

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting
Date: September 16, 2021
Time: 2:40 PM-4:33 PM
Zoom Meeting

Minutes taken by Senator Karen Smith, Secretary.
Approved by Faculty Senate on October 14, 2021

Item #	Agenda Item	Motions by Senator:	Motions seconded by Senator:																																
1	2:40-2:45 PM Welcome & Call to Order Senator Triplett, Chair called the meeting to order. She has requested the attendees to mute their microphone and comment in the chat box. Use the raise hand feature.																																		
2	Motion to elect a Parliamentarian. Senator C. Brown nominated himself. Nominations closed and Senator Young-Seigler moved to elect Senator Brown as the Parliamentarian for this meeting.	Young-Seigler	Fleming																																
3	New Faculty Senators: Ms. Julie Huskey and Dr. Kosmos Okoro are welcomed by Chairperson Triplett. Agenda overview																																		
4	2:47-2:50 PM Consideration of the minutes of the previous meeting held on August 16, 2021. Senator Gishe has 2 changes that were update immediately by Senator Smith Motion to approve the minutes with corrections from Senator Gishe from the Aug 2021 minutes.	Young-Seigler	Gishe																																
5	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Time: 2:51</td> <td>STANDING Committee Reports</td> </tr> <tr> <td colspan="2">Academic Committee (M. Crawford)</td> </tr> <tr> <td colspan="2">Shared screen to discuss advising center processes and suggestions for efficiency. They generated questions about advising that he will forward to Ms. Bonner. Concerns: Treating transfer students like first time freshmen with an academic hold. When are students instructed to contact their faculty advisor? When do departments assume responsibility for advising? Can the requirement of having students complete 30 hours before they are able to drop/add classes be reduced to 15?</td> </tr> <tr> <td colspan="2">Chairperson Triplett: Provost Harris is addressing some of these items.</td> </tr> <tr> <td colspan="2">Trustee Johnson: He understands you will be able to lift the hold at the department level for transfer students only.</td> </tr> <tr> <td colspan="2">Chairperson Triplett: Will meet with Senator Triplett and Provost Harris about this.</td> </tr> <tr> <td colspan="2">Alumni Relations and Development Committee (R. Fleming)</td> </tr> <tr> <td colspan="2">Has not met yet.</td> </tr> <tr> <td colspan="2">Budget Committee A. Young-Seigler)</td> </tr> <tr> <td colspan="2">Will meet next week.</td> </tr> <tr> <td colspan="2">Constitution and By-laws Committee ()</td> </tr> <tr> <td colspan="2">Chair position is vacant</td> </tr> <tr> <td colspan="2">Curriculum Committee (K. Smith)</td> </tr> <tr> <td colspan="2">Curriculum will go live next week thanks to Ms. Kimi Bonner and Mr. Marcal Thorne. They are currently getting accurate names of department, college, and FS level committee member names. We have one active CARF that was emailed to Chairperson Triplett today and there is talk of more still at the College Level. Training will be available.</td> </tr> <tr> <td colspan="2">Chairperson Triplett: Chair-elect Young-Seigler and I will need the training</td> </tr> <tr> <td colspan="2">Faculty Benefits and Welfare Committee (E. Phillips)</td> </tr> </table>	Time: 2:51	STANDING Committee Reports	Academic Committee (M. Crawford)		Shared screen to discuss advising center processes and suggestions for efficiency. They generated questions about advising that he will forward to Ms. Bonner. Concerns: Treating transfer students like first time freshmen with an academic hold. When are students instructed to contact their faculty advisor? When do departments assume responsibility for advising? Can the requirement of having students complete 30 hours before they are able to drop/add classes be reduced to 15?		Chairperson Triplett: Provost Harris is addressing some of these items.		Trustee Johnson: He understands you will be able to lift the hold at the department level for transfer students only.		Chairperson Triplett: Will meet with Senator Triplett and Provost Harris about this.		Alumni Relations and Development Committee (R. Fleming)		Has not met yet.		Budget Committee A. Young-Seigler)		Will meet next week.		Constitution and By-laws Committee ()		Chair position is vacant		Curriculum Committee (K. Smith)		Curriculum will go live next week thanks to Ms. Kimi Bonner and Mr. Marcal Thorne. They are currently getting accurate names of department, college, and FS level committee member names. We have one active CARF that was emailed to Chairperson Triplett today and there is talk of more still at the College Level. Training will be available.		Chairperson Triplett: Chair-elect Young-Seigler and I will need the training		Faculty Benefits and Welfare Committee (E. Phillips)			
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Tennessee State University
Faculty Senate Meeting

<p>The survey was revised, approved by Chairperson Triplett, and it went out on Tuesday and we have 108 responses and it will be live until Sep 21 and we will meet to analyze the data and write a proposal to present by the Oct or Nov meeting. Chairperson Triplett will send a reminder out tomorrow to the faculty.</p>		
<p>Faculty Grievance and Appeals Committee (P. Flott) Not present</p>		
<p>Information Technology Committee (K. Al-Nasr) Committee had Sept 3 meeting and the repost was uploaded Sep 8 Discussed faculty get more equipment to help with online or hybrid classes. Recommended a tracking camera for the professor by 2 brands that is \$169; wireless mic and a clicker in addition to the laptop that Tennessee State University (TSU) is planning to provide to faculty. He has emailed Ms. Melton, Mr. Tim Warren, VP Douglas Allen about this and has not received a response. Degree works has glitches for students to finish their degree requirements. He wants dept heads to be able to override degree works and to get CIT people to help like Evelyn Nichols. Have a dashboard for TSU to have a dashboard to communicate about Corona Virus and stuff. Chairperson Triplett: In Board of Trustee (BOT) meetings today she heard there are \$2 million dollars available for all of campus for upgrades in Information Technology (IT). Angela Jackson does the training and input into Degree Works and Dr. Nettles is in charge of it and she could meet with your committee. Trustee Johnson: announced a COVID dashboard to be up next week and Dr. Stevenson, Dr. Curtis Johnson, and Mr. Tim Warren are working on this. Young-Seigler: wants dashboard to be updated regularly because some of the information on the website is outdated. Trustee Johnson: BOT was given new numbers for students today. Marie Hammond: suggesting to the IT committee for more Wi-Fi on campus including inside building and how to help our students to connect. Will upgrades to Wi-Fi be included in the upgrades. She said in the Psychology dept of Clay Hall in the 3rd floor conference room and some classmates may get kicked off depending on where you are sitting in the room. Senator Al-Nasr: all to email him with any problem areas or recommendations: kanasr@tnstate.edu Senator Roberts: please develop a student survey to ask for Wi-Fi spots that have problems Chairperson Triplett: please reach out to the VP of Deans of Students about this to reach out to the students with a survey.</p>		
<p>Nomination and Appointment Committee (C. Brown) Have not met in September, but will meet in October.</p>		
<p>Library Committee () No chair.</p>		
<p>Professional Development Committee (K. Chilton) He has filed his report. He is sending out a survey for people's desires and get the top 3.</p>		
<p>Research Committee (V. Tiriveedhi) Tabled due to this is an agenda item.</p>		
<p>Student Appeals Committee (Q. Quick) Nothing to report.</p>		
<p>Post Tenure Review Committee () No chair.</p>		
<p>NIA grant committee</p>		

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

	No chair.		
6	Chairperson Triplett: please upload your reports by Oct 8 before our next Faculty Senate Meeting on Oct 14 th . New Chairs voted in today will be informed on how to submit their reports. Visitors, please abstain from voting today.		
7	<p>3:14 Senator Tiriveedhi: He shared a Power Point.</p> <p>We have been discussing this since March. Special thanks to Dr. Ali Sekmen. He hopes Trustee Johnson will support it as well. Faculty receiving grants found the process confusing and wanting to encourage faculty to get grants. Why did we get to this point, though some of the questions which came out was defer those faculty who are receiving grants and very, very productive, it was very difficult for faculty retention. And also, how can we encourage new faculty because all of us have PhDs and all of us have gone through rigorous training to be here, so how can we get all our faculty to come out with creative ideas and be a good source of as an. Individual human assets to TSU and further TSU has recently changed from R3 institute as a research three Institute to research. And our goal is to make it to a research one institute, so what can we do as a Senate, we can encourage faculty to do research. So, what happened in March was we sent out quality metrics and we have what all the suggestions were that came to the Research Committee of broadly the kind of there were five suggestions. Not more than one minute per suggestion we went over it in the past, the first session which came to us with additional pay to faculty. To buyout teaching release and the rationale behind that is I'll quickly go over the numbers but pay attention to this 40%. If a faculty is buying out 50% of the teaching released after doing all the complicated math paying off for the adjunct faculty the faculty. With fringe benefit of 40,000 80,000 salary making faculty 50,000 release with fringe, release would be 54,000 and the faculty. Through that grant TSU makes a revenue of 14.3% of the faculty's base pay so direct revenue, because it is generated by the faculty it makes us feel fair that faculty should get a share of that. But after elaborate discussion as I discussed in the previous meeting to committee has rejected the idea to give back that 14.3%. That 40,000 -43,000 directly to faculty because it would be one of violation of most of the federal grants almost all federal grants. The reason is that faculty should be paid as per the university there where they are housed, so we cannot change or give one-time big bonus to the faculty. Furthermore, all this recommendation, although it is well intentioned, the one unfairness will be most of the faculty are writing graduate and undergraduates are also an essential part of the research and their salaries and statements are not into this formula so per se, although we see the intention behind it, the Research Committee has rejected this suggestion.</p> <p>The second session was specific summer base pay changes as per the funding agency like say for NIH the highest base be an associate professor can make is \$187,000 I'm pretty sure most of us, none of us make this. But the point what was suggested to us was that can only for some of the three months because faculty are not in that contract can for three months the salary, be the three months of. At the rate of \$187,000 again, the committee has rejected it, because this would be a clear violation of federal policy guideline all the grant agency, where the salary should be the university base pay that should be the basis for which all the 12 month's salary is assessed. The third one, and the more important one, which will be going for the word here I'll give a detailed on the suggestion three where the faculty should have a base pay change there were two models, the Research Committee has</p>		

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

come out with. I'll come back to this edition three and we'll have an elaborate discussion towards the end.

The suggestion for was that our Research and Sponsored Programs (RSP) there were several things in our RSP which can be improved to smooth in the grant submission process, and those are non-monetary but very important for faculty success towards grant and Committee has approved all those. And the detailed comments were in the report, like support staff or training to keep the books and all of that, so that we are more transparent in whatever is being done. So, the suggestion, the details I'll not go over it, we went over it in the past, better. The committee has fully recommended all the suggestion approved all the suggestions which came from the Faculty across TSU.

The last suggestion was giving some additional benefit for faculty bringing in research dollars in tenure and promotion, and also those faculty who are publishing giving monetary benefits that the committee felt that. It cannot be a university-wide policy so although as a university by policy, we are not going to adopt it, it will be left to the colleges and the departments to have their own policies on this, but as a university wide policy committee will has not made any suggestions on this. So now comes the important one, and please you will be working for one of the two models which committee has done several meetings, I can tell you, on September 10th all the suggestions which we got from the previous faculty Senate, we had a meeting and we had elaborate discussions on it.

The two models are mainly to change the base pay, so that the faculty will feel incentivized. **Now the two models which we came out with were Tier model and Single base pay model.**

The Tier model I'll quickly go over this style model, and this was the suggestion, Senator Roberts gave in the end, very nice and very valuable suggestion we incorporated that suggestion, with an example, the example I took was the current base pay of a biology associate Professor if we assume it is \$55,000, and this is also in your report, you can see the detailed numbers.

But most of the faculty who are bringing in money, based on the money, the pace and the incentive will be Tiered, based on the dollar amount of direct plus indirect costs which are brought in. So, it is graded from \$150,000 all the way to more than 1 million and along this some of the questions where most of the faculty have is who is bringing in the money, for they are mostly between tier one to tier three. Right here, look at the base pay change which was suggested. For Tier one, there will be no base pay change, but a single bonus of 10%, which is the 10% is what was approved by Vice President of Academic Affairs for all faculty who are bringing in, we wanted to suggest another 10%. And department gets the standard 10% from the indirect costs for those who are bringing in less than a quarter million.

The base pay change will be to at least median for that department like for biology department, the base pay was around the median pay was around \$66,000 so change from the lower level. Of the base to the median if it is tier three because it is a still half million, is a significant amount and usually those grants are pretty stringent, that means faculty have fought several times to get that grant make it to higher level. And anything about that 25% about base pay and 45- 40% double base be here the percentages, how we got to work, look at the original one when I was. When Dr. Sekmen, past Faculty Trustee, who initiated it how the faculty are bringing in as a revenue

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

stream 40% of their salary, they are bringing in as an additional revenue so up to 40%, it is a fair increase, but it is a significant financial burden, we understand that, and there were questions on that so for that we. This is one model we came out with the second model where there will be a single 15% or 10%, we had some discussion in the previous meeting that I'll go over that, but the model, as per it will be every new grant there will be a single 15% for PI and 10% for co-PI.

Now regarding PI and co-PI, definitions and we had a discussion in the past Senate, I wanted to clarify on that, and this classification is coming from the research committee after elaborating discussions, is the definition of PI is those who generate ideas. Co-PI is we're adding value toward but are not a part of idea generation if they are part of idea generation that will be a multi multi-PI one. And all science arts anywhere creativity is what enhances and changes the frontiers, we are pushing the frontiers so creativity should be incentivized more so with that rational what is being suggested is that the PI and multi-PI. There will be a 15% base pay increase and Co-PI it will be a 10% base paying Co-PI and this comes from our meeting on September 10 where we floated several different ideas, based on the suggestions. which came from the Senate and after that we went for a word, and this is the recommendation Research Committee voted for a single base pay model. But there are any more questions I can go over it, but the whole idea is let us incentivize the creativity, the other things which came out of there are questions, I think in the written, it was very clear.

So now, the same for single base pay model. Well, the one you will be voting for here is 15% incentive to single PI or multiple PI grants. PIs and Co-PIs will get a 10% increase in their base pay, and this is with one grant that is a single base pay, which will not be reverted back after the grant and why is it we are not reverting back. There are two reasons for that one is: Why are we here, to begin with, for faculty retention if the faculty gets a grant their bargaining outside for another for another salary, so we cannot revert back after the grant is done, the second. Equally important reason is our faculty getting grants if a faculty gets one grant what has happened in the backdrop.

Where the faculty never got any incentive faculty has submitted 10 grants only than one grand gets funded, it is much more horrible with NSF all the USDA do it all, it is very competitive right now so The faculty has put in 90% of additional work for that 10% or 900% additional work which are where we look at it, so we are incentivizing the entire Hard work of that faculty and along with that, as you're working and thinking through this to tier model style either tier model or single base pay fees think of one more thing, before you work, and that is a faculty what we are incentivizing is not just the faculty here, it is a whole ecosystem, we are incentivizing the faculty who writes a grant. A graduate student is coming in, for undergraduate student is coming in and undergraduate's future is dependent upon the research project which they are working on. To get to a bigger professional school, whatever the two phases, the competitive environment outside and all that we are incentivizing as a package in this model so.

With that said, these are the two models Tier model and single based a model based on that. I'll leave the floor, for, if you have any questions, I'd be glad to take, and some of my research committee members are also here, they will answer it. We are voting either for a Tier model where the incentive is based on the amount of money, they are bringing in.

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

<p>And the incentive is definitely slightly higher than a single base significantly higher compared with the signal a single base pay model where it is 15% and 10% so based on that I'll rest my case and I'll take any question.</p> <p>Senator Brown: Asked to take models one by one and asked for recommendations and check for a vote.</p> <p>Senator Tiriveedhi: The first one is the tier model was based on the amount of grant money the grant money will be direct costs, plus indirect costs, based on the money the Faculty base pay will base pay will be changed, based on the tier to will be at least median pay as far on the page, what we are suggesting is published on TSU Human Resources (HR) pay scale website for that department normalized to that department everything, so the median for that department in that college.</p> <p>Tier three would be highest for that rank and for that department, therefore, is 25% about the higher range for that department, and for that college tire five is 40% about the highest base pay for that department.</p> <p>3:28</p> <p>Senator Brown: Led a discussion on voting and motions</p> <p>Senator Young-Seigler: So, I move to move this recommendation to a vote.</p> <p>Senator Brown: Thank you, do we have a second.</p> <p>Senator Quick: A second Quick.</p> <p>Senator Brown: Senator Quick okay. Discussion: Dr. Bill Johnson</p> <p>Trustee Johnson: A couple questions, one I think we're doing this backwards voting just off the top, but the second question, which actually was my first question is the need to be clear that we're talking about a permanent base change is that right. Yes, okay so it's not yours for four years, or whatever the duration of the grant is, this is a permanent change that that's important for faculty to understand the administration will certainly want to know that, too, for sure. The other discussion point is, I'm hoping that the maker of the motion would be amenable to make the motion to forward this tier model to a ballot, as opposed to voting on this one, yes or no, and then deciding to vote on the other one yes or no my recommendation would have been for this to be moved forward for consideration on the ballot in which we have. The tiered model and the other model to choose from, as opposed to avoiding this one, yes, and then there is no choice, on the other, does that make sense.</p> <p>Senator Fleming: We have questions in the chat.</p> <p>Senator Al Nasr: Yes, thank you, I have a question to add, you know for some departments, and you know for like measures like you know have some competitive like. Markets what if, for example, the faculty member is already like one of the maximum. Like with the maximum like salary and his or her department, so that means that the first tier one tier two and tier three will not be correct.</p> <p>Senator Tiriveedhi: Yes, in fact, we did have a discussion on that, that is, by and large, an exception to the rule, most of the comments which we got was. faculty not even getting market pay or being paid at the lower level so just by statistics we concentrated on the majority if someone is already making on the CAP in their department. Up to Tier three they're automatically eliminated or somehow, they are making on the top, that means their value is already established so they prove their value. So, this one as you correctly pointed this is to faculty who are across the board, the general comment what we got was most of us are making at the lower line of what the College and department heads.</p>		
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Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

	<p>Senator Young-Seigler: What are the other universities, they have a similar policy like what is proposed here that's one question there's another question this this.</p> <p>Senator Bekele: TSU needs a faculty research incentive policy and I appreciate you work on this policy. You know, changing a base salary is a long-term commitment. Therefore, why don't we make the incentive just a one-time payment based on the grant the faculty brings? For example, if the four years. Why do we have to change their base salaries, which is a long-term commitment? I'm also afraid, as I put it on the chat, changing base salaries to those who bring grants might create further salary inequities, which is a major issue at TSU, as this policy focuses on incentivizing only research faculty at the expense of other faculty who might be involved in service, teaching, and other scholarly work, like publications. Hence, my question again is why don't we just provide incentive payments to faculty as one-time payments instead of adjusting base salaries? That's, my question. grant runs for four years, we can provide incentive payments to faculty for</p> <p>Senator Tiriveedhi: Thank you for the question and, in fact, that was extensively discussed in our committee to, and I think I did not try to find it properly. This should not be looked at as research faculty versus teaching faculty versus another faculty. It should be looked at, is if a teaching, there are several teaching programs through which we are getting grants through like math program which I can come up from the top of my mind, there are several teaching programs, and several programs summer programs any program, this is the research. Although the word it says, research, it includes research and any external dollar money coming from any program it could be a workshop program any program, so in that way, the whole idea is someone is teaching. All of us do it anything, above and beyond teaching everything should be incentivized in this model. So, it should be, it could be anything workshop, as I said anything, so in that way, we should not see it as those faculty who are doing research on bench and those who are. More into service and involving high school kids everyone as long as they are going, above and beyond what is happening in any model. Whether it is a programmatic grant or individual grant everyone as long as it based on the dollar amount, they're bringing in it will be incentivized. The other thing about one-time base pay. And this Dr __ today is not here who was the senior in our committee, he has suggested that and it is coming out of his several years of experience and most of the committee members, several years of experience, the one-time base pay of an amount equivalent to the salary. It would be in violation like say in the previous one, let me show you the numbers, the first number.</p> <p>Senator Brown: We are running up on our time.</p> <p>Senator Tiriveedhi: Giving such a high bonus amount of 43,000 would not be a viable option, so we are going for a base pair of an incremental thing.</p>		
8	<p>Senator Young-Seigler: I'm going to withdraw that motion. Now I want to make a second motion that we consider both models on the same ballot.</p> <p>Senator Brown: Do we have a second?</p> <p>Senator Smith: Second</p> <p>Chairperson Triplett: We allotted some time on the discussion of the single base pay model.</p> <p>Senator Quick: To Dr. Tiriveedhi: so, both of these models build on the fact that the other principle of the premise that the university will receive indirect costs. Yes, the university doesn't receive indirect costs, where they still give the rates?</p>	Young-Seigler	Smith

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

<p>Senator Tiriveedhi: Direct plus in direct costs like if united cost is zero Direct cost is hundred. Both direct persons directed will make it hundred whatever combination of direct plus in direct the number final say quarter million direct plus in direct whatever that direct and indirect.</p> <p>Senator Quick: Well, just very simply, if the grant does not have indirect costs associated with it, will the PI still get a raise. Senator Tiriveedhi: Yes, Senator Quick: okay.</p> <p>Chairperson Triplett: And that's just for clarity that's for both models.</p> <p>Senator Tiriveedhi: Tomorrow, yes.</p> <p>3:39 PM</p> <p>Trustee Johnson: And can I ask where that that pay raise money would come from if there's no indirect. Because you can't. You can't pull it out of the project.</p> <p>Senator Quick: That's why I asked the question, if the energy costs, there are.</p> <p>Senator Tiriveedhi: Very few grants to begin with, that are either, is coming from private agency. Where the indirect costs, they don't tell direct and indirect costs, but they have an agreement with university already like, for example, HCA gives grants to some of the faculty at TSU. There is none that they give us a complete package to the faculty with the assumption that the faculty is doing equivalent service within the department or department within the college, so in that way private agencies know the other one is Nike in sports and performance, from what I heard, they are doing research on personalized drinks with Nike is paying and TSU has. Some adjustment, so if that is considered as a direct cost already TSU has some pre-bargained on it, so the to avoid all of that what we said was direct plus indirect is the amount in that tier model. Okay.</p> <p>Senator Brown: Thank you, any other.</p> <p>Senator Fleming: Yes, there are some questions in the chat. One from Senator Chilton: Why doesn't the university use a base pay adjustment model?</p> <p>Senator Tiriveedhi: What other universities use- based on just one more. When we were discussing on this which checked other universities what most of the other universities, MTSU is doing good. And at Vanderbilt they do it all the time and all the state universities are doing is once they get a grant faculty have go to the chair and make a bargain and we have something called a base pay adjustment form. And in fact, TSU also has that base pay adjustment form it was never used, and most of the faculty don't even know that such a thing exists. So this is to create awareness, this is not anything new, that we are coming out of box with it there, it is something which is already there in our university. We are just trying to make it more consolidate and develop awareness, but the base pay adjustment is there and all universities state and private universities.</p> <p>Senator Brown: Okay.</p> <p>Senator Fleming: And there's the comment Senator Brown.</p> <p>Senator Okoro: says he thinks we need more time to understand and evaluate to one to five, and he moves for deferment. Okay.</p> <p>Senator Brown: Thank you, any other discussion before we close.</p> <p>Senator Young-Seigler: One more question is with the tiered model is there a division of incentive pay with the Co-PI is like it is in the single based same on.</p> <p>Senator Tiriveedhi: The same. Co-PIs and PIs will get this benefit. CO-PI is will get 10% bonus. Okay. Like entire one whatever is the 10% of the entire cost that's what CO-PI is get.</p> <p>Senator Brown: Okay, I think we're ready to get close to discussion.</p>		
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Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

	<p>Senator de Koff: I've got a quick question with the single base pay model does it matter how much the grant is for.</p> <p>Senator Tiriveedhi: It really does that the whole idea is it doesn't matter whether someone is bringing in hundred thousand or 1 million, it will be standard, regardless of the amount of money they get 15%. And this was a suggestion which came to us, so we kept it we had significant discussion, we did not arrive at any conclusion in the Community, so we thought Senate will decide on it. And I don't want to comment more on it, I leave it to you all, which one is failed what you all think is fair for the faculty you can work for it.</p> <p>Senator Brown: Thank you, Dr. Tiriveedhi. Let's move to close the discussion and we'll move to a vote. I believe we do have some visitors with this today we're going to ask that you do not participate in the voting process, you were asked at the beginning of the meeting to type your name first and last name in the chat so we'll know who you are so we can make sure we don't have you in our numbers. He would do so and Dr. Smith I'm not sure if you have enough time to pull up the poll.</p> <p>Senator Smith: The polling feature in Zoom in not working properly.</p> <p>Senator Bekele: I had a question and then we just run out of time. What I was trying to propose or suggest again is that instead of a base pay correction, why don't we consider an incentive payment to faculty based on research grants they bring to the University every year? Wouldn't that be something that we can consider, incentivizing faculty who bring research dollars every year?</p>		
9	<p>Chairperson Triplett: The only thing that I think if we can get this poll together, the only thing I think we can do is just submit your selection directly to Senator Brown who's the parliamentarian, so he can take count and who is sending in anonymously. That's the only thing I think that we can move forward to be fair, and all chat content is recorded. That way we can record that Senator Brown would have to say, for instance if I voted for the single base model, I will send that directly to Senator Brown just to him directly in the chat so then he'll know that I voted for single pay pace single base pay model. And if I want to abstain, then I would just tell Senator Brown to abstain me. And then we do have it record in the chat feature then, once Senator Brown tallies then he can report the results to the group.</p> <p>Senator Brown: Yes, you can send me your vote privately in the chat you know start tallying the numbers.</p> <p>Chairperson Triplett: Remember, you can vote for tier model or the single base pay model or you can abstain, or you can submit present not voting. Senator Brown, am I supposed to vote or am I supposed to wait for the tiebreaker some?</p> <p>Senator Brown: According to the Constitution, I believe you are tiebreaker okay if we if there's a me. 3:59 PM</p> <p>Senator Brown: The single base model has 12 and the Tier model has 7; 7 abstain; 0 present but not voting. (These numbers were amended by Senator Brown after recounting Senators only vote: single base model has 10 and the Tier model has 7; 6 abstain)</p> <p>Chairperson Triplett: Okay, let me just say Thank you so much to the Research Committee and the leadership of Dr. Tiriveedhi. I would recommend that someone put a motion that the Research Committee goes back and revise or finalize the policy so that focus is just on the single base pay model that was voted on today, September 16th and then bring it back to the Faculty Senate on October 14th meeting. At the October 14th the faculty will vote on that final revised policy, so we can submit it to the Vice</p>	Proxy Marie Hammond	Raynes

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

	<p>President of RSP and CC Provost Harris, and President Glover. So, we want to make sure we see the final product, before we submit it to Vice President of RSP, Francis Williams.</p> <p>Senator Tiriveedhi: will be glad to do it by the next faculty Senate, you will have the final.</p> <p>Chairperson Triplett: Can someone present a motion on that? Thank you.</p> <p>Proxy Marie Hammond: <u>I propose that we recommend that the Research Committee revises the report to focus on the single base pay model and to remove the tier model and then return the report, the revised report to the faculty senate by the next faculty meeting.</u></p> <p>Senator Raynes: The second.</p>		
10	<p>4:00 PM</p> <p>Chairperson Triplett: Okay, well, thank you all so much I know this took a little while but we're going to quickly move on to voting to amend the current constitution. I don't know if Senator Smith has any updates. There will be a meeting with Provost Harris, President Glover, and with the Faculty Senate Executive committee to discuss the letter that is supposed to release three credit hours for the faculty trustee position. President Glover verbally has an approved the release time. But she recommends that we receive a letter from Provost Harris, to add that release time language to Amendment Six. So as of right now we will not be able to vote on that, until we hear back and receive the letter from Provost Harris, so I would like to see if someone can make a motion to table this agenda item until our next meeting.</p> <p>Senator Quick: <u>I move to have the three credits of release time for the representative, Trustee Johnson, representative faculty trustee for the vote moved to amend the Constitution.</u></p> <p>Chairperson Triplett: Thank you, but it was just for us to move to amend the current Constitution, so we just need to table this to the next meeting that's all the motion we need.</p> <p>Senator Quick: <u>Okay, so I move to table.</u></p>	Quick	Fleming
11	<p>Chairperson Triplett: Thank you. Thank you so much, and now we can move on to Senator Brown with the nominations for the vacant standing committee chairs.</p> <p>Senator Brown: OK, so the vacant standing committee chair positions were sent out to everyone. Again, to give consideration to fill these positions, hopefully, you have had a time at the time to think about these particular openings and we would like to walk through these particular committees to see if we have any volunteers. And we will, at the end, we will see if there are any volunteers and if we have multiple volunteers for a particular community, we will move to a vote if not we'll just as a whole, move to make a motion. As our proceedings to for the cheers the new cheers to come on board, so the Constitution and bylaws committee do we have anyone that will be interested in serving as the Chair for this particular committee. The Constitution and Bylaws committee. And I can go through the responsibilities again. As you will see here, in the spirit of time I know we're kind of running short. We'll see if we have any volunteers first if we need to go into further detail, as we did during the last meeting about each of the roles and responsibilities, we can certainly do that as well. But if we have any one day would like to self-nominate or, if you like, to nominate someone else now's the time to do that. Okay, thank you, Dr Okoro. Dr. Okoro would</p>	Young-Seigler	Bekele

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

like to volunteer for the posting your committee. Pending the dean's approval. Alright, so we have the curriculum committee Library committee NIA committee, post tenure committee.

Chairperson Triplett: I was going to say I'm sorry Senator Brown I'm sorry he does not need permission from the Dean, to be the Chair, I thought he was talking about to represent his college on the standing committee, so if you want to be chair, then you can just nominate yourself to be chair. So, I just want to clarify that. I was kind of confused on the email that I received so you can nominate yourself to be chair, because you are a faculty senator.

Senator Brown: Yes, thank you.

Senator Okoro: There's something is not clear record from the asked earlier on, to join the research community but I was told the approval has to come from the Dean, so I would tend to think it is applicable if I have to volunteer for post tenure

Chairperson Triplett: No, you can nominate yourself to chair the actual post tenure committee, but to be a faculty senate member to represent your college that's where you need approval and appointment from your college Dean. But, once again if you want to chair a standing committee, you can just nominate yourself to chair.

Senator Okoro: Of what I did that's what I have in mind.

Chairperson Triplett: Okay, if you want a chair, you want to chair the committee?

Senator Okoro: Yes.

Chairperson Triplett: Okay, then you don't need approval I'm sorry I misread your email. In the email that I received Senator Okoro wanted to be the chair of Post-Tenure Review Committee.

Cosmas Okoro: I want, in addition to be earlier requested yeah, I had requested to be a member of the research community.

Dr. Geoffrey Burks: Yes, well, this is just a point of information, if you read the Constitution letter for letter dean's do not approve. Appointments Dean this transmit appointments and the elected for Community members. Yeah, constitutional reform.

Chairperson Triplett: Yes, I don't know how the different units go through their faculty section processes to participate on the standing committees, but I received the information from the deans. So, you want to actually chair the post tenure committee, but just be a member of the research committee.

Senator Okoro: Both.

Chairperson Triplett: Oh, OK.

Senator Young-Seigler: So, the Dean who's over the unit. Yes, a list of names of people that have been elected by the unit to serve. On the different committees. Yeah, so that's how that goes, however, as a senator you can either be nominated a volunteer to chair a committee right, and then you will be. Here, as the Senate body we will elect someone to chair that committee so as of now, the Chair for each committee is not selected at the committee level if they are selected as the senate chair. Okay, so in order to be a member of the committee, just a regular member any faculty person is eligible to be a member of the committee, those members are selected by the unit and the names are transmitted to us by the unit head, which is the being.

4:10 PM

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

<p>Senator Brown: Thank you. Thank you, so we have a volunteer for the post tenure committee, and we have a volunteer for the library community do we have a volunteer for the curriculum committee.</p> <p>Senator Brown: I'm sorry, thank you, Professor I believe Senator Huskey.</p> <p>Chairperson Triplett: Senator Julie Husky.</p> <p>Senator Brown: Senator Huskey, yes has volunteered. Thank you, our new representative from the library. And she will be serving as the Chair for the library community, so the curriculum Committee, thank you. Dr. Roberts has volunteer for the curriculum committee.</p> <p>Senator Brown: And a non-instructional assignment committee do we have any volunteers to chair that community. Okay. We are going to leave this open for a few more minutes and again for the agenda sake we're going to continue on if you would like to volunteer, please let us know speak now type it in the chat however you like to nominate yourself or someone else consideration. Okay, so that being said, I would like to move that we accept the self-nominations for the post tenure committee being Dr. Okoro the library committee will be chaired by Professor Husky and the curriculum committee will be chaired by Dr. Roberts. I would like to move that we will approve those cheers to be. spearheading those committees. In for the Constitution and bylaws committee in the non-instructional assignment committee, we will come back in October meeting to see if we have anyone that would be interested in hearing those two committees.</p> <p>Senator Smith: May I second the vote.</p> <p>Senator Brown: Thank you, we have a second well, thank you we'll keep it all with our agenda.</p> <p>Chairperson Triplett: Thank you to the new chairs I'll be reaching out to you all after the meeting to try to set up a meeting, so I can walk you through submitting your monthly reports. And provide you all contact information of your predecessors who came before you. And then you can reach out to them for any documents or things that you might need for those. For sharing those committee, so thank you so much now moving back to finishing up let me share my screen real quick our meeting here update on faculty senators' term for this academic school year and then Senator Smith will go over this, along with the attendance policy.</p> <p>Senator Smith: Thank you, we have right now a full faculty senate so that's exciting, there will be 10 senators rolling off in April for their second term so they'll have need to take a year off before they can get possibly elected back in so that gives us a little bit of guidance as to a third of the Faculty Senate will need to have new officers coming up for the next academic year The policy for the in the constitution about attendance to the meetings is this pretty simple it just basically says that we need you to have a proxy or somebody that's tenured from your college to come and attend the meeting, if you can't and if you or are unable to come yourselves and are unable to find a proxy for three meetings in a row, then we will ask the Dean, to find somebody else just because we really value you and your position. We know there's times that people get sick and different things and can't meet, but just we need somebody from your college, so we feel like we have total voices. Does that cover it Dr. Triplett?</p> <p>Chairperson Triplett: Yes, thank you. And then, in the Constitution on our obligated by the Constitution to reach out to your department units, the heads of the department units, which is the Dean, if you miss three</p>		
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Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

consecutive meetings. There, so we do have some faculty senators, who have made to have missed three consecutive meetings. And I will be reaching out to those faculty senators. We just want to make sure that you all are aware, if you are going to be absent, just notify me and Senator Smith of the name and email address of your proxy. We just need to make sure that there's a proxy in place. So, the proxy will be able to vote on your behalf, because, like today's meeting there was actually a vote, and if you were not here, you would not be able to participate in the vote. So, that means your college will not have a vote on what was being voted on. So, it is important that you attend all the meetings as possible, so thank you Senator Smith. And now new business I'm going to make this clear, so we can stay on time I think it's around four.

The first thing is, we need a discussion and vote for the date in November, for our Faculty Senate meeting that's going to be our last meeting for the semester. We already know that this meeting is going to be virtual all our fall 2021 meetings are virtual as we voted at our August 26th Faculty Senate Meeting. We need to decide to decide a meeting date for the month of November. The third Thursday of the month of November, which is usually, when we have our meetings would be on November 18th. But that is the last week of classes, now we can keep it on November 18th, or we could move it to November 11th, but we would have to decide as a body, if we want to move it to the 11th. I know, last year we actually moved it because we know some people that were going to leave you know the last day of classes, were the 19th and they didn't want to meet the day before the last day of classes so I'll leave it up to the body. Can someone make a motion so we can have a discussion on when we should meet in November?

Senator Young-Seigler: Motion on November 18. Okay.

Senator Bekele: I second that.

Chairperson Triplett: Any discussion.

Okay, if no discussion, I think we can move with the vote, Senator Brown yes.

Senator Brown: So. Can you I guess feel when you see me. Do we I guess yeah if you want to just send me your vote. I don't think we have the poll. So, we're voting on.

Senator Triplett: The meeting for November.

Senator Brown: November 18th if we should move the meeting date correct.

Chairperson Triplett: No, do you agree that we keep the meeting November 18th. That was the motion. Okay.

Senator Young-Seigler: Can we get the vote, yes, no, are abstaining yeah.

Chairperson Triplett: present not voting.

Senator Brown: Senator Smith, are you able to pull the poll up or I'm not sure at this point.

Senator Smith: I've got 10 polls but none of them will go, so if people are voting yes, that means we're having the meeting November 18 yes.

And you're voting to Charles Brown.

Senator Brown: Yes, so in the chat if you can send the vote. Thank you. Okay we'll go ahead and close the vote. 24 people. That has participated in the voting 23 voted yes one voted no. Those are the results.

Chairperson Triplett: Thank you so we're moving to have our meeting at the same time, on the third Thursday on Thursday November 18th so thank you all so much. And updates from the TSU Board of Trustees meeting there

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

<p>was just a few things I wanted to highlight, we will have a report from our Faculty Trustee Johnson at our next meeting to report in more detail of what took place at the board meeting and committee meeting, but I just wanted to highlight a few things from this morning's committee meetings Associate VP for Admissions and Recruitment, Izzard announced that enrollment numbers for fall 2021 is around 8,007 students, this is a 6% increase from last year enrollment numbers are currently looking good so far for fall 2022. Faculty Senate Executive Committee has invited VP Izzard to attend our October 14th meeting to discuss his position as Vice President of Admissions and Recruitment within the division of enrollment management. He will also provide us information on the new admission and recruitment initiatives and how his division, would like to involve faculty with these new efforts. And Vice President of Business and Finance Allen, II announced that there are \$2 million dollars in technology upgrades campus wide our budget tuition and fees are currently up. TSU has budgeted for the amount of \$1.9 million, with an actual of \$1.8 million and then fiscal year 2022 no transfer money's out of the TSU reserve funds, he mentioned that during the budget meeting today. And then we had the Dean Stevenson, the Associate Vice President and Dean of Students provided the following updates this morning COVID 19 procedures 100 hundred TSU students tested positive this semester right now we have seven students who are positive. Over 50% of TSU students are vaccinated who live on campus, 800 of the TSU faculty and staff have been vaccinated so far. Over 2000 TSU students have been tested so far this semester and 1000 students, a week are being tested so that is some of the proceeds that testing. Some of the COVID 19 procedures, the Division of Student Affairs will provide a dashboard to give actual COVID 19 cases and numbers that TSU and Trustee Johnson was talking speaking on this earlier during our meeting. I sent an email to Dean Stevenson and Dr. Hytche. This morning, asking where the dashboard would be located on the website if they have more information, they can share so we can send that out for those who ask and then also asked how faculty are being notified about students with COVID 19 or have been tested positive for COVID. In their classes currently there's no contact tracing and notification to faculty is important to faculty are notified. The dashboard will not tell individual faculty members about the possible presence of the virus in their classes.</p> <p>Senator Young-Seigler: I've actually received several emails from Dr. Hytche about students who are being quarantined. Okay, so I received a couple of emails from him notifying me that there has been a student in my class, who is currently being quarantine. Okay, good I guess that was just a concern, one of the faculty wanted me to reach out to them, and so, hopefully they'll just respond back so the faculty. But yes, if you have been receiving information that's great, that's great and Senator Al Nasr.</p> <p>Senator Al Nasr: I have a question about like cases tested outside campus, TSU campus I was wondering if there is a way to also include those and Statistics on the dashboard? This is one thing; the other thing is not related to this one about the attendance policy. So, this is like something I was like asking many times for different by faculty members I get no answer for it. So, for like a senator has a class at the time of the meeting and a semester. So, I was wondering which, what is the priority is, I cannot attend the class, I believe, so that mean we will miss all meetings of senate and during that semester, so I was wondering if you can clarify on that.</p>		
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Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

Chairperson Triplett: So yes, you do need to teach, but what we try to convey to senators our meetings take place every third Thursday of each month, so our meetings are already set at 2:40pm. So, hopefully if you have discretion on when your classes can start or how you able to deliver classes, we ask that you take that into consideration. Remember that your unit/college can select a proxy for you for the semester, or if you're going to be missing more meeting than your unit/college might want to resubmit someone to be a Faculty Senator.

Senator Al Nasr: And about like outside TSU like tested students that were like you know positive.

Chairperson Triplett: Oh, so they don't live on campus is that what are you saying?

Senator Al Nasr: Yeah, I don't know if even if they live in campus, sometimes maybe they get tested outside yes yeah, I'm not sure if they are required to be tested at TSU.

Senator Triplett: Okay.

Trustee Johnson: Yeah so, the current policy is that students who test positive are supposed to notify the university. Whether they test positive here or somewhere else I don't think there's any teeth for that, just so you know but that's the way the policies same with faculty. I had asked earlier in my background conversations about this dashboard setting that it should include faculty and staff numbers to cover the entire university committee that wasn't received very well just so you know.

Senator Raynes: What was their reaction Dr. Johnson? Because that's a part of contact tracing.

Trustee Johnson: Dr. Raynes you, you understand how the real world works right, you know, in the medical world yeah, but this is not the real world, unfortunately. Somebody threw FERPA in my face and other kind of stuff and I explained the best that doesn't apply here so.

Senator Young-Seigler: Dr. Johnson, to my knowledge, we on campus don't have any contact tracing policy. I'm sorry there's no policy for contact tracing here on campus correct.

Trustee Bill Johnson: Correct. My question was about the university, including in this dashboard the entire community, which would include faculty and staff, so we'd have a university count, so we could have some awareness of the prevalence of this virus on our campus in any given day.

And what I got for a response was the student thing so.

Chairperson Triplett: Senator Al Nasr did you still have a question or comment?

Senator Al Nasr: No, thank you okay.

Chairperson Triplett: Are there any other new business items? I don't know does anybody have their hand up. Okay.

Senator Young-Seigler: I don't see anybody.

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

	<p>Chairperson Triplett: Okay, thank you, if not, I want to go ahead and keep with the time our next faculty senate meeting is Thursday, October 14th, at 2:40 pm via Zoom. Our next meeting will be November 18th, and I'll send that information out closer to time and remember that's the last day of classes is November 19th, so that's going to be our last faculty senate meeting for the semester. Okay, well, thank you all it is around 4:33 pm we're over three minutes and I appreciate your time and your diligent work today, thank you for your vote, and your participation. Have a good evening and a good weekend and stay safe Thank you so much.</p>		
12	ADJOURNMENT: 4:33 PM		

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		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 Dr. Korsi Dumenyo Proxy	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	Voted to Chair of Curriculum C. 9-16-21	2023	2
11	X		EDUCATION	Sibulkin	Amy	Marie Hammond Proxy	2022	1
12	X		EDUCATION	Vogel	Eric		2022	1
13		X	ENGINEERING	McCurry	Charles		2023	2
14	X		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	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		2022	1

Approved Meeting Minutes
Tennessee State University
Faculty Senate Meeting

26	X		LIBRARY	Huskey	Julie		2023	1
27	X		LAPS	Young-Seigler	Artenzia	Chair-Elect Budget Committee, Chair	2022	1
28	X		LAPS	Okoro	Cosmas	Chemistry dept	2023	1
29	X		LAPS	Kelly	John		2022	1
30	X		LAPS	Quick	Quincy	Student Appeals Com, Chair	2022	1
31	X		LAPS	Tiriveedhi	Venkataswarup	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
	X		Past-Chair (NON-MEMBER)	Burks	Geoffrey	Past-Chair	2022	
	X		Faculty Trustee (NON-MEMBER)	Johnson	Bill	Current Trustee	2023	
	X		Guest	Ohair	Joshua	College of Life and Physical Sciences		
	X		Guest	Washington	Federickia	College of Public Service		
	X		Guest	Brown	Keisha A.	College of Liberal Arts		
	X		Guest	Brock	Valerie	College of Health Sciences		
	X		Guest	Hamilton	Chris	College of Health Sciences		
			Guest	Galib	Hasan	May not have entered the meeting		
	X		Guest	Harun	Rafael	College of Public Service		

Research Incentive Policy Voting Results

Single-Base Pay Model: 10 votes

Tier-Level Model: 7 votes

6 senators abstained