**JACKSON STATE UNIVERSITY**

**Faculty Senate Meeting**

**MINUTES**

**Zoom Meeting**

**October 21, 2021**

**10 a.m.**

**“Hear our Roar”**

**Re-envisioning the Faculty SENATE, Open Communication, Academic Excellence, & Respect**

**Executive Committee/Senators in Attendance**: Mr. Don Spann, Dr. Okechukwu Anyamele, Dr. Carolyn Howard, Dr. Sophia Leggett, Dr. Patrick Rettger, Dr. André Hines, Dr. Nelson Atehortua, Dr. Mustafa Younis, Dr. John Watts, Dr. Etta Morgan, Dr. Jennifer Wiles, Dr. Chandar Lewis, Dr. Kenyatta Stewart, Dr. Kaye Sly, Dr. Jie Ke, Dr. Chaiqua Harris, Dr. Brian Anderson, Dr. Pedro Hernandez, Dr. Barbara Graham, Dr. Glenda Windfield, Dr. David Mahloch, and Dr. Jaegoo Lee

**Welcome** - The meeting was called to order at by President McLin. Dr. McLin welcomed all Senators and Faculty in attendance. She requested that all Senators and Faculty sign in using the Chat and indicate if they are a Senator.

1. **Review of Minutes** - The meeting minutes for September 2021 were approved.
2. **Committee Reports:**

**Mr. Spann: Website & Budget –** Mr. Spann reported that we now have a point of contact for website updates. The plan is to further improve the website which will include the section for the Faculty Spotlight.

Mr. Spann reported that the portfolios have arrived and there will be additional information coming as we determine when and how they will be disseminated.

**Dr. Leggett: Research –** Dr. Leggett reported that the committee met on October 12th and discussed recommendations on the incentive policy and requested a detailed copy of the policy from Dr. Whittiker. They discussed the need to have the incentive policy support new and tenure track faculty. The plan is to further discuss the policy once the detail policy is received. Dr. Leggett indicated that the Research recommendations will be forwarded to the Faculty Life Committee. She also indicated that the Faculty Handbook should include recommendations for an intellectual property policy.

**Dr. Hines: Faculty Life –** Dr. McLin shared that Dr. Hines was absent from the meeting and she did not have a report, however Dr. Hines had reported that the committee had met. Dr. B. Howard confirmed that the committee had a very productive meeting. She indicated that the committee discussed the faculty recommendations on the Handbook and P & T policy. Dr. McLin shared that the Provost agreed that once the drafts are presented to the administration, it will be returned to the Faculty Senate for ratification.

**Dr. C. Howard: Curriculum & Teaching –** Dr. C. Howard reported that the committee has lost members and Faculty must be Senators to participate on the committee. She has invited members of the Senate Curriculum & Teaching committee to sit in on the Undergraduate Committee Meetings. Dr. C. Howard reminded Senators that in order to have curriculum changes included in FY22/23 the proposals must be submitted and approved by the February 22 meeting of the University Undergraduate Curriculum committee. She reported that she is actively recruiting members to serve on the Curriculum and Teaching committee.

Dr. B. Howard presented a motion that a member of the Faculty Senate be a representative with an identifiable role on the Graduate Council and the Graduate Curriculum Committees. The motion was second by Dr. Leggett. Dr. McLin polled the Senators; the motion passed (19 yes and 3 no). Dr. McLin will send the request to Dr. McDaniels.

**Dr. McLin: Hall of Fame** – Dr. McLin reported that the Hall of Fame Committee met and discussed the criteria for the Hall of Fame. They will continue to meet and bring updates before the Faculty Senate.

1. **New Business:**

* **Founder’s Day, October 28th, 2021, 10:00am –** Dr. McLin encouraged Senators to attend the Founder’s Day program and support Dr. Peoples as he receives his honorary doctorate degree from JSU.
* **Administrative Council Meeting –** Dr. McLin share the Council Meeting agenda from the meeting on 10-6-2021. Items discussed in the meeting included; a presentation on textbook adoptions by Ms. Hill and Dr. Newkirt-Turner, Mr. Willie Bell discussed cleaning protocols, University Communication Issue with Social Media, and Faculty & Staff Handbook integration.
* **Management Leadership for Tomorrow (MLT) –** Dr. McLin reported that the presentation at the Lunch & Learn was very informative. She indicated that the MLT Consortium provides internships for students and guarantee student jobs. Dr. McLin forwarded the presentation to Senators.
* **Critical Race Theory Higher Education –** Dr. McLin sent the Senators an article regarding the issues of Critical Race Theory in Higher Education. The challenges of the potential elimination of the ability to teach Race Theory in Public Universities was discussed because we often times address these issues in our curriculum. It was mentioned that we may consider passing a resolution regarding the Critical Race Theory.
* **Concerns: Public Health & Social Work –** Dr. McLin reported that the Faculty Senate received communication regarding concerns in the Department of Social Work. The Provost has indicated that she is aware of the issues and will follow up with them.
* **C.F. Moore Building –** Faculty in the C.F. Moore Building has expressed concern that the building is scheduled for demolition and they have been informed that they have to be out of the building by the end of the month but have not received a plan for relocation. The Provost has informed the Executive Committee that the building will not be rebuilt and faculty will not be relocated until there is a suitable spaces to place them.
* **“Common Cause”; Strategic Plan, Student Success –** Dr. James Minor who conducted the first FedEx workshop challenged the faculty to develop a “Common Cause” focused on Student Success. Some Common Causes we will work with the Administration on include; the strategic plan, and timely submission of textbook adoptions and attendance grading.

Shared governance and transparency was discussed. The challenge of the correspondence from Administration regarding 8 week class was discussed. Concerns included; will they be hybrid or online and the pay structure. Dr. Windfield expressed concern that the Faculty teaching 8 week classes pay used to be equivalent to what adjunct earned. In response to an inquiry regarding caps on the # of students in classes, Dr. McLin suggested that Faculty start the conversation with their Chairs because there is no universal cap across campus.

* **Homecoming, Intercollegiate Athletics videos social media –** Concern was expressed regarding the inappropriate language and music heard on campus and in a video in the locker room during homecoming. It was suggested that we change how we celebrate homecoming; this change should include College receptions and other activities to better engage visitors to our campus during homecoming. We should support diversity and inclusion and our Student Code of Conduct.
* **ADA Accommodations –** Faculty has expressed concerns regarding receiving late, unreasonable and unrealistic ADA accommodations. Dr. McLin reported that she met with Ms. Powell and Dr. Newkirt-Turner regarding Faculty concerns. The Provost has been informed of the concerns and acknowledges that there need to be further work in this area. Dr. B. Howard suggested that Faculty should be included in the plans when accommodations are made. It was expressed that some accommodations are being abused. Dr. McLin requested that specific concerns be put in writing so that they can be addressed with the Provost. It was also recommended that the Special Education department be involved with the plan for student accommodations. It was reported that Bernice McKenny works with the Coordinator, Dr. Richardson in the ADA office.
* **Mental Health Day, Support Services –** Dr. McLin expressed sadness regarding the loss of a JSU student and informed the Senators that Support Services are available at the Natasha Norman Center and the Psychology Department. She shared that the Provost will consider providing a mental health day to those needing it.
* **P & T Issue, Non-tenured serving as Chairperson –** A P & T issue has been brought to the attention of the Faculty Senate. This issue was discussed with the Provost. Concern of non-tenured Faculty serving as Chairperson was discussed with the Provost. Concerns include lack of accountability and no representation of the best interest of the College. The Provost responded that there will be changes made in the upcoming months to address non-renewal of some non-tenured Faculty contracts.

**Search Committee: Faculty, College of Education Dean –** The positon opening for the College of Education Dean search is open; however, the pool of applicants is small and as a result the Provost is making adjustments to increase the pool.

**4. Unfinished Business:**

* **COVID: Vaccination, Federal funds, contracts, Sinage on doors, and Contract Tracer –** It was reported that as of Friday, the University has adopted the President’s mandate and anyone receiving Federal Funds must adhere to the vaccine mandate. Dr. McLin shared minutes fro the Taskforce meeting. The following was reported; 1) by tomorrow we should hear a decision from the IHL meeting, 2) cleaning reports should be behind doors, 3) electrostatic cleaning is happening each day across campus, 4) there is a problem with hand sanitizing stations being filled, 4) there is no contact tracer, 5) COVID updates be available on JSU’s website every Friday by 5pm, discrepancy with policy of Faculty reporting a negative test prior to returning to work vs student policy, and 6) at large events participants should be reminded to wear masks. It was also suggested that any concerns with COVID protocols should be reported to Chairs, Deans, and Facilities. It was also suggested that the Faculty Senate be notified.

It was announced that Vaccines are being offered every Tuesday at JSU.

* **Faculty Contracts –** It was recommended that Faculty members who have not received their contracts contact the Provost directly.
* **FedEx: Faculty Speaker Series & Mini Grants closed 10/15/21 –** Senators were encouraged to suggest topics for the Speaker’s Series. Critical Race Theory is a topic being considered.
* **United Faculty Senate Association of MS Update –** Dr. McLin reported that the United Faculty Senate Association of MS met and discussed vaccines & mandates, shared governance, and transparency. The University of Southern MS has passed a resolution regarding vaccines and has requested that IHL keep all Universities safe.
* **Evaluation of Chairs & Deans –** The Provost has reported that they are working on an electronic process for evaluating Chairs and Deans.
* **Pay Study –**It was reported that a company responded to the RFP requesting $240,000 to conduct the pay study which is too high. It is expected that by November 1st there should be more direction on next steps.

Dr. McLin introduced Dr. Mark Bernhardt who presented his study on Salary Disparities at JSU. The salary information shared came from the budget book that was shared with IHL. The following is the Overview from Dr. Bernhardt’s presentation:

* + Comparing of faculty salaries in relation to the median salary, female faculty are significantly less likely to make above the median salary than male faculty at the same rank in the same college.
  + Comparing faculty salaries in relation to the median salary, white faculty are significantly less likely to make above the median salary than all other faculty at the same rank in the same college.
  + These salary disparities have gotten worse between the 2018-19 academic year and the 2021-22 academic year.

It was acknowledged that the information in the budget book is a good starting point but does not always represent the total faculty salary. The presentation emphasized the need for an external pay study.

1. **Adjournment -** The meeting was adjourned at 11:46am.

Submitted November 15, 2021 by Dr. André Hines, Secretary