**JACKSON STATE UNIVERSITY**

**Faculty Senate Meeting**

**MINUTES**

**Zoom Meeting**

**March 25, 2021**

**10 a.m.**

**Executive Committee/Senators in Attendance**: Dr. Dawn McLin, Mr. Don Spann, Dr. Okechukwu Anyamele, Dr. Carolyn Howard, Dr. Sophia Leggett, Dr. Patrick Rettger, Dr. André Hines, Dr. Barbara Graham, Dr. Jung Hye Lee, Dr. Candace Brown, Dr. Hafiz A. Ahmad, Dr. Patrice Jenkins, Ms.. Ella Moore-Boyd, Dr. Barbara Howard, Dr. LaDonnya Drummond, Dr. Renjani Kulawardhana, Dr. Stephanie Davidson, Dr. S. Fidger, Dr. Tony Latiker, Dr. John Watts, Dr. Chaiqua Harris, Dr. J. Claude Assad, Dr. Palaniappan Thiagarajan, Dr. David Mahloch, Dr. Anwar Ahmad, Dr. Gloria Billingsley, Dr. Mohamad, Dr. Timothy Turner, Dr. Brian Anderson, Dr. Jennifer Wiles, Dr. Tomaz Cunningham, Dr. Ningning Wang, Dr. Edmund Marem, Dr. Tzusheng Pei, Dr. Glenda Windfield, Dr. Kenneth Du, Dr. Brent Thomaz, Dr. Paul Tchounwo, and Dr. Ariane Mbemi

1. **Welcome:** The meeting was called to order at 10:04am by President Dr. McLin. Dr. McLin welcomed all Senators and Faculty in attendance. She expressed that she hope everyone is doing well in light of the weather challenges and pandemic.
2. **Review of Minutes:** The meeting minutes for February 25, 2021 were approved with corrections from Dr. Barbara Howard and Dr. Candace Brown. The motion was moved to accept the minutes with corrections by Mr. Spann and seconded by Dr. Barbara Howard.
3. **Committee Updates:**

* **Website / Budget–** Mr. Spann reported that the website is continuously being updated and encouraged Senators to visit the website. He indicated that there is a short video of the distribution of essential kits and a tab for Faculty Recognition. Mr. Spann indicated that the Webmaster is changing the interface of the website and it is easy to navigate.

Dr. McLin reported that we will have a Senator Appreciation luncheon on May 10th when we will provid essential kits, certificates, and a box lunch. She also reported that JSU has announced a Blue & White Appreciation Week for March.

* **Research –** Dr. Leggett reported that the Research committee had Dr. Whittaker to present to the Faculty Senate in last month’s meeting and encouraged Senators to provide feedback to the Research Proposal. She reported that she has been receiving Request for Proposals from the Research office and hopes that all faculty members are receiving those RFP’s. Dr. Leggett shared that today OAA is sending out training opportunities from NIH and NSF and encouraged Senators to participate in these trainings.
* **Curriculum & Teaching –** Dr. Howard reported that the Curriculum and Teaching committee members were invited to participate in the University’s Undergraduate Curriculum and Teaching meeting. She thanked all members who were able to participate. She reported that other roles of the committee closely relate to the faculty handbook and encouraged committee members to focus on the Curriculum and Teaching component. She indicated that the committee’s monthly meetings will be held on the 4th Tuesday at 11am. Dr. McLin indicated that the document has already been sent to Dr. Brown-Wright and Legal. Dr. Barbara Howard asked if the Faculty Senate’s Curriculum and Teaching committee was a working committee and agreed that it is important for the Faculty Senate committee to work closely with the University’s committee, however; she expressed concern that the Faculty Senate’s Curriculum and Teaching committee has not met. Dr. B. Howard also expressed that she felt that her concerns were not accurately reflected in last month’s minutes and that she has not received a copy of the Handbook draft. Dr. McLin expressed disappointment in learning that all committees are not meeting and indicated that it is the expectation that all Faculty Senate committee’s meet monthly.
* **Faculty Life –** Dr. Hines reported that the Faculty Life met on March 9th but the meeting was not well attended. She reported that the next meeting is scheduled for April 13th and the focus for the meeting will be to review the Faculty Senate Survey and Handbook Draft. Dr. Hines invited Dr. B. Howard to participate on the Faculty Life committee and the invitation was accepted. Dr. McLin requested that Dr. Hines resend the list of committees to Senators.

1. **Faculty Pay Study: –** Dr. McLin reported that the Pay Study Proposal was approved by Ms. Nelson on March 11th. President Hudson has directed Dr. McLin to work with the Staff Senate President for her approval. Dr. Houston and Dr. McLin plans to have a meeting with the Staff and Faculty Senate Executive Committees in an effort to move forward with the Pay Study.
2. **President Hudson**  - Dr. McLin reported that President Hudson was unable to meet with the Executive Committee this month and requested that we send him our questions. The letter sent to President Hudson included the following concerns; 1) Plans for Fall 2021 with Pandemic, 2) Follow-up on letter regarding Coach Sanders, 3) Concerns about Athletes not attending classes, and 4) Intimidation tactics from an Administrator to a Faculty Member regarding a non-compliant Student. Dr. McLin also copied the Provost on the concerns.

**Provost Mosley**

1. **Shared Governance & Transparency: SACSCOC Virtual Site Visit 3/23-25 & QEP, Faculty Engagement Liaison –** Dr. McLin asked if any Senators were invited to the SACSCOC exit meeting. Dr. Assad, Dr. Billingsley, Dr. Anyamele, and Dr. Anderson shared that they were not invited to the exit meeting however, they attending different sessions during the visit. Dr. McLin shared that on Monday the Executive Committee was invited to attend two sessions. Prior to Monday only two members of the Executive Committee had been invited. The Provost reported to the Executive Committee that the Faculty Engagement Liaison position will be finalized once the QEP committee is formed because they are expected to make a recommendation for the Liaison.
2. **Evaluation of Administration: Survey Development (Chairs, Deans, etc.) –** Dr. McLin asked if the Faculty Senate had annually evaluated the Chairs and Deans in the past. Dr. Assad indicated that there was an instrument previously used to evaluate Chairs, Deans, and Coordinators however the instrument did not address academic rigor. The Senators wanted the instrument to be revamped under the administration of Dr. Leggett and Dr. Rennick however; when Dr. Leggett was promoted to Provost, she shut down access to the instrument. Dr. Assad indicated that the Senators have not had the opportunity to evaluate Deans and Chairs since about 2016 or 2017. Dr. McLin shared with the Faculty Senate a document from the Compliance Report on the website that was given to SASCOC. In the document 10.4 Standard indicated that; Senators had term limits, it referred to a Chair and Co-Chair, a Post Tenure Review policy, and language regarding the opportunity for Senators to provide a survey for the faculty to evaluate the performance of Deans, Vice Presidents, the President, and other administrative officials. Dr. Winfield indicated that she can never remember evaluating the President and Provost. It was reported that Dr. Rennick provided an evaluation of Deans annually after receiving the annual report from Colleges and as a result some Deans were removed. It was reported that Dr. Dent may have archived information from the past and there may be information left by Dr. Calhoun. Dr. McLin indicated that we may have to create an instrument to evaluate our Administrators.
3. **School of Public Health Meeting –** Dr. Leggett reported that the next School of Public Health meeting is scheduled for Monday 3pm – 5pm. She indicated that the subcommittee met and provided their recommendations to the Provost. The College expects to receive an update from the Provost by March 29th.
4. Status **of Searches for Interim Deans, Institutional Research list of Committee Members –** Dr. McLin reported that the announcements were out for the Dean of Liberal Arts and College of Education positions. The Provost has indicated that she plans to post the position for the Institutional of Research Office and a SACSCOC Liaison. The Provost will be sending out letters inviting faculty to serve on search committees; Dr. McLin encouraged Senators to serve if they receive the invitation. It is expected that the positions will be filled by July 1st instead of the previous timeline of April 1st.
5. **Athletics: Faculty Senate Letter, concerns athletes are not attending classes** – The Provost reported to the Executive Committee that she received the letter regarding disparaging comments by Coach Sanders and indicated that President Hudson has spoken with Coach Sanders to express his concerns regarding athletes failing to attend classes.
6. **Covid-19 Update –** Dr. McLin reported that the Covid Taskforce has not met and has requested that faculty classroom assignments be made in July or early August to allow Faculty to assess their classrooms and report if classrooms are not appropriately equipped. The Provost reported that although the Deans are requesting faculty class plans for Spring 2022; she has not made such request.
7. **Shared Governance & Transparency: Faculty Handbook:** Dr. McLin request that Senators please pay special attention to the following sections in the Faculty Handbook draft:
8. Tenure & Promotion Section
9. Coordinators, Assistant to Chairs, Faculty Fellows, Associate Deans, Job descriptions/roles, etc. –
10. Inconsistent policies across colleges, Office Hours of Faculty – It was shared that there has been an attempt by the Dean of Liberal Arts to have Faculty develop an office hours policy which would be separate from the handbook document.
11. Policy Faculty & Senate Complaints, Harassment policies, etc. – Dr. McLin expressed a need for clear policies to deal with how faculty get resolve when they feel harassed or bullied.

Dr. Assad expressed concern that the Handbook revision committee section on P&T was removed from the handbook and the draft has been dated March 2021. He indicated that he sent an email to Dr. Marshall and Dr. Billingsley objecting to the section that was drafted by the team council. He shared that the P & T section should have come back to the handbook committee. It was reported that the Handbook committee was Co-Chaired by Dr. Marshall and Dr. Billingsley and Dr. Brown-Wright only served as a Liaison to the committee. It was expressed that the Faculty Senate and Academic Affairs need to make final decisions. Dr. McLin indicated that all Senators will have an opportunity to review the drafts and provide their comments. Dr. Anderson shared that it was not his understanding that there would be a second review of the P & T section by the handbook committee. He indicated that he has been transparent and given monthly status updates to the Faculty Senate. Concern was expressed that the drafts of the P & T and Handbook were sent to legal when it was sent to the Faculty Senate. Dr. Leggett suggested to Senators to remain vigilant during the summer because the work of Senators continues although we are not on contract. Dr. Anymele indicated that the document needs to be voted on by the Faculty Senate before it is sent to IHL.

1. **New Business: Faculty Senate Elections & Nominations Committee –** Drs. Latiker, Kersen, B. Howard, Stephanie Davidson, and Jai Ke will serve as the Nominating Committee. The Nominating Committee will elect a Chair and create a system for the election of officers. It was moved and second to have the nomination of officers remain open until April 8th. The Election of Officers will be held at the next Faculty Senate Meeting on April 22nd.
2. **AOB**

* Faculty Credentialing / SACSCOC – Dr. Ahmad expressed concern that after repeated request, there has been no resolve regarding the opportunity to review SACSCOC information pertaining to faculty challenges with credentialing. He expressed concern that he and others who have taught courses for 10-15 years and have now been removed from courses due to credentialing concerns. Dr. Ahmad indicated that we need to find a way to deal with this issues; it affects faculty and students when qualified faculty are removed from classrooms. It was suggested that the Faculty Portfolio in Academic Affairs form from the department Chairs addressing potential credentialing issues before Faculty are assigned to courses were not completed. It was suggested that because the forms were not completed and approved prior to accreditation; Administration made the decision to remove Faculty from classes. It was shared by Dr. McLin that in some cases the faculty credential documents shared with SACSOC were not the latest updates from faculty. Dr. B. Howard reported that her course was reassigned to another faculty member and there were no credentialing concerns.
* Dr. Assad invited Senators to participate in a presentation by the Academy of Science, Engineering and Medicine today at 1pm.

1. **Adjournment -** Dr. Howard moved to adjourn the meeting. The motion was seconded by Dr. Anymele. The meeting was adjourned at 11:30am.

Submitted April 19, 2021 by Dr. André Hines, Secretary