**JACKSON STATE UNIVERSITY**

**Faculty Senate Meeting**

**with President & Provost**

**MINUTES**

**Zoom Meeting**

**September 24, 2020**

**10 a.m.**

**Executive Committee/Senators in Attendance**: Dr. Dawn Bishop-Mclin, Dr. Sophia Leggett, Dr. Okechukwu Anyamele, Dr. Barbara Howard, Mr. Don Spann, Dr. Patrick Rettger, Dr. André Hines, Ms. Regina Modest, Dr. Lolita Gray, Dr. Chaiqua Harris, Dr. David Mahloch, Dr. Jessica Murphy, Dr. Stephanie Davidson, Dr. Jean-Claud Assad, Dr. Jana Talley, Dr. Jie Ke, Dr. Ella Moore-Boyd, Dr. Barbara Howard, Dr. Candace Brown, Dr. Glenda Windfield, Dr. Siddig Fageir, Dr. Debra Pate, Dr. Ronald Walker, Dr. Edmund Marem, Dr. Patrice Jenkins, Dr. Mustafa Younis, Dr. Nelson Atehortua, Dr. Barbara Graham, Dr. Brian Anderson, Dr. Steve Robinson, Dr. LaDonnya Drummond, Dr. Kenyatta Stewart

**Other Attendees:** President Thomas Hudson

1. **Call to Order/Greetings:**

The meeting was called to order by President, Dr. McLin. Dr. McLin welcomed all Senators and Faculty in attendance and requested that as Senators enter the room, they indicate their name and the department they represent.

1. **Interim President Hudson responded to the following Faculty Senate Issues**

President Hudson expressed that he appreciate the opportunity to speak with the Faculty Senate and look forward to a very strong working relationship for as long as he is in the position. He indicated that he believes that our goals are the University’s goals.

**Academic Issues:**

* **Accreditation Update –** President Hudson reported that in reference to the 2021 reaffirmation, the compliance certification had been submitted and the offsite committee is scheduled to meet in November. He expects that there will be some findings. Next steps include the Focus Report and QEP which are both due in March. He stated that the on-site committee visit will take place in March and will be virtual. The University will continue to engage Dr. Silver to prepare for the site visit. We will have a mock site visit in February. The plan is for Dr. Mosely to assist us in preparing for the reaffirmation process. He reported that we are off the monitoring status and that our last financial monitoring report was submitted in April.

President Hudson expressed that he appreciate so many who worked so hard over the summer to get us prepared during this process. He shared that the situation is promising but he will not be satisfied until we receive word of our reaffirmation in December 2021.

* **Credentials of Faculty –** President Hudson reported that he would defer to Dr. Mosely for the credentials of faculty update. He indicated that as a part of the reaffirmation process the administration is looking at coming into compliance in terms of faculty credentials.
* **Status of University Scholars, leadership, future directions, and faculty development –** President Hudson reported that he would also defer to Dr. Mosely to provide the University Scholars and faculty development updates. However, he shared that in the past University Scholars funding was Title III however, the Provost has a plan for faculty development.
* **P & T, post tenure review, faculty denied tenure, status, etc. -** President Hudson reported that the Provost would provide the P & T and post tenure review updates.
* **Faculty Evaluations (tenure track, clinical faculty, etc.) –** President Hudson reported that the Provost would give this update; however, he acknowledged that there need to be an overhaul of the entire evaluation process. The modifications should focus on making the instruments more streamline and more relevant to positions. He expressed that there were too many instances where there were no evaluations completed.
* **Faculty Evaluations of Chairs and Deans** - President Hudson reported that he was open upward evaluations and acknowledged receiving a document from the Faculty Senate. He also indicated that he would like to see the Faculty Senate work with the Provost and HR to come up with a recommendation to overhaul the entire evaluation process including upward evaluations.
* **Interim Deans & Chairpersons –** President Hudson reported that as the Interim President he was not to fill Dean positions permanently. However, he will ask for permission to initiate the process in critical areas. He shared that Interim Deans could be replaced with other Interim Dean if they were not working out. President Hudson indicated that the Provost will be looking to permanently fill Interim Chair positions.

President Hudson was asked to respond to the idea of rotating Chairpersons and responded that he was open to the idea but believed that it would be a problem for smaller units where there are limited tenured faculty. He also questions if this approach would get JSU were we need to be in terms of stability.

* **Status of JSU Global**– President Hudson shared that Dr. Whittaker is responsible for working with the faculty to appoint an Interim Director because the he is clear that there need to be some sense of leadership. He indicated that he is committed to a search for a permanent Director and building a robust program. He also shared that although we used to have relationships with China, right now China partnerships are discouraged.
* **Spring 2021 Teaching Status –** President Hudson reported that he expect that a few more course will be face-to-face this spring but most would remain virtual. The administration is close to finalizing the plan for spring 2021; however he expects the plan will be to continue to allow similar flexibilities; recognizing that we are still in a COVID-19 environment. JSU will probably require virtual options for classes, meetings, and office hours.
* **Salary Compensation Study –** President Hudson indicated that he is aware of the need to address pay inequities and the need to standardize titles at the University. He reported that he would commit to funding a study and the action plan to implement the study findings. President Hudson shared that we need to remain competitive and that he is mindful that new faculty are being hired and paid more than tenured faculty who are currently hired and doing the work. He acknowledged that JSU must hire based on the market and this creates a difficult situation. He also mentioned that unfortunately, faculty members have not received raises because of the financial situation.

Dr. Whitfield expressed appreciation to President Hudson for how he is addressing this situation because salary compression is demoralizing for some faculty.

When asked about a timeline for the study, President Hudson expressed that he has requested that the Executive Committee work with the Provost to come up with a recommendation and that he would like the study to start before the end of the year.

**Research** – President Hudson indicated that Dr. Whittaker put out a research incentive proposal that he would like to see become policy but needed faculty feedback. He expressed that he recognize the prior restrictions and lack of support for faculty research. He requested that we keep an open mind and understand that Dr. Whittaker’s proposal was done in good faith.

·        **Facilities**

* Covid -19 Campus Committee – President Hudson reported that the taskforce/committee will reconvene and will be led by a new hire; Dr. Michael Bolden. President Hudson announced that Dr. Michael Boden has been hired as the point person responsible for facilities. Dr. Bolden will be responsible for all 64 building across JSU 5 campuses; he brings over 20 years of experience to the position. President Hudson acknowledged that pre-COVID we had facilities issues. He indicated that we should email Dr. Bolden with any facility concerns. He also shared that we are now using an outside company for COVID positive cleanup. Additionally, he reported that the COVID protocols will be redistributed to the JSU community. Dr. McLin requested that cleaning logs be placed behind doors to indicate cleaning schedules. There was a question asked regarding cleaning technology used. President Hudson responded that we are using foggers and surface cleaning only.

He shared that in the past month there were 10 COVID self-reported positive cases (6 students & 4 employees). He also reported that soon we will be doing rapid testing on campus for students and employees.

President Hudson reported that JSU received approximately $24 million in COVID funds; $3.6 million in state funding and over $21 million in federal funding. Most of this funding went towards IT; other cost included laptops, cleaning, revenue reimbursement, resident halls, and student scholarships. Some funding will be held for 2021 expenses.

* **Other, etc. – Student Enrollment –** President Hudson reported that prior to yesterday’s purge; we had 7,560 students compared to 7,547 last year. Post purging we are down by about 3% at just over 6,600 students. He reported that our goal is 7,020 and we are trying to get students reinstated to meet this goal. President Hudson shared that we had a marked increase in graduate enrollment but because of the COVID environment and having to limit face-to-face courses, undergraduate enrollment has decreased.

Dr. McLin stated that we will invite the Provost to meet with us in our next meeting.

1. **New Business**
   * **Google Form Document** – A google document has been created to receive feedback, comments, suggestions, and/or concerns from faculty. This link will be sent to all Senators and Faculty and may be returned to the faculty senate website or sent to your Senator. The document will remain anonymous; email addresses will not be tracked. If a response is required you will need to leave your contact information.
   * **IHL Listening Session** – There is a request from IHL to conduct listening sessions to garner information from JSU Faculty Senate on October 14th. The meeting will be virtual and will accommodate no more than 15 Senators. The participants will consist of the Faculty Senate Executive Committee, the Senators At-Large, and other members will be randomly selected from the remaining Faculty Senators.
   * **Canvas Digital Documents: Constitution, Procedures Virtual Meetings, Roberts Rules of Order, Standing & Special Committees** – Dr. McLin has placed copies of our University Constitution, Procedures Virtual Meetings, Roberts Rules of Order, and the list of Standing & Special Committees in Canvas for Senators to review.

There will be a call to participate on committees. Standing committees include; Budget, Research (Dr. Leggett-Chair), Curriculum & Teaching, and Faculty Life (includes handbook, human resources, & evaluations). The Website Committee is a Special Committee that has been created and will be led by Professor Spann. The goal is to have the agenda and other documents on the Faculty Senate website instead of the Canvas Portal. This will allow us to be more transparent so that all faculty will have access to what is happening at the University.

* + Election of Senators-At-Large – Dr. McLin requested nominations for 3 Senators At-Large positions and sent a Qualtrics link for voting.

It was expressed that in the past Senators At-Large were selected by the general faculty body and not by the Senators. It was agreed that Senators and Non-Senators (general faculty members) could be nominated for Senators At-Large positions.

The nominees were: Dr. Latiker, Dr. Thomas Kersen, Dr. Mustafa Younis, Dr. Al Harrison, Professor Saundra McFarland, Dr. Claude Assad (declined), Dr. Barbara Graham, and Dr. Belinda Smith. Results: Dr. Tony Latiker (26), Professor Saundra McFarland (18), Dr. Mustafa Younis (14), and Dr. Thomas Kersen (14). It was decided that Dr. McLin will send out another link to break the tie between Dr. Kersen and Dr. Younis and Faculty should respond by the end of the business day.

1. **Other Business**
   * Dr. Thomas Cunningham suggested that prior to closing a motion; we ask whether all concerns and questions have been addressed. Dr. McLin responded that we will follow Roberts Rule of Order and ask for questions and concerns prior to requesting a move to close a motion.
   * In response to a Senator’s question, Dr. McLin acknowledged that the constitution needs to be update. It was agreed that although it was updated in 2017, there were revisions that need to be made.

**Adjournment –** It was moved by Dr. Spann and seconded by Dr. Anyamele to adjourn the meeting. The meeting was adjourned.

Submitted by: Dr. André Hines, Secretary