

Meeting Minutes  
Tennessee State University  
Faculty Senate Meeting  
**Date: February 17, 2022**  
**Time: 2:40 PM-4:30 PM**  
**Zoom Meeting**

Minutes taken by Senator Karen Smith, Secretary.  
Approved by Faculty Senate on March 17, 2022

Item #	Agenda Item	Motions by	Motions seconded by
1	<p><b>2:43-2:45 PM Welcome &amp; Call to Order</b>  <b>Senator Triplett, Chair</b> called the meeting to order. She has requested the attendees to mute their microphone and comment in the chat box.</p>		
2	<p><b>2:46-2:47 PM Consideration of the minutes</b> of the previous meeting held on January 20, 2022.  <b>Senator Brown</b> moves that we accept the motion with revisions for Senator Kelly’s attendance and misspellings of Seigler with second by <b>Senator Young-Seigler</b> to accept the meeting minutes of Jan. 20 and no discussion</p>	Brown	Young-Seigler
3	<p><b>3:14</b> Report from TSU Board Meeting-November 18, 2021; Dr. William Johnson, Faculty Trustee; Next TSU Board Meeting-March 17, 2022  He encourages faculty to Zoom in and watch the 8:30 AM subcommittee meetings, 10:00 audit committee meeting, 2:00 the full board meeting will take place.</p> <p>The audit committee discussed violations that still need to be cleaned up and some were from the prior budget year and was in the report to SACS. Mostly around the management of funds for the foundation and are to be cleaned up by this next board meeting; some concern about the CARES money and he commented that CARES and HERP money that student balances were allowed to be cleared to zero and 10K made available to fall and spring students and some residual money still available for fall of next year and all CARES money has to be spent by Sept. 22, 2022, unless more money is given out. We are still not at zero due to students here in March last year that had balances due, but they did not re-enroll . Receivable rate for collections is under 50%. We are having 1.4-million-dollar surplus this academic year and start in the black not the red and other years started at 7 million in the red.</p> <p>President Glover chose to not bill TSU for any of her travel.</p> <p>Cash flow analysis of the 5-year plan by the budget committee. The HBCU funding is 300 million proposed in Gov Lee budget with 250 million as infrastructure money and that is TN Government money and it does not say we are wiping the 544 million clean with the 250 M. Plus they are giving money for an engineering money and THEC to give 30 million and 20 million dollars for extra infrastructure. President Glover has a committee for best how to use the money.</p> <p>Enrollment fall 6325;1702 grad; this is 8077 for the head count and pay out. Proposing we are 9842 for fall 2022 and not sure how it is calculated.</p> <p>Former TBR institutions are purchasing a new computer system for UT and state institutions that will solve banner problems.</p> <p>OT and SW, PhD in Ag science programs were given approval for changes; THEC approved planning for the PhD in Ag Science.</p> <p>Approval to plan for BS in Elem Ed and Africana studies was approved</p> <p>Bottom line we have not looked this good in a long time and we need to thank VP Allen  Discussions are for a zero-based budget instead of rolling over previous year budgets.  Salary earmark is 4 percent and more to come on what that means for salaries  <b>Chairperson Triplett:</b> We look forward to TSU’s Board Meeting on March 17<sup>th</sup>. I hope senators will attend committee meetings in the morning.  <b>Professor Flood:</b> had a question but it was answered in Trustee Johnson’s talk  <b>Senator Sibulkin:</b> Why should we attend subcommittee meetings of the BOT?</p>		

	<p><b>Trustee Johnson:</b> interested in 8:30 student and Office of Academic Affairs (OAA) meetings; executive meeting (private) 9:30 and 10:00 audit committees so that you will be informed and to be able to listen in and have discussions for R1 status and may change our infrastructure requirements.</p> <p>We need to be involved in the R1 discussion. There is a limit of the number of R1's available and it comes with 50 million dollars of support. U of Memphis took 10 years to achieve R1.</p> <p><b>Senator Phillips:</b> How about teaching course loads and how they will be affected by R2 or R1 status?</p> <p><b>Trustee Johnson:</b> Policy 2.07 is on faculty workloads</p> <p><b>Professor Flood:</b> I came from an R1- we are far more scrutinized by SACS than we ever were at the R1 universities I worked for</p>		
4	<p><b>Time: 2:49 PM</b>   <b>STANDING Committee Reports</b></p> <p><b>Academic Committee (Senator Crawford)</b> Not present</p> <p><b>Alumni Relations and Development Committee (Senator Fleming) 2:50</b> They had a Feb 7 meeting at 3 pm and discussed activities they could do quickly and decided on alumni spotlights with at least 10 and engage alumni and build a database for fundraising; they are accepting names for this project. They want to do other activities with all activities, but they are beginning with this.</p> <p><b>Budget Committee (Chair A. Young-Seigler) 2:52</b> Met Jan 21 at noon with VP Allen and discussed audit reports and he said they are being updated and made to where they are current and not have years not done like before; budgeting process with them involved he said to get VP of AA to approve this. Performance funding model (current model) and other models to consider and mitigating the salary compression for faculty and staff and asked for funds for an account just to be used for this. NIA grant discussed and VP Allen will try to make sure funds are available for it moving forward. They want to make sure initiatives of cost benefit analysis of our units and Dr. Wm. Johnson will head this and look for available software to do this. Dr. Adjorum will look at the Performance funding model and look at the metrix simulator to improve on our current model; Salary study via Drs. Eva Jermakowicz, Gishe, and Johnson to look at this and discuss it with Dr. Linda Spears. They are looking at the initiatives to attract freshmen: look at the fiscal impact of Free state tuition and 250 mile tuition initiates and look at the fiscal impact on the university with Young-Seigler in charge of that. Please email her with ideas for their committee. Next meeting is tomorrow, Feb. 18 at noon. They are looking for a few more committee members.</p> <p><b>Constitution and By-laws Committee (Senator Bekele) 2:58</b> Will meet next week with no report today.</p> <p><b>Curriculum Committee ( Senator Roberts) 2:59</b> Meeting tomorrow and will report out at the next meeting</p> <p><b>Faculty Benefits and Welfare Committee (Senator Phillips) 2:59</b> Nothing new to report. Looking forward to the vote and discussion on the Family Leave proposal. She would like to send ideas to the budget committee on salary compression.</p> <p><b>Faculty Grievance and Appeals Committee (Senator Flott) 3:00</b> <b>Chairperson Triplett</b> received a download of current grievances that have been sent to Senator Flott.</p> <p><b>Information Technology Committee (Senator Al-Nasr)</b> Nothing to report but will meet before spring break and wants to invite anyone to share with him any ideas you have and his email is in the chat: kalnasr@tnstate.edu IT committee <b>Chairperson Triplett:</b> Contact Department Chairs that will send to Dean and to OAA for any computer needs</p> <p><b>Nomination and Appointment Committee (Senator Brown)</b> Met and discussed upcoming election needs and 2 colleges have already held elections and they decided to reach out to colleges that have not held elections and our bylaws state elections occur in the first month of the spring semester. Will update next time on the status of elections.</p>		

	<p><b>Chairperson Triplett:</b> Elizabeth Williams took a job outside of TSU (College of Public Service) so that delayed this college in elections.</p> <p><b>Library Committee (Senator Huskey)</b> Next meeting is late March.</p>		
	<p><b>Professional Development Committee (Senator Chilton) 3:05</b> See above report</p> <p><b>Research Committee (Senator Tiriveedhi) 3:05</b> Met Feb. 11 and will continue discussion for 1-2 more meetings and will revise our policy for IPP (Intellectual property policy) <b>Chairperson Triplett:</b> We need time frame of when you want to present it to the faculty senate and a time frame of when you want the full faculty to vote.</p> <p><b>Student Appeals Committee (Senator Quick)</b> Not present</p>		
	<p><b>Post Tenure Review Committee (Senator Okoro) 3:07</b> Met virtually on Feb. 15 about the advantages and disadvantages of post tenure review and want to look over the list they made and decide if we want to further pursue this topic. The list of these produced in the meeting are in the faculty senate attachments to this meeting's email. Administration may not have initiated the committee.</p> <p><b>Chairperson Triplett:</b> make a motion that all faculty senators could review this list of having a PTR committee or dismantle it and move on. She looked at the review and all senators need time to review and vote on March 17.</p> <p><b>Senator Young Seigler</b> – motion to review the information provided by the PTR Committee and decide at our next meeting have a discussion and vote and see if the committee is still needed.</p> <p><b>Chairperson Triplett:</b> This information is in the pdf of committee reports. No discussion</p>	Young Seigler	Fleming
	<p><b>Non- Assignment Leave Grant (Senator deKoff) 3:12</b> Will give a report later in this meeting <b>Senator Okoro</b> wants to know what is the funding level? <b>Chairperson Triplett:</b> will be on the agenda and addressed later in this meeting; Some Senators that are chairing committees are stepping down so please send an email to Senator Smith if you are returning or not after your term. Please submit your committee reports by March 14.</p>		
5	<p><b>3:33 Review &amp; Vote on Professional Development Survey</b> <b>Senator Kenneth Chilton, Chair of Professional Development Committee</b> He used Qualtrics and shared the screen for questions to be asked; will use a 4 answer Likert scale for most questions and a section is for how things have changed with COVID and has 45 questions as written. He wants to have the committee proof it and would like 4-5 senators do a pre-survey check and see how it flows. He would like to have it responded to over 2 weeks.</p> <p>Within one week he will send the completed survey to Chairperson Triplett and prepare a pre-survey for faculty senators and allow faculty senators to make comments to Senator Chilton and send to all March late or April.</p> <p>Motion to table the vote and prepare a presurvey for faculty senators and allow the faculty senate to make comments to Senator Chilton and send to all March late or April.</p>	Young Seigler	Phillips
6	<p><b>3:40-3:50Vote on Family Leave Policy Proposal</b> <b>Senator Elaine Phillips, Chair of Faculty Benefits and Welfare Committee</b> She shared the proposal and Chairperson Triplett read the goal of the policy from the screen. Eligibility was highlighted and the Senator Phillips read it.</p> <p><b>Senator Bekele:</b> Parental leave is the focus of eligibility and the other reasons for leave can be included in the eligibility also <b>Senator Sibulkin:</b> Other universities may have language that is straight forward and would work <b>Senator Phillips:</b> Other universities did not have what documentation is required to prove they need to take leave for family members</p>		

	<p><b>Senator Young Seigler:</b> Full guardianship of a child may need to be included</p> <p><b>Senator Smith:</b> Stepparents fit in?</p> <p><b>Senator Phillips:</b> I assume it is covered</p> <p><b>Senator Smith:</b> Which entity will approve the leave</p> <p><b>Senator Phillips:</b> After faculty senate approves, she will send to HR</p> <p><b>Chairperson Triplett:</b> Will need to go to full faculty, the Provost, then HR, then University council, then the President ; Senators need to make a good look at the policy and we are not ready for a vote and we need to make a few revisions and then bring it back for a vote</p> <p><b>Trustee Johnson:</b> Share this document once revised to council at the same time as full faculty</p> <p><b>Senator Phillips:</b> Asked for clarification</p> <p><b>Trustee Johnson:</b> Ask for commentary and HR and Legal and then to full faculty senate</p> <p><b>Chairperson Triplett:</b> FS needs to see the final draft before it goes to administration; on the final document, faculty may make comments and then will be voted on by the FS and send to administration</p> <p><b>Senator Phillips:</b> Will a week be long enough?</p> <p><b>Chairperson Triplett:</b> In one week I will send it out to all fac senators to review</p> <p><b>Senator Phillips:</b> Will send info Monday to Chairperson Triplett and get feedback from Faculty senate the 25<sup>th</sup></p> <p><b>Senator Young-Seigler:</b> To table the vote and then review and resubmission of the policy at the March 17 meeting to move it forward for university council, HR, and full faculty review</p> <p><b>Senator Brown:</b> second</p> <p><b>Senator Bekele</b> put in the chat:  <a href="https://www.tnstate.edu/hr/fmla.pcf.pdf">https://www.tnstate.edu/hr/fmla.pcf.pdf</a></p>		
7	<p><b>4:01 Update on 2022-2023 NIA Grant</b></p> <p><b>Senator de Koff, Chair of Ad Hoc NIA Grant Committee</b></p> <p>Opened Feb 1-Mar 5<sup>th</sup> for applications. At deadline, will use a rubric to review applications within a week and will submit this to Faculty Senate, Senator Triplett and executive committee and have been told there are 6 and up to 8 for full salary for 1 semester or half for 2 and no extra for travel and supplies; focuses on salary. Office of Academic Affairs Provost Harris approved the number of grants.</p> <p><b>Senator Sibulkin:</b> Can you choose one semester, can you choose fall or spring?</p> <p><b>Senator deKoff:</b> Has to fall within the time frame of the award; given in April and has to occur in fall or spring of that next year</p> <p><b>Senator Triplett:</b> You can choose the semester that you will start your work, but it will have to fall within the academic year.</p> <p><b>Senator Okoro:</b> How much is the award?</p> <p><b>Senator Young-Seigler:</b> Half salary for a full year and full salary for one semester</p> <p><b>Senator Al-Nasr:</b> Can we get some statistics from last year on how many were submitted and how many were awarded?</p> <p><b>Senator deKoff:</b> We would like to have that information on the website</p> <p><b>Chairperson Triplett:</b> Has a list of those that received: We had 4 for this year.</p> <p><b>Senator Jackson:</b> Stated we had 4 apply and 4 awarded; Triplett: would like to have what research they do while on it and also the full bright scholars and add a synopsis of their research</p> <p><b>Senator deKoff:</b> Would increase awareness and showcase things done here at TSU on the website</p>		
8	<p><b>Review &amp; Discuss the charge of the TSU Fair Funding Advisory Ad Hoc Committee</b></p> <p><b>Senator Karen Smith, Secretary</b></p> <p>The Executive Committee created the following charge to the:  TSU Fair Funding Advisory Ad Hoc Committee</p> <p>The TSU Fair Funding Advisory Ad Hoc Committee shall collaborate with the University administration in reviewing the Fair Funding Act related to Land Grant funding and is an ad hoc committee charged with the following tasks:</p> <ul style="list-style-type: none"> <li>• Identify the needs of the university</li> <li>• Inform the Faculty, through the Senate, concerning Fair Funding Act matters. Both long-range and short-term aspects will receive the committee's attention</li> </ul>		

	<ul style="list-style-type: none"> <li>Encourage the use of Faculty expertise in resource allocation</li> <li>Make recommendations for allocation of funds to the university's committee related to the Fair Funding Act committee</li> </ul> <p><b>No comments or questions from the floor</b></p>		
9	<p>4:13 Reminder of Upcoming Nominations &amp; Elections</p> <ul style="list-style-type: none"> <li>Executive Committee Officer positions;</li> <li>Vice Chair, Secretary, Treasurer, Parliamentarian</li> <li>Deadline for nominations is March 17, 2022</li> </ul> <p>o Chair for TSU Fair Funding Advisory Ad Hoc Committee</p> <ul style="list-style-type: none"> <li><b>Senator Charles Brown</b>, Chair of the Nomination and Appointment Committee</li> </ul> <p><b>Chairperson Triplett:</b> This deadline is why all of the colleges need to vote in their new senators</p> <p><b>Senator Brown:</b> For the past week we have looked for someone to chair the committee and we are searching for the chair for this advisory committee, and we want to give senators an opportunity o chair the committee that will be remaining on the senate going into the next academic year. You would not have to have a strong background in budgets for this. We need a strong voice for the senate.</p> <p><b>Senator Smith:</b> Deans to select the committee members; am interested in being on the committee</p> <p><b>Trustee Johnson:</b> Would like to serve on the committee once he is in term as a Senator</p>		
10	<p><b>4:27 New Business</b></p> <p>Faculty chair positions will be needed for next year, more to come.</p> <p>Dr. Curtis Johnson with COVID-19 protocols provided an update to <b>Chairperson Triplett:</b></p> <p><b>TSU COVID-19 PROTOCOLS</b></p> <p>Please refer to the email that was sent out via University Communications on January 4, 2022 from Dr. Curtis Johnson regarding COVID-19 protocols.</p> <p>See Link TSU COVID-19 Guidelines: <a href="https://www.tnstate.edu/return/documents/COVID19protocols-012022.docx">https://www.tnstate.edu/return/documents/COVID19protocols-012022.docx</a></p> <p>Update: 2/16/2022 (email received from Dr. Curtis Johnson)</p> <p>We are continuing to encourage campus persons to wear masks and exercise COVID-19 protocols. We also have stated, should a person not feel comfortable meeting with someone in their office (due to closeness) they should utilize a large room. We continue to work with faculty who seek to relocate classes. The number of positive cases of COVID has declined to about 1 or 2 persons a week. The university continue to offer testing and vaccination on campus. We have ordered additional desk shields. Microban has been ordered for the custodial staff. They should be cleaning classroom after each use. This Microban should have a 24-hour life expectancy.</p> <p>Senate Roster has been emailed by Senator Smith and please look again for any updates.</p> <p><b>Senator Young-Seigler:</b> Research labs in Biological Sciences, old Torrence building Biology have a problem with flooding and the computer science building gets flooded every time it rains, and it poses a liability issue for the institution. Mr. Hill and Dr. C. Johnson have responded, and the request is being addressed but we must submit a work order 50 times to get it addressed.</p> <p><b>Chairperson Triplett:</b> Dr. Johnson is working on it.</p> <p><b>Professor William Flood:</b> Performing Arts Building has offices flood also every summer Joe Richey has submitted many requests due to the radiators on 2<sup>nd</sup> floor flood the first-floor offices and water runs down the wall; still has missing ceiling tiles from them getting wet and dropping; this has happened for years.</p> <p><b>Senator Young -Seigler</b> said to put in another work order.</p> <p><b>Senator Okoro:</b> His ceiling has leaked for 5 years, and he keeps moving around in his office</p>		

11	<b>Senator Kimberly Triplett, Chair of the Faculty Senate Chairperson Triplett:</b> next meetings: MARCH 17, APRIL 21 (INCLUDES ELECTIONS FOR EXECUTIVE COMMITTEE AND STANDING COMMITTEE CHAIRS)				
12	<b>Adjournment</b> <b>Time: 4:33 PM</b>				

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	NIA Grant Committee, Chair	2022	1
2	X		AGRICULTURE	Khanal	Aditya		2022	1
3	X		AGRICULTURE	Fleming	Rita	Treasurer Alumni Rel & Dev Com,Chair	2023	2
4	X		AGRICULTURE	Dennis	Samuel	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
10	X		EDUCATION	Roberts	Twianie	Curriculum Committee, Chair	2023	2
11	X		EDUCATION	Sibulkin	Amy		2022	1
12	X		EDUCATION	Vogel	Eric		2022	1
13			ENGINEERING	McCurry	Charles		2023	2
14	X		ENGINEERING	Fasoro	Abiodun	Dr. Leitao Chen Proxy present	2023	2
15	X		ENGINEERING	Al Nasr	Kamal	Info Technology Com, Chair Dr. Guinevere Bennett COHS proxy for Al Nasr	2022	1
16	X		COHS	Brown	Charles	Nom & Appointment, Chair	2022	2
17		X	COHS	Charles	Derek		2022	2
18	X		COHS	Gishe	Jemal		2022	2
19	X		COHS	Raynes	Edilberto		2022	2
20	X		COHS	Smith	Karen	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	Constit. And Bylaws Comm., Chair	2022	1
26	X		LIBRARY	Huskey	Julie	Library Comm., Chair	2023	1
27	X		LAPS	Young-Seigler	Artenzia	Chair-Elect Budget Committee, Chair	2022	1
28	X		LAPS	Okoro	Cosmas	Ad Hoc Post Tenure &	2023	1

						Review Committee, Chair		
29	X		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	Executive Committee, Chair	2022	2
33	X		PUBLIC SERVICE	Chilton	Kenneth	Professional Devel, Chair	2022	1
34		X	Past-Chair (NON-MEMBER)	Burks	Geoffrey	Past-Chair	2022	
35	X		Faculty Trustee (NON-MEMBER)	Johnson	Bill	Current Trustee	2023	
36	X		Guest	Smith	Jason	HPSS, COHS		
37	X		Guest	Pleban	Frank	HPSS, COHS		
38	X		Guest	Flood	William	College of Liberal Arts		
39	X		Guest	Bell	Robert	Library		
40	X		Guest	Ghosh	Sagnika	College of Engineering		
41	X		Guest	Chris's Iphone				
42	X		Guest	Fan	Chunxing	College of Business		
43	X		Guest	Maat	Sekhmet	College of Liberal Arts		
44	X		Guest	Langer	Christian	Library		
45	X		Guest	Jones	Timothy	HPSS, COHS		