**JACKSON STATE UNIVERSITY**

**Faculty Senate Meeting**

**MINUTES**

**Zoom Meeting**

**January 27, 2022**

**10 a.m.**

**“Hear our Roar”**

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

**Executive Committee/Senators in Attendance**: Dr. McLin, Mr. Don Spann, Dr. Sophia Leggett, Dr. Patrick Rettger, Dr. OkechuKwu Anyamele, Dr. André Hines, Dr Kaye Sly, Ms. Ella Moore-Boyd, Dr. Jie Ke, Dr. Palaniappan Thiagarajan, Dr. John Watts, Dr. Bessie House, Dr. Al Haralson, Dr. Tom Kersen, Dr. Barbara Howard, Dr. Glenda Windfield, Dr. Li-Jing Chang, and Dr. Regina MCMurtery.

Other Attendees: Dr. Almesha Campbell, Office of Research

**1. Welcome** - The meeting was called to order at by President McLin. Dr. McLin welcomed all Senators and Faculty in attendance to the meeting and the New Year.

1. **Review & Approval of Minutes** – A motion was moved to approve the minutes for November 2021 by Dr. B Howard and 2nd by Dr. Kie. Dr. Howard requested her name be added for attendance because she attended but was on the phone.
2. **Committee Reports:**

***Dr. McLin: Hall of Fame*** – Dr. McLin reported that the Hall of Fame Committee met and has provided a draft to the President and Provost. The Provost will be responding with her feedback. The Faculty Hall of Fame is planned to start Fall 2022 with some type of ceremony.

***No Other Committees Met in January***

**New Business:**

**President Hudson -**

1. **JSU’s Legislative agenda/updates -–** Dr. McLin reported that President Hudson provided the Executive Committee his Legislative Update and will be coming to our March meeting to deliver an update to the Faculty Senate. Due to scheduling challenges, he is not available in February.

* Dolton Street Plans – In an effort to improve campus safety there are plans to close off the Dolton street entrance so that traffic will flow around the campus instead of through the campus.
* Water Issues – We will only have virtual classes this week due to water issues with the City. There is a long-term plan to have our own water source.
* There are plans to build a new dormitory and update residence halls.
* Website – The website was hacked over the holiday; President Hudson is working on a statement to share with faculty.
* Chief of Police Search – Mr. Bolden is leading the Chief of Police search and has plans of doing student focus groups to receive student input. Dr. McLin has recommended that he also get faculty’s input.
* Covid-19 Policy - Currently, there are 693 faculty and staff who are fully vaccinated out of 1,222. Overall student vaccinations have not been tracked; only targeted students which include athletes and students living in residence halls.

**Unfinished Business:**

1. **Faculty Senate Recommendations Letter – University Wide Committees, Policy on Policy Committee -** The Faculty Senate has submitted a letter recommending that there is Faculty Senate representation on University Wide Committees and that the University establish a University Wide Policy Committee for policies and a policy repository. Having a University Wide Policy Committee and a policy repository would keep us from developing new policies when we should just revise policies. There is a 33%/1/3 practice but no policy.
2. **Fed Ex Speaker Series –** Dr. McLin sent out an email announcing that on February 3rd Adrienne Lucas will present; “What Is Your Story” and on February 10th at 10am Dr. Felecia Commodore will present; “A Realized ROAR: Strategies and Considerations for Engaging in Effective Shared Governance”.
3. **Pay Study –** - The bid opened January 13th and will close January 20th. The Provost will provide us an update once the bid is closed.
4. **Request Draft Evaluation of Chairs & Deans& Faculty Contracts –** The Provost indicated that she will be meeting with Ms. Pack and will have information to share in February. She also reported that Faculty contracts will be sent out in April 2022 and the Executive Committee recommended Faculty have 6 weeks to return signed contracts.
5. **Search Committee: College of Education Update -** The search committee will meet the first week of February and will probably need to advertise the Dean’s position nationally.
6. **Academic Tutoring Incentive Plan (Email 1-26-22 –** Dr. McLin indicated that we should have received an email 1-26-22 regarding the Academic Tutoring Incentive program. The Provost has indicated that there will be personnel changes coming in March.
7. **Faculty Handbook Feedback (submitted December 2021 –** Dr. Mosley indicated that she has reviewed the Faculty recommendations and will send us her comments. She will speak with President Hudson on some items recommended by Faculty.
8. **VIBE Program –** Students will have the opportunity to select which courses they choose to use the VIBE program for. The Provost has indicated that she is working with Follett because the process should be more user-friendly. Specific concerns include; there should be a step-by-step process, VIBE should be connected to JSU Online, and JSU Online and JSU IT should work together to resolve the disconnects.
9. **Travel Funds –** Travel funds are available for tenure track, and non-tenure track faculty (including Instructors). The amount of travel funds available is not known, however, the awards include meals. Dr. Mosley indicated that awards can be combined and if Faculty members are willing to cover some of the travel International travel could be covered. Dr. Mosley also shared that funds are available for from Academic Affairs.
10. **COLA Chair Letter to Dean Copied Faculty Senate re Criminal Justice Chair Search –** By the end of the week the Chair position for Criminal Justice will be advertised. There is also a need to advertise for Psychology and Public Policy. It was shared that searches should be conducted by March 1st for positions to be filled in the Fall. It was announced that Dr. Brown-Wright has resigned effective January 28th.
11. **Academic Advisement Update –** Academic Advisement is going back to the Provost’s office. Dr. McLin encouraged Senators to complete the advisement center survey. The concerns of transfer xxx showing up on transcripts and overall understanding of which courses are accepted were discussed.
12. **United Faculty Senate Associations of MS Update:**
13. **Campus Ombudsman –** The Ombudsman position will be advertised and will be housed in the President’s office. This position is not full-time and will have other duties.
14. **Critical Race Theory Resolution –** The CRT resolution has been revised. The original resolution was formulated and developed by AAUP. There was a motion to add pedagogy and andragogy in the resolution by Dr. B. Howard and seconded by Dr. Leggett. Dr. McLin sent out a poll to Senators; the motion passed 92% in favor and 8% against. Dr. B. Howard indicated that she would send Dr. McLin publications that discussed the effects CRT has on Institutions of Higher Learning. Dr. McLin indicated that she would screen shot the results of the poll to Dr. Hines for record keeping.
15. **Research Survey / Incentive Updated Policies / Dr. Almesha Campbell –** Dr. McLin expressed concern because although she has requested the new incentive policy from Dr. Whittaker she has not received it. Other concerns discussed include; there is no Veterinarian Compliance Officer and underutilized space in buildings that could be used for research. It was reported that the Provost has acknowledged that she is aware of areas that need to be cleaned out. Dr. McLin discussed Research survey results and indicated that in the next survey we may not include the neutral response as an option. The results of the survey indicate that in order for the University to reach Research 1 Institute status we need more resources and the Research climate is poor. President Hudson has indicated that because of the limitations of surveys, he would like to see focus groups conducted. One concern with focus groups is fear of retaliation. It was suggested that we breakdown the survey responses by titles next time because Administrators typically have very different concerns from Faculty.

**Dr. Almesha Campbell presentation:** Dr. Campbell reported that 3 polices have been approved over the past 2 weeks (two have been interim policies) including the Research Incentive Policy. She suggest we no longer use the term extra compensation. The goal of the policy is to incentivize Faculty to conduct research and the University to reach Research 1 status. The result has been an increase in new Faculty members writing proposals and increased external submissions with partners. The Research office wants to see increase engagement and compensation for Faculty and Staff research.

Dr. Campbell discussed the 7 Incentive Options listed below:

1. **Basic Criteria** – COPI’s base compensation should be at least 10% and COPI’s are eligible for a one-time award of $15,000. It is expected that there is a student included in the grant. There is no designated pot of funds for the $15,000. Federal grants cannot be used to incentivize Faculty. The base salary to be used for grants is the salary in the annual contracts. There was discussion regarding the 33 & 1/3 practice; however, Dr. Campbell indicated the she was not able to address this concern because it should be addressed with Academic Affairs instead of her office.
2. **PI Indirect Cost –** Principle Investigators are eligible for 5% of the Indirect Cost.
3. **Competitive Grant Resubmission –** Faculty members are eligible to receive $5,000 (for each grant) to resubmit grants in the Summer. Further guidance will be provided to ensure an objective process. The Research office will support Faculty in resubmitting these grants. It was recommended that the word Summer be added to the policy.

Change in PI – There may be a change in PI if it is determined that the original PI has not been successful after several efforts or if the funding source has concerns regarding the PI’s qualifications. Most changes happen at the college level.

1. **Seed Funding** - The Research department is encouraging interdisciplinary research with multi-institutional collaborations so that expertise from one area can help other areas resulting in a greater opportunity for funding. The Seed funding up to $2000 is provided to support new Faculty and tenure-track Faculty in submitting competitive proposals. Here Junior Faculty members are teamed up with experienced Faculty.
2. **Seed Grants for Transitional and Exploratory Projects -** Seed funding is intended to encourage faculty to explore and initiate new research directions, and to assist senior investigators who are between funding cycles, or new research projects.
3. **Seed Fund for Early Stage Technologies or Startups –** This seed funding is intended to encourage Faculty to develop new technologies or startups. The funds will help faculty validate their technologies; conduct customer discover; and help with prototyping.
4. **Commercialization Incentive –** Up to 50% revenue sharing of all royalties from intellectual property. JSU protects and manages the intellectual property and seeks licensing opportunities.

JSU’s official definition for Institutional Base Salary is “the annual compensation paid by JSU for an employee’s appointment, whether that individual’s time is spent on research, teaching, service or administration”. Dr. Campbell indicated that sponsored research is any research that is funded. She also indicated that #5 refers to release time; meaning that a Faculty obligation must be met first before overload, grant or other responsibilities.

In response the question, “who is the Veterinarian for animals and is over ICO?” Dr. Campbell indicated that Dr. William Bingham is a Veterinarian and a voting member on the ICO committee. The research office meets with him monthly and there have only been 2 issues: 1) having wifi where research is done (this problem has been resolved); and 2) cleaning spaces to create more room for research. During Jackson’s water crisis last year a lot of work was done to keep animals clean and safe; an oversight committee met in April 2021 and approved the protocols. A new protocol was received 3 days ago and will be reviewed by the new committee after they receive their training. There is the opportunity for new voting and non-voting members on the committee. The Research office expects to start the interview process and have someone on board by the end of February.

As an Interim, Ms. McKensie is the replacement in the research office for Mr. Lane who has resigned. The new Director at NFS has invited Dr. Campbell to participate in a round table discussion; she expects JSU will benefit from this discussion and will updated Dr. McLin later.

Several Senators thanked Dr. Campbell for the updates.

1. **For the Good of the Order:** 
   1. Provost Mosley will attend the February Faculty Senate Meeting
   2. Dr. McLin suggested that Faculty go directly to HR to request job descriptions.
   3. Dr. McLin agreed to follow-up on problems with outdated web directory. It was suggested that all employees have a phone number listed in the web directory.
   4. Dr. McLin announced the Just Mercy Social Justice Forum will begin at 12pm today.
   5. Senators were encouraged to participate in Dr. McNeil’s talk sponsored by the Institute of Social Justice.
   6. Dr. B. Howard expressed concern regarding class sizes exceeding the maximum #’s. Dr. McLin expressed that she would share this concern with the Provost.
   7. Senators were reminded that they can request Covid PPE supplies
2. **Adjournment –** Dr. B. Howard moved to adjourn the meeting; the motion was seconded by Dr. Leggett. The meeting was adjourned at 11:39am.

Submitted February 22, 2022 by Dr. André Hines, Secretary