**JACKSON STATE UNIVERSITY**

**Faculty Senate Meeting**

**MINUTES**

**Zoom Meeting**

**March 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, Dr. Okechukwu Anyamele, Mr. Don Spann, Dr. Sophia Leggett, Dr. Barbara Howard, Dr. Patrick Rettger, Dr. André Hines, Dr. Mustafa Younis, Dr. Gwen Dawkins, Dr. Jean Claude-Assad, Dr. Thomas Kersen, Dr. Barbara Graham, Dr. Maricia Pacurari, Dr. Candace Brown, Dr. John Watts, Ms. Ella Moore-Boyd, Dr. Brian Anderson, Dr. Glenda Windfield, Dr. LaDonnya Drummund, Dr. Palanippan Thiagarajan, Dr. Jie Ke, Dr. Tony Brian Anderson, Dr. Jung Hye Lee, Dr. David Machoch, Dr. Jennifer Wiles, Dr. Saundra McFarland, Dr. Jessica Murphy, Dr. Kaye Sly, Dr. Edmund Marem, and Dr. Gwendolyn Dawkins.

Other Attendees: Police Chief Horton

**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 requested that they sign in to the chat as they enter.

1. **Review & Approval of Minutes** – A motion was moved to approve the minutes for February 2022 with corrections by Dr. Kersen and 2nd by Ms. Ella Moore-Boyd.
2. **Nomination Committee –** Dr. Rettger reported that the nominations committee include; 1) Dr. Thomas Kersen,.Dr. Gwendolyn Dawkins, Dr. Rettger, Dr. Barbara Graham, and Dr. Maricia Pacurari. It was moved by Dr. Leggett and 2nd by Dr. Carolyn Howard to close the nominations committee slate.

**Senate Updates:**

1. United Faculty Senate Associations of Mississippi (UFSAM) Update – Dr. McLin reported that the (UFSAM) met before the spring break and discussed the passing of the CRT bill and concern about how academic freedoms in higher education will be impacted and the bill that died in reference to P & T. They will continue to meet about P & T in the State of MS. Faculty concerns at Alcorn State University were also discussed.
2. End of Year Walter Peyton Center May 2, 2022 @ 11:30, Hudson Speak May 2nd, 2022 – We have secured the Walter Peyton Center for the End-of-Year Luncheon on May 2nd. The luncheon will include a box lunch, the installation of officers, and the Senators will receive certificates. Dr. McLin encouraged all Senators to participate.
3. Speaker Series - Attorney Joel Dillard will present to the Faculty on March 31st. Senators were encouraged to send any questions and concerns to Dr. McLin.
4. Faculty/Staff Appreciation Week Spring 2022 – The planning for the Faculty/Staff Appreciation Week has begun. We have requested that the appreciation happen during dead week when most Faculty are still on campus and that the Faculty Senate participate in the planning process.
5. Faculty Hall of Fame representatives / Commencement, Founders Day recommendations - Dr. McLin expressed that she has not received the two administrative representatives for the Faculty Hall of Fame committee. The Faculty Senate has not received a response to the request for Faculty Senate representation on the University’s commencement and founder’s day committees.
6. Faculty Senate End of Year Survey – Dr. Leggett will review the end of year survey with the research committee. Senators should send any recommendations for changes or questions to Dr. Leggett. The neutral response on the Likert scale will be taken out. The surveys will be sent to all Faculty.
7. Pay Study - Ms. Robin Pack has indicated that she will contact the original bidder and reach out to other companies regarding the pay study. Dr. McLin has requested a timeline but has not received a response.
8. General Education – Dr. McLin shared that Faculty has contacted her with concerns regarding general education course changes. Dr. McLin has requested that the Provost provides an update and is waiting for a response. The changes will take place in the fall and will apply to incoming Freshmen.
9. Athletics Resolution – The Faculty Senate will draft a resolution in appreciation and recognition of student athletics. This year the Women’s Basketball team won SWAC and made an appearance at the NCWA tournament and the Football team won the SWAC championship. The resolutions will be provided to the coaches at our luncheon May 2nd.
10. SACSCOC campus visit March 4, 2022 – Dr. McLin reported that she learned from the “street committee” that SACSCOC was on campus March 4th. She reached out to President Hudson and the Provost and the visit was confirmed. Dr. McLin was informed that the VP of SACSCOC needed to conduct a verification visit and to visit the 101 building because the visit never happened before it was occupied.
11. Updated budget book – Mr. Brown updated the budget book and sent Dr. McLin a copy. Concern was expressed to Administration that some administrators making over $100,000 received increases although the guidelines shared earlier indicated that persons earning over $100,000 would not be eligible for increases. President Hudson shared that employees received increases as a result of contractual obligations and merit. Faculty expressed concern with seeing administration receive significant increases and Faculty increases continue to be low and significantly below the cost of living increases. In the past Faculty has request salary adjustments and received no responses. President Hudson indicated that he would entertain proposals for summer pay adjustments. Dr. McLin indicated that the Budget and Family Life committees would look at proposal options and asked if Senators had ideas.
12. Communications promoting academics, highlighting Faculty achievements – The Executive Committee expressed that we would like to see more Faculty recognitions for outstanding achievements. The Provost agreed that her division would work on developing ways to honor and highlight Faculty Achievements.
13. JSU “Whistleblower” procedures,”Hard to Work Here/Customer Service” – The concern that employees find it hard to work at JSU and customer service problems was discussed in the Administrative Council Meeting. JSU Administration indicated that IHL has a whistleblower policy. The Faculty Senate Executive Committee has recommended that the policy be prominent on the JSU website.
14. Faculty Handbook Update – The Provost provided the updated handbook. The Family Life Committee will review and provide updates.
15. Search Committee Process – It was recommended that it is clear what Faculty are eligible to participate on search committees and this information should be outlined in the handbook. Search committee training and conflict of interest training will be required for all search committee members.
16. University Ombudsman – President Hudson is working on opening the Ombudsman position and has indicated that the position will be housed in his office and will have additional responsibilities.
17. Evaluation of Chairs & Deans, Evaluations – Faculty should have received notification regarding the evaluation of Chairs and Deans. Everyone was encouraged to complete the evaluation; the Provost reported that she has only received 60 evaluations as of last week. The results are a part of individual’s personnel files and will not be shared. Directors and Coordinators will not be evaluated because they report to their direct supervisors. A concern that administrators are not recusing themselves when there are conflicts of interest was expressed. Other concerns discussed include; 1) the evaluation instrument is not always used, and 2) the need for more transparency and a greater voice.
18. Administrative Council Meeting Updates, Email Sent to Dr. Sampson, VP Enrollment Management Invited to speak, Academic JPS & JSU partnerships - . The VP of Enrollment gave a presentation on enrollment and discussed the partnerships with JPS to the Administrative Council. He indicated that we receive approximately 20,000 applications, however, only 800 to 1,200 of those students get enrolled. Dr. Sampson has been invited to present at the next General Faculty Senate meeting.
19. Procter & Gamble / Walmart – Procter and Gamble has partnered with Walmart through JSU’s athletics department to support our employees and students. They will be giving away micro band & IPE to the University next Thursday and Friday at the AAC. Refreshments will be served and identification will be required. They are looking for volunteers.
20. “Common Cause” - Dr. Minor (who is now the President of Southern Illinois University) introduced the idea of “Common Cause” during his presentation to the Faculty. The Faculty Senate has suggested that Student Success, Student Recruitment and Retention, and Student Advising be our Common Cause with Administration. It was suggested that we take a hard look at advisement and what it will look like in the fall.
21. **For the Good of the Order**
    1. Advisement – Advisement is coming back to the departments, however, we don’t know the details of what it will look like. The Provost has expressed concerns regarding high turnover in advisement.
    2. Under Performing Programs – Underperforming Programs could be eliminated. Faculty were reminded that even if you have tenure and your program is eliminated you could be terminated. Dr. Murphy indicated that most programs are at risk of being on the list of underperforming programs and some of the issues are due to a lack of faculty. She expressed the need to recruit in specific areas because there is not enough manpower to teach classes in some situations. Dr. Murphy shared that she hopes our Administration will look at reviving underperforming programs.
    3. University Committees – Faculty expressed concern that the same Faculty members are always chosen to serve on University committees. It was recommended that there be established term limits and a list of eligible Faculty be developed.
    4. Commencement Speakers May 2022 - The Undergraduate Commencement Speaker is Dr. Homer Wilks and the Graduate Commencement Speaker is Ms. Thasunda Brown Duckett
    5. End of Year Student Recognition – Dr. McLin sent a notice of congratulations and appreciation for students to the office of Academic Affairs. The Deans, Provost, and Chairs also expressed congratulations to students. Some Universities place expressions of acknowledgement to students from their Administration and Faculty on their websites.
    6. Policy on Policy Committee – Dr. Barbara Howard submitted a report to Dr. McLin. The committee is led by Mr. Christopher Thomas, the internal auditor.
    7. Curriculum and Teaching Committee – Dr. Carolyn Howard asked for volunteers to serve on the Curriculum and Teaching Committee.
    8. Student Highlight – A Student, Mr. Douglass Williams was highlighted on WLBT for his work in the development of the web telescope. He will be highlighted in the next Jacksonian.
    9. Congratulations Dr. Kersen – Dr. McLin congratulated Dr. Kersen on his interview with WLBT.
    10. Textbook Adoptions / Vibe Update – Dr. McLin encouraged Senators to submit their textbook adoptions for Fall 2022. Dr. Assad asked if we will continue with the Vibe program. Dr. Rettger asked if students will be able to opt in and out of certain classes. Dr. McLin agreed to follow-up on the inquiries.
22. **Chief of Police Mr. Horton –** Dr. McLin welcomed Chief Horton to JSU and expressed that the Faculty Senate was looking forward to working with him. Chief Horton expressed that he is happy to be back home. He shared that he was raised in the community, he worked the 2nd precinct as a police officer, and received his Bachelor and Master’s degrees from JSU. The following are concerns from Faculty:
    1. Library Faculty has expressed concern that when they get ready to leave it takes too long for the escort to arrive, metal detectors and cameras don’t work, and the library materials are not secured.
    2. Access Cards aren’t working, some Faculty don’t have keys to their classrooms, and doors open to the outside instead of the inside.
    3. It was recommended that kits are kept in classrooms to protect students and faculty in the event of an emergency.
    4. Faculty has not had adequate active shooter and bomb threat training.
    5. The gate at the Science building continues to be compromised because people keep breaking it.
    6. Officers are not checking ID’s at access gates. On Terry Road no officers are visible any more.
    7. It was suggested that Faculty share the video of How to Deal with an Active Shooter with students in their classrooms and/or have Counselors in residence halls share the video.

Chief Horton expressed that he will find out where the areas of vulnerability are on campus. He expressed concerns regarding lighting and cameras not working. The Chief shared that he is familiar with the active shooter training and will offer the training to Faculty. He acknowledged that it is the responsibility of the Department of Safety to keep everyone safe and he takes that very serious. He expressed that he prides himself on being accountable and holding others accountable. He is actively recruiting to fill vacancies in his area. Chief Horton indicated that he is approachable and engaging and will provide feedback. He asked Faculty to contact him directly with any concerns.

**Adjournment –** Carolyn Howard moved to adjourn the meeting; it was 2nd by Dr. Anyamele. The meeting was adjourned at 11:28am.

***Submitted April 26, 2022 by Dr. André Hines, Secretary***