

Date: November 17th, 2022
Time: 2:40 PM-4:30 PM
Zoom Meeting Faculty Senate

Minutes taken by Senator Guinevere Bennett, Secretary.

AYS - Senator Artenzia Young-Seigler, Chair

VT - Senator Tiriveedhi Venkataswarup

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	2:43 PM Welcome & Call to Order AYS – Officially called meeting to order, any changes to agenda? None reported. We will follow agenda and will return to Faculty Advisee when Dr. Johnson arrives.		
2	2:43-2:47 PM Consideration of the minutes of the previous meeting held on October 20 th , 2022. AYS- Are there any corrections or changes to the October 20 th meeting? Dr. Aziz did not receive email, all others present received email, anyone else not receive the email? Dr. Aziz representing College of Ag, make sure you are added to list Senator Amy Subulkin(AS) -Typing error page two bottom GB-Would anyone like a motion to approve minute with corrections? AYS-It has been moved and seconded to accept the minutes with the above change AYS-All in favor with Aye, none opposed, minutes approved.	BR	RM
3	2:48-3:10 PM STANDING Committee Reports		
	Academic Committee (Senator Ahmad Aziz) <ul style="list-style-type: none"> Have no members, still waiting on member list, sent email to chair and waiting on response 		
	Alumni Relations and Development Committee (Senator Twianie Roberts) <ul style="list-style-type: none"> We met on 11/10, are working with Alumni Spotlight Project. We are partnering with one of the alumni associations from Detroit. A Detroit Highschool with 40-50 freshman and alumnus there that are helping with Spotlight, we are looking at rolling it out in a different way. We want to capture data, with alumni relations being very busy, that they have the necessary tools to keep gathering data until hire someone then spotlights can go from there. Will meet again 11/12/2023. 		
	Budget Committee (Senator Raynard McMillian) <ul style="list-style-type: none"> None to report 		
	Constitution and By-laws Committee (Senator William Johnson) <ul style="list-style-type: none"> Nothing to report 		
	Curriculum Committee (Senator Twianie Roberts) <ul style="list-style-type: none"> Committee met on 11/1 to review 5 entries in Curriculog, all entries approved, this was last meeting for this semester. For departments that plan to submit into Curriculog, the system needs a refresh, is currently down but should be up by late December, so please hold off inputting any 		

	<p>new entries. All back entries have been kicked off if they had not been signed off and reached Faculty Senate Curriculum Committee level.</p> <ul style="list-style-type: none"> We will meet 1/12/23 and goal to keep CARFs moving. 		
	<p>Faculty Benefits and Welfare Committee (Senator Cynthia George)</p> <ul style="list-style-type: none"> No meeting yet, had pre-meeting with prior chair, I need committee members, prepared agenda, will try a December meeting, if not, then January. The Paid Family Leave Policy- packet is ready for review with Ms. Linda Spears in HR. Faculty recognition event postponed to spring and date is pending. Faculty Sick Leave Bank- not sure if anything needs to be done with that Provost meeting cancelled, this meeting was addressing, recent workload issues, negotiating overtime paid bonus for work overload, advising overloads, advising during winter break, clarity on non-instructional support policy, and qualification and training of chairs We also want to do some sort of a workload or salary study to create some comparisons with other universities and regards to what our benefits package should look like. And then also, if we can get to it, what a benefits package would look like on a pathway to become an R1. <p>AYS – John Kelly over sick bank to contact Senator Raynard McMillian (RM) – there are already studies out there that are available Senator Cynthia George (CG) – Yes we have that, and Chilton’s workload morale survey data that he did as well AYS – President reported in previous meeting that we were going to do a salary survey</p>		
	<p>Faculty Grievance and Appeals Committee (Senator Robbie Cochrum)</p> <ul style="list-style-type: none"> We met today, one in the que. Faculty member had not completed tenure promotion packet completely, did have some materials submitted, but not all of them by the deadline. You would think the packet would go forward for review and be denied. The question as to whether the packet ever made it to the departmental level or was even accepted at all. Because of this the faculty member was denied promotion and tenure, and they asked if they could apply for following cycle and was also denied which puts them on a year contract that will soon expire. We are trying to get more information, why this wasn’t remedied at the department level, maybe this is where that went wrong <p>AYS-Once finish investigation, committee will give recommendation to the Senate on how to move forward.</p>		
	<p>Information Technology Committee (Senator Sujata Guha)</p> <ul style="list-style-type: none"> Nothing reported 		
	<p>Nomination and Appointment Committee (Senator Laportia Davis)</p> <ul style="list-style-type: none"> Nothing reported <p>AYS-Election of Faculty Trustee coming up in the spring, specific process to follow in spring, watch for emails and needs to move quickly</p>		
	<p>Library Committee (Senator Julia Huskey)</p> <ul style="list-style-type: none"> Nothing to report, waiting on member roster <p>AYS – Some deans replied so have not, go with member lists on the website until updated at a later date</p>		
	<p>Professional Development Committee (Senator Ken Chilton)</p> <ul style="list-style-type: none"> Not met, will send out email to meet in January Would like to redo the faculty survey to send out for faculty needs for professional development 		

	<p>Research Committee (Senator Venkataswarup Tiriveedhi)</p> <ul style="list-style-type: none"> Not met this semester, will meet 2nd week of January 		
	<p>Student Appeals Committee (Senator Brian Russell)</p> <ul style="list-style-type: none"> Have not met, will meet at the end of semester, will <p>AYS-I will reach out to Dr. Melton in Academic Affairs and inform them you are the person to contact</p> <p>KT- Need to contact Dr. Young in Academic Affairs to inform of new Chair of committee</p>		
	<p>Post-Tenure Review Committee (Senator Cosmos Okoro)</p> <ul style="list-style-type: none"> Not met, reaching out to committee members and getting only 2 of 9 responding. Suggest the committee needs to be reconstituted, but unsure of who does that, so we need new members. Hopefully January have meeting. <p>AYS-Post tenure review conversations are still occurring even though there is no formal review process in place now. We really need to be an active participant in that process.</p> <p>Senator Twianie Roberts (TR)-Can you be a little more specific regarding the concepts or the discussions regarding posts Senior Review for those of us who are not aware of the concerns from academic affairs?</p> <p>AYS-Involving tenure, the acting policy is the 1989 policy. For removing tenure for faculty that have violated some university policy. Read the policy to see action steps.</p> <p>Senator Cosmos Okoro (CO)-Are you going to reconstitute the committee?</p> <p>AYS-I will send out request for members again, have the Deans pull together people for this.</p>		
	<p>Non- Assignment Leave Grant (Senator Jason deKoff)</p> <ul style="list-style-type: none"> Not met, grants usually open up in February so probably meet in January <p>AYS-Also need to get with Academic Affairs to determine spots that they are going to support</p>		
	<p>Fair Funding Action Committee (Senator Venkataswarup Tiriveedhi)</p> <ul style="list-style-type: none"> No roster, only Cynthia George, so need to fill out roster. <p>AYS-KT did we ever fill that committee?</p> <p>CG-It was voted in as an Adhoc committee</p> <p>RM-Are there guidelines for committee to give to potential interested participants?</p> <p>AYS-President said we would have a voice on how money would be spent, money from the state has own restrictions, so need to meet with President on how we can give input.</p> <p>RM-I would like to participate on this committee</p>		
4	<p>3:11-3:27 PM Degree Works Information/Discussion</p> <p>AYS- So I have been on a committee regarding degree works, and I think the Administration is aware that Degree Works is not working at his best capacity at this point. On this committee what they are trying to do is to actually hire a scribe that will work with Degree Works, and to make sure that each program information in Degree Works is accurate so that faculty and advisors can use Degree Works to advise our students, and the students can it to see where they stand in their academic programs. So, <u>what I need from you as faculty is list of things. What has gone wrong for you when you use Degree Works, some recommendations as to how to fix Degree Works, and some of the issues and concerns that you do have with the program, and how it works right now today.</u> Some of the things was using the Degree Works as a program advising tool as a scheduling tool for students. Students can actually go into Degree Works, and it will show them which class they are need or they are deficient in. I will recommend they do training for faculty as a part of faculty development. I haven't it in the past, because</p> <p>1. faculty didn't have access to it for a long, long time</p>		

	<p>2. when you go into Degree Works the information may or may not be correct</p> <p>3. the students didn't know anything about it, so you basically have to do a training with the students first before you could actually use Degree Works to even help the student in advisement.</p> <p>BR- One of the problems we have also is when students take an honors course in place of a regular course. That means when they take the honors course it doesn't show up in Degree Works. So you have to write a waiver to get that course appealed.</p> <p>AS- Aside from scribing errors, what do you want a list from us?</p> <p>AYS- What are some issues you have as a program; how can it be better? Send list to me and I will get it to Academic Affairs</p> <p>VT- Can this be done by a committee or does this need to be done yesterday?</p> <p>AYS- Goal is to get it at best functioning by spring</p> <p>CO- What is the difference between DegreeWorks and DegreeMaps?</p> <p>AS- Degree Works was programmed to follow the academic map/degree map. Then it would analyze the transcripts to see if student met requirements (general ed, major, minor requirements) is good summary, but many errors in how it has been programmed. Not just specific to major, but others like total credits, like at a higher level</p> <p>AYS- Send list of concerns now, but definitely by January, this is an ongoing process.</p> <p>RM- Fundamentally was it designed to be used by faculty or advisors/others?</p> <p>AYS- It was intended to be used by everyone, used to put together DegreeMap</p> <p>WJ- Original intent was as a path to move students to other programs that may suite them better, originally Deans and Chair levels. Other institutions outsource where we don't since taken coding and handed to computer experts. EAB analytics goes down to cost production, analytic infrastructure, etc. Works well when it works, but ours doesn't work. It is central to advising, assured students are not self-advising and are keeping a permission hold and assured this at the board meeting.</p> <p>AYS- Chat question: How can I get access to Degree Works so I can learn more about how it works and how it differs from Degree Maps? Everyone should have access, there's a tab. Click Access on your TNstate, all regular faculty should have access.</p>		
5	<p>3:28-4:03 Faculty Trustee Report</p> <p>WJ – Hopefully got to watch today or Senate Subcommittee Hearing last night.</p> <p><u>Comptroller Report</u></p> <p>WJ- Comptroller report three findings, academic year 2020-21 and 2019-20, not reconciling bank, errors are being fixed but not prior to close of the past fiscal year (RM-they can be adjusted, AYS-not with the state, there is a deadline for corrections), so there is no money missing at all, 100% audit and no financial mismanagement, just poor bookkeeping. Fiscal revenue 10/31/2022 reported education in general \$70,994, 000 and auxiliary services \$22,000,000 so we are up and does not include spring revenue. Now an excess revenues \$23,000,000 current, and not going to hurt us as bad as was originally projected.</p> <p>AYS- Current enrollment 9628 students, 907 students in hotels, media makes it seem worse, how does this compare to other universities?</p> <p><u>Hotels</u></p> <p>WJ- Memphis and Knoxville are using hotels and is more expensive than our hotel rates for our students. Cost of rooms in State Building Commission meeting 8/11/2022 meeting minutes. Request for hotels in March, said no, asked for follow-up meeting and denied until 8/11/2022. House of God \$28/night, Best Western \$115/night, Candlewood \$139/night, Laquinta \$115/night, Ramada \$115/night, Red Roof \$90/night, (some per night, some per room) hotels provide hot breakfast and laundry. Currently 5 hotels, hoping to decrease to 3 hotels, 3-year lease with House of God, others are single year lease (Best Western and Red Roof). Senators</p>		

	<p>were upset at hearing asking why we didn't get the state rate, and we referenced what Knoxville was paying (game night \$299/night at most), and we have flat rates.</p> <p><u>Academic Program Changes</u> WJ-Academic Affairs- we approved change in credit hours for a master and speech and hearing program application for a name change for business information systems, new academic program, master's degree in agricultural and business leadership new master's degree in accounting and accounting analytics.</p> <p><u>Financial/Misc</u> WJ-We are investigating a lease on Jefferson Flats to house 64 graduate students, ??Signifoller Public Relations Firm, oversight/management group lease to handle facilities management to use \$250,000,000. Add of \$32 million for new Ag building (food science) AYS- So they pull \$15,500,000 from the reserve, and it was offset by putting some money back into reserves, but we still have \$7,400,000, are we still pulling from reserve? WJ-Actually pulled from plant fund, this is operational money (like a checking account) and is separate from savings that is not able to be accessed RM-How does 15 and 7 make a wash? WJ-It only cost 7 million for overloads and securities instead of 14 million. Senator Kenneth Chilton (KC) – Story about student scholarships, can you elaborate? WJ – Student offered \$8000 scholarship, she went to enroll it said she had an account balance, went to inquire, and went to the news. Turned out student (story 1) applied, received a T-number but didn't fill out FAFSA. When she received the scholarship, she reapplied and got a new T-number, and the scholarship was applied to the initial T-number account. I don't know how this happens when it is associated with a SS#. (story 2) She didn't complete the FAFSA and that held back some of the Fed Money. (story 3) In Tennessee Tribune stating state legislature were attempting to create condition to affect the university (has no merit/weight) and was response to comptroller report. But that committee will meet one more time we're supposed to respond in a very short period of time, with some answers to 8 questions or 9 questions which we could have answered right there. The state legislature has a sunset hearing for the governing board, 2-year approval to continue, and that is coming up soon. We need to be more proactive instead of reactive to stories/news.</p> <p>AYS- Can see board notes and see live stream on our website. The housing committee is on Youtube as well.</p> <p><u>Student Self-Registration</u> WJ- One more thing. Students' self-registration. Some faculty members have communicated to me that freshman with less than 30 credit hours, are clicking into the eLearn module how to self-register that was developed and applied in University1000 and going over to the First Year Center and getting their hold released and then leaving and self-registering without an advisor. The Board was assured at the last board meeting, that office, Admissions and Retention, would be hiring additional staff to meet the needs of all these additional students. So, I asked today, Did you hire your staff? The answer was no. I asked about self-registering, and he was adamant that is not happening. AYS-I asked students the same question, students after the first semester, are sent to their department, and that the center was for students in trouble. After first semester, the students are sent to departments and advising still may not be getting done. WJ- We were assured that is not the case and that students with 30 hours or less still have to go to the first year advising thing to get the hold released, because they still have a hold on them, and although they have been instructed and taught how to register themselves for the future, that while the first semester somebody registered them, this semester they are supposed to be guided, and then, after 30, they are supposed to be released to departments.</p>		
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	<p>So, we had a discussion about how do we capture people and control this when there's no holds after they have 30 credit hours, and students can register for whatever they want. He assured me that the situation that you have just mentioned is impossible and can't be happening.</p> <p>AS- Issue is the 16-29 hours, Academic Student Success says they self-register but are supposed to be advised by Freshman Advising</p> <p>WJ- Issue is student going to Freshman Advising Office and getting hold removed, then self-advising and registering for whatever they want. Are we controlling the registering and advising for first-time freshman to get on the path before set loose, and was assured yes, but was also told this is inaccurate by another staff member?</p> <p>AS- Well they don't have enough advisors</p> <p>WJ- Told going to hire extra for advising, but has not hired</p> <p>Senator Fran Pleben (FP)- If had working Degree Works, Advisor could remove holds once registration is correct, and have paper trail to graduation. Hold function in DegreeWorks is not working, before I go to DegreeWorks training these need to be fixed.</p> <p>CG - My freshman students tell me they are told what to register for, and never consulted. They are literally given a sheet of paper that says these are your courses, and they're told they don't have any choice and electives. They're never shown a degree plan I'm the first person That ever has a degree plan for them. And then they go to those Zoom Meetings where they're supposed to and nobody shows up. I would love for them to just release that hold so that they could advise themselves, and I could just direct them with the Four-year Plan. But there's nothing I can do to remove these freshman holds and it's like some students get this golden ticket to get this survey so that they can get through the system and do whatever they want. And then these other students end up, held up with substitutions that maybe will work, or it'll just end up in your fall through. But they all come to me lost and have no idea what to do, and that's the point right.</p>		
6	<p>4:04-4:12 PM Faculty Development Initiative/Discussion</p> <p>AYS- Academic Affairs is trying have faculty development that faculty actually want to do and will attend. <u>We need to come up with activities around retentions, online teaching and learning, supporting students including different groups, classroom management, supporting adjunct. Any ideas are welcome,</u> possible speakers to invite, recommendations for incentives for faculty to attend, awarding credit for faculty participation, possible stipends, anything is on the table, mandatory events consequences if don't attend</p> <p>AYS- Topic came from Dr. Melton</p> <p>TR- Can they send out a survey of what faculty want? These current topics are from one or two people, may see things similar or very different</p> <p>CG- There is also the Connecting Faculty Learning to Student Learning Project, maybe we can use something from that, or from Dr. Chilton's survey?</p> <p>AYS- Encourage your departments to participate in surveys. Idea is that this will all work together, Dr. Melton is trying to address current needs that are occurring now, Title III will be a funding source. This committee goal is to institute what faculty actually want to do.</p> <p>Need by tomorrow.</p>		
7	<p>4:13-4:24 PM Final Exam Administration Discussion</p> <p>AYS- President met with students and told the students could be given at the faculty preferences, some faculty are doing it before Thanksgiving, and some are being done after during the final's week. I am looking for your input as a Senate for discussion</p> <p>RM- This has been brewing for a couple years, students with various excuses, pressuring faculty to change schedules.</p>		

	<p>TR-This is a leadership issue, not a faculty issue, we need definitive guidance from leadership. Is this even appropriate for us to discuss this? What are the SACCOC guidelines? Leadership guidelines and policy should dictate this.</p> <p>BB-Bookstore deadline to return for credit back is sometimes before exams are given, if going home, don't have opportunity to return and get reimbursement. Deadline should be after exams according to schedule</p> <p>CO-I have issue with schedule, I met with students today, go on break and semester is over when they get back.</p> <p>BR-Issue is schedule and has messed up the semester and made this more of an issue, it is a tall order to have students to only come back for a test without additional lecture, the schedule changed removing the lecture after Thanksgiving break</p> <p>AYS-Look at 2023-2024 calendar, provide me feedback to provide, please send to me</p> <p>FP-Why don't we have a fall break like other institutions?</p> <p>AYS-We used to, but it was combined with Thanksgiving, <u>I provided the next year academic calendar, pick it apart and send me problems and possible solution</u></p>		
8	<p>4:25-4:29 PM New Business/Information</p> <p>AYS-Next meeting is <u>3rd Thursday in January</u></p> <p>We will get you the committee list also, thank you for being so accommodating to students. Thank you for supporting me</p> <p>KT-Is there a full Faculty Forum in the spring? Usually, week of Faculty Institute</p> <p>AYS-Yes, we will, it will give us some direction, It is usually that Friday of Faculty Institute wee. Any communication to me please CC VT and GB, any new business?</p> <p>CO-Should include at meeting Any Other Business (AOB) to being anything additional</p> <p>AYS-Yes, we will do that, give administration issue to address, Full Faculty Forum is the Friday of Faculty Institute</p>		
9	<p>4:30 PM Adjournment</p> <p>AYS-Motion to Adjourn</p>	BB	

Faculty Senator Attendance:

	Present VOTING	Absent	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	X		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		X	BUSINESS	Jolayemi	Joel		2023	1
8	X		BUSINESS	Marquis	Gerald		2024	2
9			BUSINESS	Siekpe	Jeffrey		2024	1
10	X		BUSINESS	McMillian	Reynard	Budget Committee Chair	2024	1
11	X		EDUCATION	Roberts	Twianie	Alumni Relations and Dev, Chair	2023	1

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						Curriculum Committee, Chair		
12	X		EDUCATION	Sibulkin	Amy		2024	2
13	X		ENGINEERING	Ghosh	Sagnika		2024	1
14	X		ENGINEERING	Fasoro	Abiodun		2023	2
15	X		ENGINEERING	Beane	Carlos		2024	1
16		X	ENGINEERING	Keel	Lee	Alternate	2024	1
17	X		COHS	Brown	Beverly	Nursing, Treasurer	2024	1
18	X		COHS	Cochrum	Robbie	HPSS, Faculty Grievance Appeals Committee, Chair	2024	1
19	X		COHS	Pleban	Francis	PH,HA,HS	2024	1
20	X		COHS	Johnson	William	HPSS, Const and ByLaws, Chair	2024	1
21	X		COHS	Bennett	Guinevere	OT, Secretary	2024	1
22		X	COHS	Brock	Valerie	Alternate	2024	1
23	X		LIBERAL ARTS	Kakoti	George	Criminal Science	2024	1
24	X		LIBERAL ARTS	Anderson	Jill	LLP	2024	1
25		X	LIBERAL ARTS	Gadsden	Cynthia	Art & Design	2024	1
26	X		LIBERAL ARTS	Crawford	Mark	Academic Committee, Chair	2024	2
27	X		LIBERAL ARTS	Russell	Brian	Political Science, Student Appeals Committee, Chair	2024	1
28	X		LIBRARY	Huskey	Julie	Chair-Library Comm.	2023	1
29	X		LAPS	Young- Seigler	Artenzia	Executive Committee, Chair	2024	2
30	X		LAPS	Okoro	Cosmas	Post Tenure Review Comm, Chair	2023	1
31	X		LAPS	Kelly	John		2024	2
32	X		LAPS	Guha	Sujata	Information Technology Committee, Chair	2024	1
33	X		LAPS	Tiriveedhi	Venkataswarup	Executive Committee Chair- elect, Research Committee, Chair, Fair Funding Action Committee Chair	2024	2
34	X		PUBLIC SERVICE	Chilton	Kenneth	Professional Devel, Chair	2024	2
35	X		PUBLIC SERVICE	George	Cynthia	Faculty Benefits Welfare Committee, Chair	2024	1
36	X		Past-Chair (NON-MEMBER)	Triplett	Kimberly	Past-Chair	2024	
37	X		Faculty Trustee (NON-MEMBER)	Johnson	Bill	Current Trustee	2023	1
38	X		EDUCATION	Gundi	Kirmanj			
39		X	Guest	Washington	Federickia			
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