<p>3:58-4:09</p> <p>New Business and Information</p> <ul style="list-style-type: none"> • Senator Artenzia Young-Seigler, Chair • Senator Guinevere Bennett, Secretary <p>TUFS Meeting APSU</p> <p>All schools were represented. Highlights include the efforts for faculty to have a voice in budget decisions and not dictated budget decisions, APSU spoke of the faculty mentorship program and a pilot faculty peer review program initiative. ETSU has a new DEI engagement initiative named the EAB Moonshot program. UTK spoke of a “January Term” option for online for students to finish degrees and completed a “bullying policy”. UTC is discussing a new faculty orientation in attempts to improve Faculty Senate attendance throughout the university. TnTech filed a vote of nonconfidence for their school’s CFO, spoke of GA stipend pay. AYS was nominated to the upcoming chair for TUFS executive committee. Spring meeting is 2/4/2023 location TBD</p> <p>AYS – Next meeting is the same day as the Board of Trustees meeting, so block that day in your calendars.</p> <p>AYS – Who to invite next meeting? Recommendations include Mr. Izzard, CFO, Academic Retention/Advising</p> <p>WJ – Go to Board of Trustee meeting</p> <p>AYS – Inviting Enrollment Management and Doug Allen, our CFO</p> <p>CG – Working on awards for faculty recognition, they current looking at certificate and gift card, is there interest in trophy or gold pin, or stick with certificate?</p> <p>WJ recommended pins/merit badge pins, recommend adding to academic regalia</p> <p>AYS-Additional recommendations to invite include Kimi Bonner, and her superior, Financial Aid</p> <p>BB – Can’t have all at one time, need to form list and have a several meeting</p> <p>AYS-Can get Mr. Izzard and Ms. Bonner, and Mr. Allen. I will send a note to financial Aid Director to see if she can attend the November meeting, or the January meeting.</p> <p>WJ-All the people except Doug Allen Report to Terrence, may be better to have Terrance not attend but have other people come first and discuss unrestricted and ungoverned.</p> <p>Next Meeting 11.17.2022 - last of semester</p> <p>Motion to adjourn and seconded.</p>	BB	BR

Faculty Senator Attendance:

	Present VOTING 28	Absent 4	College	Last Name	First Name	Position	Year Term expires in April	Term 1 or 2
1	X		AGRICULTURE	de Koff	Jason	NIA Committee Chair	2024	2
2			AGRICULTURE	Khanal	Aditya		2024	2
3	X		AGRICULTURE	Archer	Reginald	Parliamentarian	2024	1
4	X		AGRICULTURE	Aziz	Ahmad	Academic Committee, Chair	2024	1
5	X		AGRICULTURE	Chen	Fur-Chi		2024	2
6	X		AGRICULTURE	Davis	LaPorchia	Nomination Appointment Committee, Chair	2024	1
7			BUSINESS	Jolayemi	Joel		2023	1
8			BUSINESS	Marquis	Gerald		2024	2
9			BUSINESS	Siekpe	Jeffrey		2024	1
10	X		BUSINESS	McMillian	Reynard	Budget Committee Chair	2024	1
11	X		EDUCATION	Gundi	Kirmanj		2024	1
12	X		EDUCATION	Roberts	Twianie	Alumni Relations and Dev, Chair Curriculum Committee Chair	2023	1
13	X		EDUCATION	Sibulkin	Amy		2024	2
14	X		ENGINEERING	Ghosh	Sagnika		2024	1
15	X		ENGINEERING	Fasoro	Abiodun		2023	2
16	X		ENGINEERING	Beane	Carlos		2024	1
17			ENGINEERING	Keel	Lee	Alternate	2024	1
18	X		COHS	Brown	Beverly	Nursing, Treasurer	2024	1
19	X		COHS	Cochrum	Robbie	HPSS, Faculty Grievance Appeals Committee, Chair	2024	1
20	X		COHS	Pleban	Francis	PH,HA,HS	2024	1
21	X		COHS	Johnson	William	HPSS, Const and ByLaws, Chair	2024	1
22	X		COHS	Bennett	Guinevere	OT, Secretary	2024	1
23	X		COHS	Brock	Valerie	Alternate	2024	1
24	X		LIBERAL ARTS	Kakoti	George	Criminal Science	2024	1
25			LIBERAL ARTS	Anderson	Jill	LLP	2024	1
26	X		LIBERAL ARTS	Gadsden	Cynthia	Art & Design	2024	1
27	X		LIBERAL ARTS	Crawford	Mark	Academic Committee, Chair	2024	2
28	X		LIBERAL ARTS	Russell	Brian	Political Science, Student Appeals Committee, Chair	2024	1
29	X		LIBRARY	Huskey	Julie	Chair-Library Comm.	2023	1
30	X		LAPS	Young- Seigler	Artenzia	Executive Committee, Chair	2024	2
31			LAPS	Okoro	Cosmas	Post Tenure Review Comm, Chair	2023	1
32		X	LAPS	Kelly	John		2024	2
33			LAPS	Guha	Sujata	Information Technology Committee, Chair	2024	1
34	X		LAPS	Tiriveedhi	Venkataswarup	Research Committee, Chair, Fair Funding Action Committee Chair	2024	2

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35		x	PUBLIC SERVICE	Chilton	Kenneth	Professional Devel, Chair	2024	2
36	x		PUBLIC SERVICE	George	Cynthia	Faculty Benefits Welfare Committee, Chair	2024	1
37	x		Past-Chair (NON-MEMBER)	Triplett	Kimberly	Past-Chair	2024	
38	x		Faculty Trustee (NON-MEMBER)	Johnson	Bill	Current Trustee	2023	1
39	x		Guest	Triplett	Kimberly	Proxy Dr. Chilton		
40		x	Guest	Melton	Robbie			
41		x	Guest	Morrison	Megan			
42		x	Guest	Jones	Gary			
43		x	Guest	Glover	Glenda			
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