**JACKSON STATE UNIVERSITY**

**Faculty Senate Meeting**

**MINUTES**

**Zoom Meeting**

**February 24, 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. André Hines, Dr. Jessica Murphy, Dr. Thomas Kersen, Dr. Ella Moore-Boyd, Dr. Barbara Howard,Dr Kaye Sly, Dr. Glenda Windfield, Dr. Belinda Davis-Smith, Dr. John Watts, Dr. Jaegoo Lee, Dr. Patrice Jenkings, Dr. Palaniappan Thiagarajan, Dr. Edmund Marem, Dr. Jie Ke, Dr. Gwnndolyn Dawkins, Dr. Jana Talley, Dr. Carmen Wright, Dr. Candace Brown, Dr. Bernice McKenny, Dr. Barbara Graham, Dr. LaDonnya Drumond, Dr. Al Haralson, Dr. Sherita Tompkins, and Dr. Candias Maiden.

Other Attendees: Provost Alisa Mosley, Attorney Watson, and Ms. Pack

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

1. **Review & Approval of Minutes** – A motion was moved to approve the minutes for January 2022 with corrections by Dr. C Howard and 2nd by Ms. Ella Moore-Boyd.
2. **Nomination Committee –** Dr. McLin requested that Senators send names to Dr. Rettger for nominations for the nomination committee to nominate 2022-2023 officers by March 9, 2022.

**Updates:**

**4. Faculty Senate Recommendation Letters ( Policy on Policy, Commencement, Budget, and Founder’s Day Committees) –** Dr. McLin reported that in response to our request for a Policy on Policy Committee, the Administrative Council is the ad-hoc committee and is headed by Christopher Thomas. Dr. Barbara Howard will serve as the Faculty Senate representative. We have not received a response to our letters regarding representation on the Founder’s Day or Commencement committees. Dr. McLin has provided an updated roster of Senators and has suggested that if Senators receive a call to serve on a committee, please be willing to serve.

**5. Fed EX: Faculty Speaker Series** – The last speaker, Dr. Commodore provided great insights and a wonderful presentation. We need to have a discussion answering the question, “what type of Faculty Senate are we?” Dr. McLin reported that the next Speaker Series will be on March 31st at 10am on “Legal Issues In Higher Education around Diversity, Inclusion, Equity, Academic Freedom, and CRT.” We have requested additional funds for the next academic year.

**5. United Faculty Senate Association of MS (UFSAM) Update –** Dr. McLin indicated that the UFSAM met the first of February. The University of Mississippi passed their CRT resolution Wednesday night. The University of Southern MS passed their resolution and the University Medical Center are expected to pass their resolution. She reported that we have not received a response from our Administration regarding our resolution or a stand in solidarity with us when it comes to academic freedoms and CRT. We don’t know IHL’s position on CRT either.

**6. Security Listening Session –** Dr. McLin shared a copy of Mr. Bolden’s presentation from his listening session on security updates. He reported that there are 250 cameras on campus but not enough people to man all of them. They are updating the blue light system in stages. Dr. McLin will participate in the meeting to conduct the initial interviews of candidates for the Chief of Police position. She reported that there are 40 applicants and Mr. Bolden will make the final hiring decision.

**7. Faculty Senate End of Year Event –** The Faculty Senate end of year event will be at the Walten Payton Center; other detail will be forth coming.

**8. Faculty Hall of Fame (FHF) –** The Faculty Hall of Fame Committee has requested that President Hudson and Provost Mosley provide two representatives to serve on the FHF committee.

**9. President Invitation -** President Hudson has been invited to our March 24, 2022 meeting to provide legislative updates.

**10. Discussion with Mrs. Robin Pack & Mr. Edward Watson will be today at 10:30am and Provost Mosley will join us at 10:45am today.**

**11. Evaluations (Faculty, Chairs, & Deans) –** The evaluations of Chairs and Deans will be available at the end of the semester.

**13. QEP, Faculty Liaison –** It was reported that the QEP position will remain open in an effort to receive more applications.

**14. Website Directory –** It was reported that the Provost is aware of the problems with the website directory. Dr. Dent has indicated that we may need a new system but it won’t be in place until July so links will continue to be disconnected.

**15. Maximum Student Registration –** Class numbers continue to exceed the maximum capacity. It was reported that we will see changes in 2023.

**16.** **Pay Study Status** – Dr. McLin reported that Ms. Pack did not receive any bids this time around; it was suggested that we go back to the proposal we received in response to the first bid and negotiate with them.

**17.** **City Gala** – Dr. McLin shared that the 21st Foundation is handling the City Gala and no JSU funds were being used.

**18. Whistle Blowing –** There was discussion regarding the need for a whistle blowing system at the University

**19. Sabbaticals –** It was shared that the Provost wants Faculty to receive pay during sabbaticals. .

**20. Legislative Updates –** Dr. McLin reported that some legislative asks include; a new dining hall, a banquet hall attached to the student center, and a new 700 bed dormitory. She indicated that the bill for the stadium is moving forward.

**21. Pre & Post Tenure Review –** It was suggested that there need to be language in the handbook regarding Pre & Post Tenure Reviews.

**22. CRT - Dr.** McLin reported that the CRT hearing was postponed however, there will be a public hearing. She encouraged Senators to watch out for it. She shared that the Senate is currently having a debate regarding CRT on YouTube.

**23.** There were discussions of concerns with deferred maintenance and security issues. The focus of having a 5 star campus for 5 star athletic recruits is concerning because we also have 5 star Faculty who need 5 star laboratories and classrooms.

24. It was reported that we are expecting a response to our handbook recommendations from the Provost. Dr. Rettger indicated that the Provost has expressed a desire to provide incentives to non-tenure track faculty.

**25.** Dr. Kersen suggested that a question for the Provost is “why are tenured Faculty required to sign annual contracts?”

**26. AAUP Chapter –** It was suggested that we form an AAUP chapter at JSU. Dr. McLin indicated that we should speak with Dr. Bell in Criminal Justice because he may have a charter. She encouraged Senators to become AAUP members because you receive support and access to lots of information.

**27. Changes to Tenure –** Concerns were expressed regarding our neighboring states of Texas and Georgia making changes to tenure. Dr. Barbara Howard suggested that we are proactive regarding protecting tenure.

**28.** Dr. Carolyn Howard reported that Dr. Mosley sent a notice requiring that departmental minutes be attached to request for curriculum changes for support documentation indicating Faculty input. She also requested that Senators sign-up to serve on the Curriculum & Teaching in the chat.

**29.** Dr. McLin reported that we received 12,000 student applications for Fall 2023 and have enrolled 8,500 of those students. She encouraged Senators to assist in getting students registered.

**30.** It was suggested that we ask Ms. Pack about the search committee process and concerns of long-term interims.

**31.** It was reported that we are trying to fix the electronic transfer system. Dr. Anyamele indicated that there are 12,000 incomplete grades that need to be corrected before we move to electronic transcripts.

**32.** It was reported that Central Advising will be going back to Academic Affairs in 2023 and changes are being made to General Education courses. The Faculty Senate want to make sure that we are a part of this conversation.

**33.** Common Cause – Dr. McLin reported that we reminded the Provost that our intentions is not be adversary; we want transparency, a clear Common Cause, and to work with Administration.

34. It was reported that students are contacting departments indicating that they have not received acceptance letters.

**Presentation by Mr. Watson, University Attorney:**

Mr. Watson reported that there are 4 areas in the Faculty contracts that look different; they are:

1. In paragraph 2 the change in the language is from semi-annual payments to annual payments.
2. The change in paragraph is for legal reason but will not affect JSU because all of our campuses are in Hinds County. For University’s with campuses in multiple Counties lawsuits may now only be filed where the main campus resides.
3. Paragraph 6 highlighted what was already a fact; that the Faculty handbook does not constitute a contract.
4. Paragraph 7 indicates that supplements (addendums, administrative appointments, etc.) are incorporated by reference. Special provisions will be attached so that all Universities are using the same documents.

**Q & A:**

1. Question: What does incorporated by reference mean? Answer: For other appointments, there will be a separate addendum and it will be a part of the agreement by reference.
2. Question: Why has IHL changed the language now? Answer: Don’t know.
3. Question: Did IHL go through the MS Legislature to make changes? Answer: These changes do not require Legislature approval.
4. Question: In some states there is an assault on Tenure and Academic Freedoms. Could IHL make changes in these areas because we haven’t gotten a position on CRT and Academic Freedoms from IHL? Answer: IHL has to follow the law.
5. Mr. Watson recommended that Faculty read what they are signing and reminded Faculty that all contracts and addendums require their signatures.
6. Question: Since paragraph 6 states that the Handbook is not a contract, what about the IHL Bylaws, are the IHL Bylaws a contract? What is the value of the Handbook and the IHL Bylaws? Answer: The Handbook was never a part of the contract; it gives a more detailed explanation on the engagement of Faculty, The handbook outlines the rules and Faculty are expected to follow the rules although every rule won’t be in the contract.
7. Question: Why are tenured Faculty required to sign annual contracts and Staff are not required to sign annual contracts? Answer: Can’t answer that.
8. Question: Is the document we sign a legal document and is it a contract or an agreement? Answer: The words contract and agreement is used synonymous. A contract is a written representation of an agreement between parties.
9. Question: What is the scope of the type of agreements that can be attached? Answer: That has not been defined and would be dictated between the parties.
10. Question: Are these changes the result of lawsuits filed? Can you ask IHL why they felt the need to put #6 in our contract? Why now? Answer: I don’t know. A number of changes and recommendations went through the process. The University Attorneys made some recommendations but I’m not able to say if the academic side or Board Members recommended certain changes.
11. Question: If someone does not sign their contract, what are the ramifications?

**Questions for Ms. Pack:**

1. Question: Is there a plan to get contracts to Faculty before the semester begins? Answer: Ms. Pack is working to get the contracts out before the end of this semester.
2. Question: What is the update on the Pay Equity Study? Answer: Ms. Pack reported that she did not receive any responses to the second bid. She indicated that she contacted Gallager (the original bidder) for an appointment to discuss what we can do to get where we need to be.
3. Question: What if a contract was altered after the Faculty member signed it? Answer: I need to see the specific contract.
4. Question: We receive contracts with no signatures. Why don’t we receive a copy of the signed contract? Answer: The University is not required to sign first. Contracts are maintained in personnel files and we have the right to review them.

Dr. McLin reminded Faculty that if they did not receive a contract, they are to email Provost Mosley. She also recommended that the University use DocuSign because this would provide us with checks and balances.

**Provost Mosley Academic Affairs Updates:**

Provost Mosley reported that Academic Affairs is centering on goals of the Strategic Plan. The recent focus has been:

1. **Student Success**
2. **Academic Prominence**
3. **Research Excellence**

This involves: a focus on professional development for Faculty, Administrators, and Administrative Support Staff; conducting academic program reviews; student graduation and retention; and re-envisioning transfer college agreements.

Other items reported include:

New hires will happen March 2022 for academic year 2023.

We have 600 graduate and undergraduate students who have applied for commencement.

She is in alignment with much of the recommendations received from the Handbook Committee and plan to provide us with feedback later this week. She is proposing to give Faculty credit for innovations and intellectual property.

In March she will be working on generating Faculty input on how to change General Education.

She is committed to bringing Student Advising back into Academic Affairs and is looking at Dual Advising. Faculty and Academic Support will receive more support from a general group of University Advisors. The Provost suggested that we look at the catalog and review the order of classes to ensure that information is accurate. General Advisors will be embedded into departments.

The COB & CSET have been involved in Executives in Residence and both are doing good work with students in this program.

Human Resources are working on contracts however, there will be adjustments later because Legislators will not be out of the legislative session, and P & T adjustments won’t be approved until the summer.

In response to concerns that the University needs to be just as committed to our 5 Star Faculty as they are the 5 Star athletic recruits and the need for improved learning environment; specifically classroom complexes and academic buildings. Provost Mosley indicated that the Blackburn renovation will begin AY2023 and TB Ellis building probably will happen in AY 2024. There will be technology upgrades, including access projects. She indicated that doors accessible to the streets should be locked and every building should not be used at night. She shared that campus police will have our schedules so they can target certain areas at certain times.

She confirmed that she is requiring that departmental minutes be attached to request for curriculum changes for support documentation indicating Faculty input. It was recommended that Faculty signatures are required indicating that they have had input on curriculum changes.

She expressed a commitment to giving full-time Faculty the right to opt out of teaching summer courses before offering them to Adjunct Faculty. It was recommended that she ensure that all full-time Faculty in departments are offered courses prior to Adjuncts and not just some Faculty.

She has requested a list of Faculty Senators for University Wide Committees. There are openings on the annual ritual committees (Founder’s Day, Commencement, Search Committees, etc.). She acknowledged that we need the governing body’s voice. It was recommended that the Executive Committee provide recommendations for University Wide Committees.

Next month she will be working out what the new General Education classes will look like and she will want Faculty feedback. The number of General Education classes required will be lowered to provide students with increased opportunities in their concentration areas.

The plan is for Faculty to return to face-to-face classes in the Fall. We expect to receive a statement from IHL in a couple of months removing all Covid restrictions. The Provost reported that she is not opposed to keeping the mask requirement in the classroom and will be speaking with President Hudson regarding this option. JSU will consider threat levels and watch the science.

The program reviews are being conducted on under-performing programs and departments have received notice if they are being reviewed. The University has asked for a chance to re-envision what some programs can do because some programs are doing good work and their efforts are not reflected in the numbers. However, she indicated there is a plan to review 5 to 6 programs every year. The plan is to do continuous improvement and re-invest in programs.

JSU is establishing collaborations with K-12 programs in an effort to increase enrollment. JPS wants dual enrollment. There has been some push and pull with community colleges. There need to be a focus on students who don’t think they can go to college.

There will be trainings and updates at the Faculty/Staff Seminar around using EAB and Degree Works, campus security, HR policies, and research. We need to use the notes and alert options in EAB.

The Provost agreed to remind the Deans and Chairs to protect the time set aside for Faculty Senate meetings on the 4th Thursday at 10am.

Dr. McLin thanked the Provost for her update.

**Adjournment -** Dr. Anyamele moved to adjourn the meeting; the motion was seconded by Dr. Barbara Howard. The meeting was adjourned at 11:53am.

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