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Faculty Senate Minutes | 2019-2020

JSU Faculty Senate

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Senators in attendance: Nouredine Bekhouche, Jamie Runnells, Jimmy Triplett, *Chris Murtagh (For Kay Lang)* Christi Trucks, Michael Boynton, Wendy Stephens, Jeff Van Slyke, Don Bennett, Jeff Pruitt, Jada Murray, Falynn Turley, Helen Kaibara, Tom Anderson, Kim Westbrooks, Kim Stevens, Stan Newton, Monica Trifas, Jeff Dodd, Major Nick Kalodziey, James Woodward, Arlinda Wormely, Lori Hill, Hungwei Tseng, Mark Scichetti, Paul Hathaway, Mackenzie Bayles, Russell Hammack, Jeremy Ross, Ulises Herrera
Senators absent: Pam White

**Faculty Senate Meeting Agenda
September 9, 2019, 3:15 p.m.
Houston Cole Library 1103 C**

- I. Call to Order – 3:16 by President Mike Boynton
- II. Approval of April 2019 Minutes
Moved by Senator Kaibara. Seconded by Senator Hammack. Motion passes.
- III. President John Beehler

Four years after President Beehler's arrival, there have been many improvements across campus, despite the tornado. The extent of the damage was not always visible. 50 of 70 buildings in campus were hit (versus four at UA in 2011). \$129 mil damage, and \$100 mil makes this the greatest damage to state property. By end of 2019, all tornado-related work will be done. The work to get back in class and finish the semester and hold graduation is unbelievable and a testament to the faculty and the academic side of the house. President Beehler says the biggest issue is cash flow, we have received less than \$81 mil from state insurance fund. Collecting those funds will be the biggest challenge. Valuation of Merrill and Wallace halls is at issue. Those two new buildings will be ready summer 2021.

Fall enrollment looks really good – numbers will be official tomorrow. Before President Beehler arrived, we had lost enrollment five years in a row. Since his arrival, we have grown enrollment every semester except the fall after the storm. Nationally, after a disaster, institutions tend to lose 5-10% of enrollment for at least two years. We lost 1% in terms of headcount and no enrollment in terms of credit hours for that fall following the storm. We might be beyond 9,000 students for the first time since 2011. Credit hours more important than headcount. We provide 70% or own funding, state provides maybe 32% -- this is an inversion of the traditional funding model. President Beehler feels that institutional efficiency is often blamed by the popular press for tuition increases, while states across the nation have withdrawn support from public institutions. We did get increased state appropriation and line items this year, but it did not offset this ratio significantly.

President Beehler stresses that retention and graduation rates are also improving. Students remain here because they have been engaged. Tutoring and support services are also a factor. As faculty, a big part of your job is not just helping students to learn content material, but helping them understand how that content will be relevant in the future and mentoring. Preparedness for careers is very important for parents and other stakeholders now. Finding your passion leads to finding the right major which leads to a fulfilling career.

Wednesday morning summer strategy sessions addressed needs revealed when all statistics pointed to an increase in enrollment this fall. Number of sessions, tutors, and other practical concerns were considered. Enrollment is everyone's responsibility, as President Beehler emphasizes his own history in recruiting students for graduate tax coursework. President Beehler feels friendliness is contagious. Some non-academic departments did not have a customer-service type attitude. President Beehler emphasizes statistics like enrollment and efficiency student credit hours over full-time credit hours equivalent. Most of those measures are over what we would expect at other school, demonstrating efficiency with a reasonable number of faculty. The Marching Southerners have a new practice field, allowing for unlimited practice unlike athletics. President Beehler feels the rec center is a great success with students using this as a social and study space as well as for exercise.

The annual report reflected 23 pages of single-spaced accomplishments of the university as a whole. From here on, we will be able to focus on more regular strategic initiatives.

Important in the tornado: no one killed, first and foremost. But there were other important considerations. What if a building is destroyed and you don't have a space to move into? The availability of the former Kitty Stone building was a blessing to house Music and Business and Industry. The other was the donation of the RNC hospital for Health Professions and Wellness, valued at \$12 ½ mil.

President Beehler is very excited about our new provost, Christie Shelton. She attended national leadership academy and shadowed other provosts. She is extremely innovative and believes in new ideas. As in TIES, Innovation will help us transform ourselves into the future.

We need to focus on what the programs and degrees of the future are to meet needs of employers and the workforce in the region. JSU purchased EMSI, a data service with analytics and predictive models for region and state, to weigh future opportunities. There is a new film program, which was indicated as a need by this data. This will also become part of program review process.

Hiring national EAB consultancy for enrollment management and to determine break-even for programs. Financial aid strategies and enrollment strategies – many students face a shortfall of \$1500 to \$3500. Logan Walker loan amount available to students has been quintupled. JSU must remain on a future growth path. The more we grow, the more funding we have for the budget and we can do the things we want to do.

Q&A

Senator Tom Anderson: Do we have statistics on use of rec center? President Beehler replied the numbers are considerably greater than with Stephenson. An all-time daily door count record set first week of classes with roller skating event. The facility is run by Centers, a national group, which has extensive expertise in setting up recreational activities on campus. Unless you go very early, the parking lot and the exercise machines are almost always crowded.

~~IV. — Provost Christie Shelton~~

V. Guest Speaker: SGA President Ulises Herrera

Ulises' vision to serve all kinds of students and not specific types of students and servicing demand for student activities. The rec center event involved distributing 1000 Steel City Pops in one hour. His platform involves voicing concerns to administration and acting as a bridge to faculty. Student senate meets weekly. Ulises reminds us that we are "the light" in our classrooms and have the ability to impact students in a certain way.

VI. Inaugural Address: FS President Michael Boynton

Working with ACHE and scheduling monthly meetings with President Beehler and Provost Shelton. University Council focus on risk assessment. President Boynton wants Faculty Senate to be proactive and a louder and stronger voice (in a positive and constructive way) on campus. He will revisit this in October with an Inaugural Address.

Change in October meeting schedule to the meeting after Fall Break. Roberts Rule requires motion and vote. Senator Westbrook makes motion. Senator Kaibara seconds. Passes without opposition.

VII. Call for Committee Participation

Binders from Faculty Commons: double-check name and other information. Indicate committee appointment preferences, understanding that some groups have particular composition outlines. Senators should turn their preferences into officers today. President Boynton will be working on committee composition so these will be immediately active. Review changes to resolutions and bylaws proposed by President Boynton, mostly cosmetic over the next month as we will vote on these next month. Review the "Homework Sheet," outlining Committee Chair election by noon on Friday, designating Alternate Senators, and proposed bylaws and constitution changes.

VIII. Call for Departmental Concerns

Senators should be collecting departmental concerns, big and small, from faculty, and departmental "shout outs," to share positive information with the administration, especially

the success of students. President Boynton will be going to weekly SGA meetings to represent faculty there.

IX. Announcements

Senator Westbrook announces that the Library will hold a Tailgate Sept. 16th with rain date the 17th from 10 to 2, and there will be hotdogs.

School of Science hosting agriculture and climate seminar at Little River Canyon Center and on campus event 4:15 Friday at 1215 Martin Hall.

Jennifer Foster: Stipends available through Faculty Commons on website, also handouts. Data collection on efficacy of Faculty Commons program underway.

X. Adjournment

Senator Hammack moves to adjourn, Senator Trifas seconds. Adjourned at 4:24.

Senators in attendance: Jamie Runnells, Jimmy Triplett, Sayyed F.A. Shah, *Chris Murtagh (for Kay Lang)*, Christi Trucks, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, Don Bennett, Jeff Pruitt, Jada Murray, Falynn Turley, Helen Kaibara, Tom Anderson, Pam White, Kim Westbrook *(and Karlie Johnson)*, Kimberly Stevens, Lenn Rainwater, Monica Trifas, Jeff Dodd, Major Nick Kolodziej, James Woodward, Arlinda Wormely, Lori Hill, Hungwei Tseng, *Mark J. Sciuchetti, Jr.(for Nouredine Zettili)*, Paul Hathaway, Makenzie Bayles, Russell Hammack, Jeremy Ross,

Senators absent: Nouredine Bekhouche, Ulises Herrera

Faculty Senate Meeting Minutes
October 28, 2019, 3:15 p.m.
Houston Cole Library 1103 C

- XI. Call to order 3:19 p.m. by Faculty Senate President Dr. Michael Boynton
- XII. Approval of September 2019 Minutes. Motion to move and second, passes.
- XIII. Vice President of Enrollment Management Emily Messer
Vice President Messer has been at JSU a little less than a year and a half, returning to JSU after having lived in Georgia for 12 years. She came to thank the faculty, acknowledging that fall enrollment of the largest freshman class in JSU history reflects work on the part of faculty who participated in call nights, resulting in 50 to 80 new enrollments each night, and meetings with campus visitors. Right now, we are 34% ahead on freshman applications and up 40% on transfer applications versus last year. Vice President Messer wants to maintain this upward trajectory and asks us to pass her thanks along to the faculty in our department and schools. We saw a 35% increase in Preview Day attendance compared with last year. The Coliseum works well for this. There will be more call nights this spring, and two spring Preview Days, March 14 and April 18. There will be two Fridays for Accepted Student Days (one in February and one in March) and the department heads will be working to make this interactive. Vice President Messer brought some tokens for us from Online at JSU – pop sockets for phones and retractable chargers.
- ~~IV. Provost Christie Shelton/Acting President Don Killingsworth (possible)~~
Other commitments have kept Provost Christie Shelton and Acting President Don Killingsworth away this afternoon, but we hope they will attend the November meeting.
- V. **Old business**

Constitution and Bylaws Revision

Amend Constitutions Resolution 1 revision to refer to “Article 1, Section 3, Paragraph 2” for clarity.

Amend By-Laws Resolution 2 revision from “colleges” to “schools” for accuracy.

Amend By-Laws Resolution 3 to refer to “Amend Section 1, Paragraph 7” for clarity.

Revise Resolution 6 to include beginning punctuation for second quotation.

President Boynton asks that we make these revisions in a block vote.

Motion to make these resolutions made and seconded, motion passes without objection.

President Boynton urges senators to be comfortable bringing revisions to the Senate and be proactive about proposing changes to these policies.

Brief version of President Boynton’s plans for the year, which he shared with the Board of Trustees on Monday and Tuesday of last week. He has four priorities:

- A. Bolstering “power, presence, and prestige” of Faculty Senate as a body, especially among the administration. President Boynton has volunteered for more administrative committees, including the Joint Council committee, which is composed of Academic Affairs and Deans, to work with those constituents.
- B. Revamping constitution, bylaws, and committees – underway
- C. Further improving communication from administration to faculty and students, particularly student government. There is awareness that communications have been an issue in the past.
- D. Start preliminary research, planning and brainstorming towards “faculty as employee concerns” in four areas:
 1. Reviewing faculty salaries
 2. Reviewing faculty “hard benefits” – health, medical insurance – other things provided via Human Resources
 3. Reviewing faculty “soft benefits” – bookstore, rec center and other potential discounts that can be granted by administrators
 4. Reviewing service and workload requirements – some people work too hard for what they are paid. What is too much service to ask or too little service to ask? The “curse of competency” is acknowledged.

VI. New business

University and BOT meeting news

Concern expressed that two of the three people in the acting governance team have not had substantial classroom teaching experience. The faculty wants to provide input prior to making decisions rather than hearing them announced *ex post facto*. Provost Shelton is aware of this

and knows she will be advocating for teaching faculty. President Boynton feels that all three of the administrators are receptive.

One of the first things that Acting President Don Killingsworth did after being confirmed in that position at the BOT meetings was give President Boynton his direct contact information. There has been no timeline announced for a presidential search; national searches tend to be lengthy processes.

President Boynton reminds us of the reality that the financial crunch will only get worse in higher ed. One of the first things that could suffer will be teaching faculty.

There were long-standing tensions between President Beehler and the BOT and many rumors surrounding this, so his termination this month while on leave was not a major surprise. No “reason” is being provided.

Since outside news reports preceded an announcement to the faculty, there is concern that we keep well apprised of the process of searching for and hiring another president. Staying in a “holding pattern” can affect faculty morale. Inconsistencies among searches increases this anxiety. In general, faculty seem to support larger, comprehensive, diverse searches for candidates.

Historically, bringing in outside people into JSU, at every level from department head to president, has been problematic, perhaps more so than at other universities.

The BOT authorized Jim Brigham to negotiate the Sodexo contract for a ten-year renewal, potentially including a new dining hall, and students are particularly vocal because of the lack of transparency of this, alongside abrupt increase of fees which now total up to \$1000 a semester. A \$275 commuter fee associated with dining on campus means that commuter students would be required to pay that amount each semester for a meal plan. That request has been imposed from Sodexo, which has a stranglehold, if not a monopoly, on many universities and military bases, rather than coming directly from the university.

BOT wants a new cafeteria and new dorms (to complement the rec center) to entice prospective students. Given demographics, it is essentially an arms race for students, and this is a potential tool in the arsenal. At the BOT meeting, SGA President Ulises Herrera spoke eloquently against the commuter fee and was seconded by Dr. Tim King, who expressed the concern this would impact enrollment, as students who are upset about the commuter fee could end up “voting with their feet.”

As part of the contract, Sodexo will be required to work with Student Affairs around the particulars associated this fee. Dr. King suggested we figure out a way to make this monetary allocation work anywhere in Calhoun County rather than only on campus. It is possible that the fee might be refundable at the end of the semester (or year), if not used, which means the university is essentially asking the students to loan them money for the term. As proposed,

Sodexo will provide money for initial funding for JSU to begin construction on the new dining hall while Sodexo will pay the note on the building, which will eventually belong to JSU after 20 years. There is some thought that the fee will be grandfathered in, so incoming students next year will be the first ones responsible for the fee. There will be an open meeting around this issue on Oct. 30th at 6:00 p.m. on the fifth floor of Meehan Hall.

The BOT might not appreciate the impact of this to our local community businesses. And, with a twenty-year contract, Sodexo has no incentive to provide quality service as the university is locked in. Sodexo was the only company that provided a bid for food services.

BOT and administrators should be aware that faculty receive many comments and concerns from students around this issue. Again, communications are an issue because the faculty often receives information first from social media rather than directly from the university.

Two New Deans:

For Business and Industry, the new Dean will be Steven McClung from Mercer, who has a background in broadcasting. In the past, McClung started an innovation center/incubator combining engineering and business students for projects. The search firm (Academic Search) brought in five candidates, and one of them had been fired as a President. The school did not feel we got the best candidates possible, but there were only two individuals from the school on the 14-person search committee until concerns were expressed and the school presence on the committee increased. There is optimism around this new dean.

For School of Health Professions and Wellness, the new Dean will be Tracy Matthews. Faculty from the school is expressing many of the same issue with the candidates provided by the search firm for the other Dean search – there were five candidates brought to campus, but only one was a nurse, the rest were kinesiologists, and several had what the faculty consider to be major red flags on the front page of the CVs. The surveys soliciting feedback from faculty and staff were only open for one day, which limited input.

Tammy McCain is taking over Human Resources; many other people are no longer working there. President Boynton will keep us up to date with changes in HR.

The BOT approved JSU adding a Master's of Science in Geographic Information Science and Technology. This will head to ACHE in two months and might be operational in Fall 2020.

Faculty Research Committee Changes

Faculty Senate (Senators Jimmy Triplett, Senator Tom Anderson, Senator Jada Murray, and Senator Sayyed Fawad Ali Shah as committee appointments) will help with this, but no longer be solely responsible. Faculty Commons will also be providing input. Gordon Harvey will chair the committee and will work closely with the provost and Joe Walsh, Jennifer Foster, and President Boynton for establishing an online application process and seeking increases in funding.

Academic Affairs – Monthly Updates

Provost Shelton has asked about Academic Affairs providing a standing update to Faculty Senate each month from her or a designee. President Boynton asks for input around this. Vice-president Hammack suggests that Academic Affairs provide agenda points ahead of time so we can come to senate prepared for discussion. The question remains, is this strictly for public relations or will it be candid and substantive? Could it be a written report rather than a presentation? President Boynton says that Provost Shelton respects allotted time limits. Discussion involves presentations every-other-month or quarterly rather than monthly.

President Boynton calls for a vote allowing Academic Affairs to provide a monthly update to the Faculty Senate. Discussion requires that we specify time limit, ask for written report head of time if possible, and allow Academic Affairs to come to the meeting or to send the report, whatever is more convenient for them. Motion made and second, passes unanimously.

A budget for Faculty Senate is present in a line item designated by the procurement office. The sum is around \$595. Since Faculty Senate must have a designated budget manager, President Boynton calls for a vote naming the Faculty Senate president as budget manager. Motion made and second, passes unanimously.

Do we want Faculty Senate president to spend two years of more in the position? We might vote on that at some point this year after more research into other Faculty Senate compositions and bylaws.

Faculty Senate website has been updated, and President Boynton thanks Historian Kim Westbrook for her work on this. President Boynton reminds us that many Trustees and Administrators go to the Faculty Senate website for minutes and officer contact information.

Distribution of OER survey from Librarian Bethany Latham – Senators are urged to share this with their departments.

VII. Committee Reports

Admissions and Scholarship Committee (Proxy Chris Murtagh for Chair Kay Lang): Proposes a change to the committee description, including changing its name to Admission and Academic Progress committee so that it is less confusing for students looking for financial aid.

Elections Committee. Chair Jeff Dodd: Given the time of year, nothing to report

Faculty Honors Committee. Chair Falynn Turley: The website is live for Faculty Honors. Nominating someone for an award will now send them an email, and it is the nominee's obligation to provide all the documentation necessary to complete consideration for the award.

Policies Committee. Chair James Woodward: There have been many recent changes to policies, so the committee will give a report on changes, improvements, and requested edits at an upcoming meeting.

Welfare Committee. Chair Helen Kaibara: Ongoing concerns include salaries. This committee will be meeting to discuss workload and service requirements.

VIII. Call for Departmental Concerns and Shout-outs

The English department wants to raise issue of childcare availability and affordability for faculty. There are legal issues around bringing children onto campus. Also, when you take children to the rec center, these are not part of the family membership, so you might pay \$10 each time you bring a child, but different employees have different policies on children accompanying parents.

How can we reward Emeritus Faculty beyond the honorifics? Access to the Rec Center is raised as a possibility.

New English department chair will be Andrea Porter, leaving her current Graduate Studies directorship, in January 2020.

The music department is extremely appreciative of the BOT giving them additional funds (\$1 mil.) to complete Mason Hall. This alleviates a huge amount of tension for them. President Boynton lobbied for this allocation.

Library concerns include ongoing construction with no completion in sight. Houston Cole is now offering STU 101 sections Escape Room kits for introduction to library services “through locks, frustration, and success.”

FCS Department Chair Dr. Deborah Goodwin’s retirement celebration will be held at the depot on Nov. 21 from 4:30 to 6:00.

IX. Announcements

President Boynton announces “The Imaginary Invalid,” an updated Americanization of the Moliere play will run Nov. 15 to Nov. 18th., and James Woodward is composing original music for the production.

The Music department announces its 11th Annual Tubaween Oct. 29 at 7:30 p.m. in Leone Cole Auditorium. Free and open to the public.

The History Club will present a Dead Presidents Ball, Oct. 30 7-11 p.m. in the TMB Auditorium. Free and open to the public.

Look for the announcement of the Library's Annual Gaming Day for Finals, 10 a.m. to 10 p.m.

The Orchestra will perform in Stone Center Nov. 19 at 7:00 p.m.

X. Adjournment 5:31 p.m.

Senators present: Nouredine Bekhouche, Jamie Runnells, Jimmy Triplett, Nouredine Zettili, Sayyed F.A. Shah, Kay Lang, Christi Trucks, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, Don Bennett, Jeff Pruitt, Falynn Turley, Helen Kaibara, Tom Anderson, Pam White, Kimberly Westbrook, Kimberly Stevens, Stan Newton, Jeff Dodd, Monica Trifas, Nick Kolodziey, James Woodward, Arlinda Wormely, *Rachel Smedley (for Lori Hill)*, Hungwei Tseng, Paul Hathaway, Mackenzie Bayles, Russell Hammack, Ulises Herrera, Jeremy Ross,

Senators absent: Jada Murray

**Faculty Senate Meeting Agenda
November 11, 2019, 3:15 p.m.
Houston Cole Library 1103 C**

XIV. Call to order

XV. Approval of October 2019 Minutes

Motion made to approve the minutes, motion seconded. Minutes approved.

III. Provost Christie Shelton has been in Provost role since April 1 unofficially, June 1 officially. Her goal to serve us and serve us well, so we in turn can serve our students well. She has planned Grand Rounds (idea from health care) and will be visiting each school throughout the academic year. Her leadership team will visit to ask about our challenges and expectations. What are the bragging points for our departments and programs? What does the first day and first week of class look like for a public comprehensive university? What does communication look like in terms of cancelled classes? Another goal and concern involves faculty salaries. There are some areas where JSU needs to address faculty salary inequity. Money to address this will come from a combination of state allocations and tuition dollars. Stable enrollment is critical to addressing this over time. Provost Shelton feel that if we can address a few inequities in each school, that will be progress. In conversation at Dean's Council, there are up to 50 new programs that were suggested. There are some new programs can be implemented now while others will be reevaluated at a later date. The Provost is also looking at beefing up student success programs and initiatives and has been hiring new coaches to manage and address student achievement and retention. Provost Shelton considers it triage, determining priorities and moving forward. Contact: cshelton@jsu.edu 235 Bibb Graves, third door on left after entrance. Suggests we go through department heads and deans before we come to her. Provost Shelton wants to begin an Academic Affairs newsletter each quarter (coinciding with the BOT, modeled on the Arts and Humanities smore newsletter) to keep faculty informed.

Acting President Don Killingsworth tells us our Provost is working very hard and that the academic affairs side is in control. Acting President Killingsworth is a two-time JSU alum as a geography undergraduate major and a master's student in counseling. He is happy to serve in this role. The Board exercised a clause in President Beehler's contract for termination without

cause. President Beehler retains the title until November 21. Acting President Killingsworth will serve in this role until the BOT deems otherwise, perhaps at the January meeting. The management team, with Senior Vice President Brigham (in charge of financial affairs) and Senior Vice President of Academic Affairs and Provost Shelton and Acting President Killingsworth, was in place before this decision was made. The university had moved away from shared governance and committees, and those standing committees are in the process of being re-instated. These include Equity, Diversity and Inclusion (chaired by Charlcie Vann from Houston Cole Library). Nothing more is known about the timeline for the presidential search. Parking and buildings are two issues being addresses. Currently, the parking system is confusing and should be simple and two-tiered (with faculty/staff and student parking). He urges us to finish the semester strong. There will be four commencement ceremonies.

Questions and answers

President Boynton asks about the plan for the presidential search. Acting President Killingsworth says that the BOT needs to reconvene to develop a plan.

Provost Shelton mentions state level accountability discussions looking at funding models based on accountability, will not be punitive initially. This puts emphasis on retention and graduation rates and other metrics. Provost Shelton said JSU is about to launch some sort of retention effort and will be visiting Georgia State on Monday as they are a leader in retention, also planning to go to Valdosta State for a site visit.

The senate raises concern about the academic calendar, given that we start finals on Wednesday after Thanksgiving break, when many students have schedule conflicts.

There is a request for increased security around Library because of extended hours and poor lighting. Students and faculty can Call 5050 for escort to car, and can use an app to request an escort as well. With boarded up windows, some of the buildings appear derelict, but the majority of building projects are wrapping up.

Dr. Walsh is overseeing an allocation from student fees to upgrade classroom facilities and is evaluating buildings to determine which are in dire need of renovation.

The university budget is strong with 6.7% increase in state allocation and with a 400+ increase in enrollment, when they had budgeted for 100+.

There is a question about the status of work done by last year's Faculty Salary Review committee. Dean Stone has already brought this to the leadership team's attention.

Provost Shelton reassures us that Acting President Killingsworth has jumped in and been willing to work and learn the academic affairs side of the house. Both stress open ears for faculty concerns.

IV. Old business

President Boynton invites SGA President Ulises Herrera and VP Jerod Sharp to speak about the Sodexo issue. When given the plans for the new dining facility, Herrera asked for documentation. He attended the President's cabinet meeting for Sodexo executive to present, which involved comparison with arrangements with UAB and Troy and how we are benefiting from Sodexo. Herrera stressed to them that JSU serves a traditionally underrepresented population unlike the study body at a flagship school, and many students struggle to pay for college and that has mental health ramifications. With 83 to 85% of students on financial aid, there are different considerations at JSU. The SGA President and Vice President for Student Affairs will be involved in all the contract negotiations with Mr. Brigham. There are options without commuter fees but with new facilities, and vice versa, but Mr. Brigham cannot act alone with Student Affairs input. What constitutes a commuter, and how do graduate students factor into this? Any discussion about money being channeled into food banks? There are some events involving support for the food insecure in the works. SGA Vice President Jerod Sharp discusses the town hall, which drew opinions related to Sodexo food quality as well as safety and the state of the campus.

President Boynton urges us to think of food as among the soft benefits for faculty and also be involved in this process. He met with the Joint Council and, along with Chair Kaibara of the Welfare Committee, is making inquiries into workload and service requirements.

Commencement committee is looking at those ceremonies this week. President Boynton asks for feedback on the ceremonies, and more ceremonies inside seem to be preferred. Question about why the bulk of commencement is being held on Saturday; this seems to be the norm at other institutions as it is good for families. Staff concerns and personnel issues had pushed it to Friday. Another related question: can faculty give family members their diplomas?

Will faculty be expected to work during future Fall Breaks and the planned winter break? This is uncertain.

President Boynton will be meeting with Tammy McCain, Head of HR, to talk about donations to the Sick Leave Bank and childcare and parental leave. Maternity leave was subsumed into FMLA leave.

Houston Cole staff members have been injured because of the lighting issue. It might be appropriate to have a campus police substation here in the library, and that has been suggested to Acting President Killingsworth.

V. New business

Committee description and charge revisions

VI. Committee reports

Admissions and Scholarship Committee. Chair Kay Lang

Elections Committee. Chair Jeff Dodd

Faculty Honors Committee. Chair Falynn Turley

Senator Turley has streamlined this process where the nominator fills out a quick paragraph which is sent to the nominee, and then the nominee can upload support and CV.

Faculty Awards will be April 21 2:30 to 4:30 the day before final exams begin at the Rec Center. The BOT will be asked to be in attendance.

Policies Committee. Chair James Woodward

Welfare Committee. Chair Helen Kaibara

VII. Call for Departmental Concerns and Shout-outs

State Department's "Diplomat in Residence" from Atlanta will be on campus Dec. 2. Opportunities with the Department of State are applicable to most departments on campus.

Ken Bodiford taking 7 full buses and a semi of equipment to Grand National in Indianapolis IN.

EMA Master's degree online program voted #1 in the nation; student chapter #1 in the nation.

Nursing has received a \$20,000 award from a Northeast Alabama community foundation.

VIII. Announcements

Faculty Senate President's production of Moliere's The Imaginary Invalid this weekend – Friday, Saturday, Sunday matinee, Monday.

IX. Adjournment

Senators present: Jamie Runnells, Jimmy Triplett, Sayyed F.A. Shah, Kay Lang, *Michael Alvidrez (for Christi Trucks)*, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, Don Bennett, Jeff Pruitt, Falyann Turley, Helen Kaibara, Tom Anderson, Kimberly Westbrook, Kimberly Stevens, Lenn Rainwater, Monica Trifas, Jeff Dodd, James Woodward, Arlinda Wormely, Lori Hill, Nouredine Zettili, Paul Hathaway, Mackenzie Bayles, Russell Hammack

Senators absent: Nouredine Bekhouche, Jada Murray, Pam White, Major Nick Kolodziej, Hungwei Tseng, Jeremy Ross, Ulises Herrera

**Faculty Senate Meeting Agenda
December 9, 2019, 3:15 p.m.
Houston Cole Library 1103 C**

XVI. Call to order at 3:17 p.m.

XVII. Approval of November 2019 Minutes
Motion to pass draft minutes, approved.

SGA update: students to nominate faculty for “Golden Apple” to recognize excellent instructors.

III. Old business

President Boynton has been working on the academic workload policy with the Joint Council and will be sending the latest draft and wants faculty feedback. Workload varies wildly from department to department. This is both a document to protect faculty who have too many demands and a tool to model participation for those who might not be doing as much.

Commencement: faculty encouraged to attend.

Facilities update: the library now has generator-operated lights in the parking lot.

IV. New business

BOT will meet after our January FS meeting. There are many issues that are on hold with the Acting President.

Faculty benefits: President Boynton met with Tammy McCain, who is now in charge of Human Resources. McCain asked he communicate that In October, an outside company came in to do a review of JSU’s HR department. The department was considered to be doing well, but the recommendation was to cut it in half, size-wise. There were twelve employees, and now there are six in that department. They are still working out how to function with fewer people in this area.

There were three main issues discussed:

Maternity/Paternity leave: JSU currently follows state guidelines, but McCain welcomes faculty to do more research into this issue.

Campus childcare: There is some uncertainty over this, and Family and Consumer Science currently has a role with its Child Development program, but it is unfair for the entire burden to fall on this department. President Boynton will take the initiative on this, speaking with the Dean and Department.

Donated sick leave: Employees must opt in to be a beneficiary of the program. You donate leave to a pool, which is assigned by HR. Specified donations had been problematic as it effectively creates a popularity contest. The donated leave stays within the organization, so we have some ability to make recommendations about policies in this regard. The Welfare Committee will be looking into this.

Related benefits issue: The cost that is associated with parking permits for faculty and staff is raised. President Boynton will find out more about other schools' policies.

Code of Conduct and Ethics: A Code of Conduct and Ethics policy has been developed, which is new to JSU. President Boynton had asked they hold off on passing the earlier incarnation of this policy, which was based largely on the private sector with some additional content from other institutions. President Boynton met with the Internal Auditor last Friday and provided feedback supplied. The resulting changes and excised passages amounted to incorporating 79% of faculty recommendations. This policy will probably be official come January, so it is important to make faculty aware of this.

President Boynton will check to ensure it is appropriate to disseminate the most recent document to the faculty, but asks that we filter any suggestions back through departmental Senators rather than responding to him directly.

New senator has been elected for Applied Engineering, Xiaoqing (Frank) Wang, with new alternate William Yarbrough.

V. Committee reports

Admissions and Scholarship Committee. Chair Kay Lang

Elections Committee. Chair Jeff Dodd

Working on changes to committee description and charge, including timeline and being proactive about the officer slate (revision draft supplied). This will be one of the bylaws changes to be voted upon in January, along with possibly

making the Senate President's term two years and requiring that the President be tenured.

Faculty Honors Committee. Chair Falynn Turley

New Emeriti:

David Steffy
Kay Prickett
Gene Padgham
Gena Christopher
Pitt Harding
Terry Marbut
Roland Thornburg
Michael Marker

Faculty awards are open until February 14, and President Boynton encourages us to nominate our colleagues for recognition.

Policies Committee. Chair James Woodward

Welfare Committee. Chair Helen Kaibara

- VI. Call for Departmental Concerns and Shout-outs
Concern about hiring freeze and critical positions, e.g. accreditation (Political Science).
- VII. Announcements
- BFA Show in Hammond Hall Dec. 10
 - Drama: Musical in March.
 - Friday, January 3, 2020 9:00 a.m. memorial at TMB for Nursing Instructor Annette Daugherty
 - Wednesday December 11, 2020 11:30 to 2:00 retirement reception at the Rec Center for Dean Fielding
- VIII. Adjournment 4:23 p.m.

Senators present: Jamie Runnells, Jimmy Triplett, Sayyed F.A. Shah, Kay Lang, *Michael Alvidrez (for Christi Trucks)*, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, Don Bennett, Jeff Pruitt, Falyann Turley, Helen Kaibara, Tom Anderson, Kimberly Westbrook, Kimberly Stevens, Lenn Rainwater, Monica Trifas, Jeff Dodd, James Woodward, *Master Sergeant Randy Serna (for Major Nick Kolodziey)* Arlinda Wormely, *Rachel Smedley (for Lori Hill)*, Nouredine Zettili, Paul Hathaway, Mackenzie Bayles, Russell Hammack, Jeremy Ross, Ulises Herrera

Senators absent: Frank Wang, Pam White, Hungwei Tseng,

Faculty Senate Meeting Minutes
January 13, 2020, 3:15 p.m.
Houston Cole Library 1103 C

XVIII. Call to order

II. Approval of December 2019 Minutes. Adopted.

III. Update from Academic Affairs

Provost Shelton has brought her team, wanting us to know the roles of Dr. Walsh and Lisa Williams in supporting Academic Affairs. They are still in the process of looking at Faculty Salaries. CUPA has recently changed its way of analyzing minimum and maximum salaries. They are looking for faculty making less than the listed CUPA minimum as most critically in need of adjustment.

The recent faculty salary study found that JSU faculty as a whole are making about \$1.3 million less than CUPA average, and there is no way to adjust all salaries at one time. But there will be a plan, and salary adjustments will begin, contingent on level or increased enrollment and level or increased state funding. New comptroller Anastasia Rodriguez wants to push salary oversight and affairs back to the Deans.

Provost Shelton's Grand Rounds will be conducted this semester. She will be visiting each school along with her Academic Affairs team, VP of enrollment management Emily Messer, and Acting President Killingsworth. The Houston Cole Library will be the first area visited, this Friday. If you do not know when your school is scheduled, Provost Shelton encourages us to ask when those are going to be held.

Faculty Senate President Boynton has joined Academic Affairs and Student Affairs leaders in Joint Council, which has a focus on communications between groups.

Subterms: Beginning this fall, we will have two eight-week sub-terms. This could be of particular advantage to Graduate Programs where students could focus on one course instead of two. This should be addressed at the departmental level.

Fall courses will be loaded at the end of February, so any subterms for that semester must be in place before then. Dr. Walsh stresses that this allows for classes to do some innovative things. And students who do poorly early on could take it again in the second portion of the same semester rather than waiting for another term.

Emphasis on Student Success: JSU students need a level of support that students at R1 or private institutions might not need. This week a plan will be decided and also how this will be organized and carried out. Certain aspects of the plan may fall under a “matrix” and require Board approval. The next Board of Trustees meeting will be this month.

Andrea Porter, Former Director of Graduate Studies, is now Department Head in English. Dr. Walsh is acting director of Graduate Studies until that position is filled. The Senior Director of Graduate Studies position will be an external search but also open to internal candidates. The salary has been adjusted so that it is more attractive to JSU faculty on nine-month teaching contracts. Dr. Walsh encourages us to come to him with concerns or anything else.

Canvas update: more Canvas and online training are going to be announced. The Gradebook for faculty has changed, and assistance is available for faculty who need it. Canvas has integrated with Navigate so that attendance within Canvas is pushed into Navigate (via a nightly sync).

Lisa Williams, Associate Vice Provost, works with sponsored programs with new director Dr. Michael Wetherholt. If you have an idea for a grant application or need support for one, they can help with that. She also works with Honors program and other high-impact programs, including GenEd with Dr. Lori Owens. Dual Enrollment is the third unit that she works with, there are 900 high school students who re enrolled in this capacity. Williams also works with International Programs and partnerships like study abroad, dual degrees, and short-term programs. Williams will work to process curriculum changes and work with new program development in any area.

Provost Shelton asks that you bring questions to Academic Affairs monthly at this meeting, send them through President Boynton, or come to them in the meantime if it is time-sensitive.

SGA President Ulises Herrera announced there will be a Town Hall for students (like the one after the Sodexo contract controversy) after every Board of Trustees meeting, regardless of whether anything happens or not, to provide students with the opportunity to provide input. The next Town Hall will be Feb. 5 in TMB auditorium, one week and a day after the next BOT meeting. This will be disseminated through the Red and White.

Most faculty have not heard about the 8-week subterm option. One concern about eight week terms: will faculty ending up teaching more for less compensation? Many graduate programs are already organized in this way, and it allows for motivated graduate students to complete 12 semester hours in 16 weeks. Strengthening dual enrollment at remote location by using existing faculty is another area that might demand teaching resources.

IV. Old business

Tammy McCain from Human Resources may come to meet with us in February to talk about benefits, especially childcare. Justin Parker in Veteran's Services (a part of Student Affairs) is also interested in providing childcare for students. Childcare at the rec center is another concern.

Chief Rob Shaffer will be here in February to discuss a new parking plan (at the direction of Acting President Killingsworth).

Discussion of workload policy: how should we try to interpret what the Faculty Handbook says about workload? Academic Affairs has asked President Boynton to draft an updated policy, but this is complicated by variations in disciplines and academic units. There will be an addendum that looks at the Library in particular. But at least the administrators have heard the message that the faculty should not be worked too hard. Any specific numbers in a policy could raise concerns, and there is a tendency to keep things vague instead of specifying, percentages or workload might work better than specifying hours. We can "work backwards" from tenure expectations to determine what time faculty will need to fulfill those obligations. Workload must be re-allocated based on vacancies in department and unanticipated administrative duties. Questions around benchmarking with other institutions and the role of workload in retaining faculty exist. President Boynton would like every department to rough out its own guideline for comparison.

V. New business

New Senator Frank Wang from Applied Engineering will be joining us.

Discussion: Possibly requiring that the Faculty Senate President position be filled by a tenure professor and/or expansion of the Faculty Senate Presidency to two years

The goal in reconsidering the presidency to increase consistency and power of Faculty Senate. Not all Faculty Senate Presidents have been able to manage course release, and a graduate assistant as specified in University policy is not currently available.

Expanding the term would limit the potential pool for Faculty Senate Presidents. By phasing this in, we could eliminate some of the bottleneck that might result since a senator would then have to be newer in their term to run for president. There is also the possible extension of presidency into a "past president" role, or possibly creation of a council of past presidents for continuity and weight of historicity around more controversial issues.

Provost Shelton sees the Faculty Senate President as an ally to Academic Affairs and wants this role to be one of a change agent. We are urged to continue to consider this when weighing

these changes to the Faculty Senate president and we may vote on these proposals next month.

The upcoming BOT meeting will be Monday 27th and Tuesday 28th. The meeting is open, and there will likely be some answers about the process of filling the President position. President Boynton said his goal involves faculty representation in the search process.

The Faculty Symposium will be held in Meehan Hall Thursday, April 2, organized by Faculty Commons, has been announced. The submission deadline is February 7. The Student Symposium is February 13.

VI. Committee reports

Admissions and Scholarship Committee. Chair Kay Lang

Elections Committee. Chair Jeff Dodd

- Recommended adjustments to election policies at behest of Faculty Senate President. Calendar dates needed to be adjusted because of the elimination of Maymester.
- Departments should notify Faculty Senate of election outcomes, but the recommendation is to specify to have the FS President contact department who do not notify.
- The Faculty Senate President will be empowered to recommend faculty for whole-university committees (due to short turn-around time typical of these requests).
- Revisions urge Elections committee to have candidates for the officers in place **before** the last meetings rather than pressuring attendees in the last meeting of the year.
- Elections is supposed to do a census every three year to specify the departments which qualify for an additional senator: Nursing and English are the only two areas that currently qualify. The committee feels should be undertaken now, and the policy specify who will carry this out in the future.

Faculty Honors Committee. Chair Falynn Turley

Faculty honors nominations are due Feb 14.

The event will be held from 2:30 to 4:30 on April 21st at the Rec Center

Policies Committee. Chair James Woodward

Welfare Committee. Chair Helen Kaibara

VII. Call for Departmental Concerns and Shout-outs

VIII. Announcements

Kids' College at Houston Cole will be held again this year. Laurie Heathcock will be looking for presenters.

IX. Adjournment at 5:11

Senators present: Frank Wang, , Jimmy Triplett, , Kay Lang, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, , Jeff Pruitt, Jada Murray, Falynn Turley, Helen Kaibara, Tom Anderson, Kimberly Westbrook, Kimberly Stevens, Lenn Rainwater, Monica Trifas, Jeff Dodd, James Woodward, Arlinda Wormely, Hungwei Tseng, Nouredine Zettili, Paul Hathaway, Mackenzie Bayles, Russell Hammack, Jeremy Ross

Senators absent: Jamie Runnells, Sayyed F.A. Shah, Christi Trucks, Don Bennett, Pam White, Major Nick Kolodziey, Lori Hill , Ulises Herrera

**Faculty Senate Meeting Minutes
February 10, 2020, 3:15 p.m.
Houston Cole Library 1103 C**

XIX. Call to order

XX. Approval of January 2020 Minutes. Approved without changes.

III. Rob Schaffer, Director Chief of Police – Parking

Administration has made the decision to shift from the current four zone parking system to two zone parking system. Decals will remain \$25 dollars (or free with J tag). They will be painting red curbs to designate faculty and staff parking {"Red"}, current signage will remain up until new scheme is implemented. Faculty and staff can always park in student spaces. Students will be in Silver parking spots (designated by "White" curbs), visitors in "Blue." The last time we had a two-zone system, we did not have a transit system (Gamecock Express). This make take some adjustment for students at the beginning of fall semester who might discover it is easier to stay parked at their residence hall rather than drive to another location on campus where parking is uncertain. We can anticipate more traffic, especially at the outset. But this is a simpler system, one that is predicated on first-come, first-serve. They expect this will be fully implemented by fall semester. Question: will there be enough faculty/staff parking? The number of spaces will not change. Other questions relate to other devices allowable on campus, but they are lenient with students; Chief Schaffer feels that being distracted by devices is more dangerous than are skateboards/hoverboards. Parking zones are also relaxed after four in an effort to promote safety.

IV. Tammy McCain from HR. McCain presents us with a breakdown of health benefit information, including the annual wellness waiver due August 31. We can also use the Regional Medical Center as needed (with photo ID).

Tax laws changes last year mean that many taxpayers have not have sufficient funds withheld. McCain suggests we check with ta professionals to discuss withholding.

Read HR updates for germane information. TIAA CREF visits every other month, but these are usually booked ahead of time. Look for emails to sign up to meet with their representative.

Also, appointments for the wellness screenings from PEEHIP can be difficult to get, and that system is not maintained locally. The department of Family and Consumer Science runs a Child

Development Center as a laboratory. The department has considered extended hours in the past, but there was not enough demand to justify. Since then, a nursery across from Stadium Towers has closed. These sorts of employee needs can be met through grant funding, so sponsored programs has this on their radar. While counseling services works to meet the needs of students, employees and faculty may see if times are available. The Employee Assistance Program is outsourced, and confidential, HR only receives a total number of consultations per month. The website will be completely revamped in the near future so that fewer “clicks” are required to get to information.

V. Tim King, Student Success

As of Feb. 1, Dr. King is now Vice President for Student Success. In the medical world, a radiologist is a ‘doctor’s doctor,” and King hopes to fulfill a similar role.

ACE in TMB includes tutoring and supplemental services

Learning Services

Disability Support Services

The Writing Center in Stone

An Advising Center: a shared process and repository for advising

King’s initial efforts: he would like to see more supplemental instruction and more students peer mentoring and peer tutoring. He will be blamed or praised for student retention and graduation rates. When compared to our state peers, our one-year retention rate (75%) is 7 percentage points ahead, and only one percentage point behind national peers But our six year graduation rate is 41%, in the middle of our state peers and lagging behind national peers where school like ours tend towards 60%. Outcome-based funding at the state level is one incentive to focus on this.

Question about the prospect of central advising: Dr. King does not feel this would work.

Undecided or “meta majors” might need general advising, but he does feel that advising centers within the school develop personal relationships.

Dr. King is envisioning us having office hours at the Student Success Center or having classes scheduled in to the Writing Center.

VI. Academic Affairs update

Faculty Senate President Boynton shares report from Provost Shelton

A Dean’s Council subcommittee is looking at part-time compensation, including that for adjuncts, overloads, working retirees, and summer differentials. Expenses have increased without significant increases in enrollment.

Provost Shelton and Acting President Don Killingsworth have been working with Charlcie Vann around the Diversity and Inclusion Standing Committee. The group is in process of composition, appointing members, with three subcommittees HOPE (focus on Hispanics), Black History, and Women’s history, and more subcommittees to come.

FS President Boynton attended the SGA Senate meeting and reports no major issues from student perspective. He sat on the committee at the Town Hall last week, and there were lots of questions from students, many via facebook, about the new cafeteria.

BOT Meeting Report (also covered in the Red & White and via email – efforts are being made towards transparency).

- Approved plans to renovate the RMC and acquire Brookstone.
- Approved building a new combined welcome center and alumni office
- Other repairs to buildings damaged in the tornado are ongoing
- BOT heard from Biology faculty and students about ongoing research
- Arts & Humanities are in collaboration with APT; APT is paying JSU to make two documentaries about the Freedom Riders and Jim Folsom

The Board of Trustees have been eating in the cafeteria during their meeting days; perhaps that would be an opportunity to talk to the trustees. The trustees have been invited to the March Faculty Senate meeting, and they have also been invited to Faculty Symposium, Faculty Appreciation and Faculty Awards.

Red Tie Event and Auction were held.
Grand Rounds continue.

Commencement committee meeting: the commencements for Spring are being adjusted, and all faculty, staff, and administration will park remotely and be shuttled in. Provost Shelton wants faculty to be in same waiting area as platform party with refreshments available. Look for more announcements related to commencement.

Announcements:

- Saturday, Feb 22 Faculty Appreciation at women's basketball game with refreshments at halftime. Can bring immediate family. Look for sign up via email.
- Recommendations for Faculty Awards are due Friday, Feb. 14
- Faculty Research Symposium, proposals due Friday Feb. 14 – Provost and President will be there, starts at 8. Cash prizes for winners in each category.
- Faculty Research Awards due March 16.
- CORE proposals due March 13.

VI. Debate/vote: changes to Faculty Senate presidency rank and term

Can this really be done? Requiring tenure for president means that you must identify possible officers and plan elections ahead of time.

Perhaps there is some way to formalize having the past president's input (and now that does exist as a shared document). How much of a time commitment would a council of past-presidents require?

The president does get a course reduction, which is a burden for smaller departments (and a second year would double the burden).

What is the impetus for changing the president's term? Are we seeking consistency within the institution or are keeping in line with other universities with two or three year FS presidency roles?

There is a sense that you could get more done in a second year after learning the ropes in the first year. For example, the time required to create resolutions for the administration is considerable, and this has not happened in recent years.

You can currently serve as Faculty Senate president for two consecutive years.

You can get the Faculty Senate Vice President more actively involved, which might remove some of the burden from the president and help get the Vice President prepared.

Motion to keep the presidency at one year.

Yes: 12

No: 6

MOTION PASSES.

Motion to add the requirement that the senator elected to be Faculty Senate President be tenured by the date of their appointment as President, effective 2022.

Yes: 13

No: 5

MOTION PASSES.

Vice President Hammack raises faculty and community access to the Rec Center. There should be some provision for alumni in community who should be able to pay a guest fee and access the facilities. Requires a current alumni association membership for a guest pass. Some mechanism should exist if we are using this facility as a marketing tool for prospective students.

Debate/vote: changes to Faculty Senate Committee descriptions

Admissions and Scholarship Committee. Chair Kay Lang

Committee description and name: Name changes to focus on academic progress, "shall be" changed to present tense, other wordsmithing.

MOTION PASSES

Elections Committee. Chair Jeff Dodd

Change in schedule to reflect new academic year; president of Faculty Senate ultimately responsible for departmental elections. Faculty Census is also a responsibility of this committee.

MOTION PASSES

Faculty Honors Committee. Chair Falynn Turley

No changes.

Policies Committee. Chair James Woodward
Adds "admission and retention of students" to committee charge
MOTION PASSES

Welfare Committee. Chair Helen Kaibara
Wordsmithing and addition of Service Requirements
MOTION PASSES

VII. Old business

VII. Call for Departmental Concerns and Shout-outs

VIII. Announcements

Former University Librarian William Hubbard passed away Friday. Memorial donations may be sent to JSU's Library Fund for Excellence.

IX. Adjournment 5:40

Senators present:

Frank Wang, Jaimie Runnells, Jimmy Triplett, Kay Lang, Christi Trucks, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, Don Bennett, Jeff Pruitt, Falynn Turley, Helen Kaibara, Tom Anderson, Kimberly Westbrook, Kimberly Stevens, Stan Newton, Monica Trifas, James Woodward, *Laura Barrow for Arlinda Wormely*, Nouredine Zettili, Paul Hathaway, Mackenzie Bayles, Russell Hammack, Ulises Herrera

Senators absent: Sayyed F.A. Shah, Jada Murray, Pam White, Jeff Dodd, Major Nick Kolodziey, Lori Hill, Hungwei Tseng, Jeremy Ross,

**Faculty Senate Meeting Agenda
March 9, 2020, 3:15 p.m.
Houston Cole Library 1103 C**

- I. Call to order
- II. Approval of February 2020 Minutes
- III. Academic Affairs update

Provost Shelton:

- Graduation parking change: all faculty, staff and administration will be riding up to the Coliseum in golf carts.
- Let President Boynton know if you are interested in helping craft an honorary doctorate policy.
- Change in faculty handbook for instructors moving to assistant professor. Now, that process is automatic without any application in some areas, but not all. This is happening a lot, sometimes in departments that need a mix of instructors and tenure track lines.

President Killingsworth: Monday April 13 will be reception for Faculty Senate at President's House after Senate meeting. Significant others are invited.

COVID19 Update

- Dr. Jeff Ryan: We are planning and preparing for the threat that COVID – 19 presents to our campus community. When our students were put into self-quarantine, it felt somewhat like an exercise. We worked hard to verify the reports we received and documented the students' movement on campus. We also discussed the need to share the facts with our entire campus community. The university policy is and will remain to share ALL information that we know to be relevant and true without infringing on the right of privacy for those directly affected.
- This is a slow motion disaster: we can see it coming.

- JSU now has a comprehensive contingency plan for the virus. We were the first IHE to place a ban on university-sponsored international travel.
- The virus has a 3% case fatality rate. Typically, the demographic most affected are 60 years of age or above; especially those individuals with underlying health conditions.
- March 18: JSU key personnel (about 35 people), will be having a table-top exercise working through the notification process using one of six scenarios.
- It took only 57 days for the virus to move from mainland China to northwest Georgia.
- Dr. Ryan will be making PSAs, specifically for the JSU community at large, and then two others; one for students and one for faculty and staff regarding continuity of operations and keeping safe. The easiest way to share videos: these will be posted on the JSU COVID – 19 website with tiles for each audience.
- The Provost and Acting President have major concern over Spring Break, where everyone disperses and then returns.
- FAQ on website. Information will keep flowing.
- The two exposed students are doing well. Neither is symptomatic. They are being monitored by JSU and their employer and public health authorities in Georgia.
- Regarding testing: Earlier, COVID-19 testing kits developed by the CDC in Atlanta were faulty. Those tests have been revised, but were sent to priority areas. Now, for those who meet the criteria, [Labcorp](#) and Quest can perform presumptive testing with results back to doctor in 24-48 hours.
- Domestic travel: right now, there is no restriction, but we are encouraged to be aware of those areas that have declared States of Emergency.
- Provost Shelton met with the Deans today. She wants the faculty to be involved in the solution, which will be proactive rather than reactive. Provost Shelton wants to be prepared for online conversion of most courses, should this be needed, while working with those faculty who need support. The process of moving instruction online will not be instant, but will be done in stages, if the evolving situation warrants such a measure. Meanwhile, there are related issues such as some nursing students not being able to return to hospitals that are already affecting instruction

Ulises Herrera urges us to communicate with our students and colleagues. SGA elections April 14, applications are out for students to run for office.

VI. New business

President Boynton says that we are being used as a model for reaction to the virus, largely because Dr. Ryan was a lieutenant colonel in the Army, has authored textbooks and is a recognized expert in this field.

- Encourages all faculty to attend the Board of Trustees: Monday April 20th and Tuesday 21st

From Joint Council:

- Annalee Harris in the Bookstore spoke about expanding the First Day Program for early access to electronic textbooks, a process piloted in fall and spring. This is not mandatory, but it can ensure students have access to materials.
 - JSU is hiring a full-time webmaster instead of departments handling their web presence themselves
 - Tuition and fees has begun meeting. Vice President Hammack will be attending these meetings, but it is possible tuition will not increase
 - Every department will be developing safety manual.
 - Centralized Purchasing Policy was noted as of possible interest to faculty. All purchases above \$15,000 will be submitted for quick review by the Comptroller's office. This is more about capital planning going way over budget than faculty purchasing.
 - Spring Preview Day is this weekend.
 - Online videoconference coming up for ACUFP: Alabama Council of University Faculty Presidents, newly reinvigorated group to have a presence in the state legislature
 - Vice President Messer and Provost Shelton came to discuss admissions standards during Executive Meeting. Problems will be addressed going forward.
- President Boynton is putting together a collection of all Faculty Senate resolutions and changes to bylaws to take to Provost Shelton. Once she approves that, the website will be updated.

Workload policy:

Regarding the faculty workload policy, President Boynton and Provost Shelton have discussed the idea of developing school and department task force groups to review workloads on that level due to variations in fields. This would be both top-down and bottom-up. President Boynton would like to draft a resolution to call attention to this issue to urge deans, chairs, and other administrators to support reconsideration of workload policies. He asks Senator Kaibara, chair of the Welfare committee, to work on drafting this.

Senator Kaibara shares hard copies of workload policies from Austin Peay and JSU. She is interested in streamlining the language around this for our faculty handbook. She will send these out electronically for additional feedback. Vice President Hammack asks how we can define what a set number of hours looks like in different departments. President Boynton and Senator Kaibara will continue to work on this.

Office hours are not considered part of the workload, since that time can be used for scholarly and creative work, or administrative work.

Events: Faculty Symposium Thursday, April 2 – encourage colleagues to attend
Faculty Award Ceremony Tuesday April 21

V. Committee reports

Admissions and Scholarship Committee. Chair Kay Lang

Elections Committee. Chair Jeff Dodd

- Call for nominations
 - Vice President Hammack passes along Senator Dodd's request that departments have their departmental senate elections if applicable before the next Faculty Senate meeting.
 - Senator Dodd will be reviewing the departments that might qualify for two senators.
 - Nominations for President-Elect, Secretary, and Historian are being accepted; those will be voted upon at the April meeting after nominees have a chance to speak.
 - Senators who are in the third year of their first term are up for re-election: Christi Trucks (will be replaced by Dr. Michael Alvidrez), Jeffrey Van Slyke is currently in the first year of his second term (President Boynton will correct his record), Kim Stevens reports that Library Technical Services will be holding elections. Lori Hill is also in third year of first term.

Faculty Honors Committee. Chair Falynn Turley

There were 50 applicants for awards, the committee has voted and those have been passed to Jennifer Foster.

Policies Committee. Chair James Woodward

Senator Woodward will be emailing committee with more detail about meeting with Provost Shelton and VP Messer and how admissions policies have been changed.

Welfare Committee. Chair Helen Kaibara

VI. Old business

VII. Call for Departmental Concerns and Shout-outs

VIII. Announcements

- Senator Westbrook reports that United Way of NW Alabama held its Read Across America event, including JSU faculty guest readers and book donations.
- Senator Lang announced that Criminal Justice and Forensics is bringing Dr. Anne Burgess on March 19 from 6-9 in Leone Cole. She inspired ABC's *Mindhunter*.
- Holocaust Remembrance April 2 7:30p.m. Stone Center Theater. Ann Mollengarden is a second generation survivor who will be speaking.
- Student production of *Diary of Anne Frank* upcoming.

IX. Adjournment at 4:52 p.m.

Senators present Sayyed F.A. Shah, *Diane Best for Jada Murray*, Frank Wang, Jaimie Runnells, Jimmy Triplett, Kay Lang, Christi Trucks, Michael Boynton, Wendy Stephens, Jeffrey Van Slyke, , Jeff Pruitt,

Falynn Turley, Helen Kaibara, Tom Anderson, Kimberly Westbrook, Kimberly Stevens, Stan Newton, Monica Trifas, James Woodward, Arlinda Wormely, , Paul Hathaway, Mackenzie Bayles, Russell Hammack, Pam White, , Hungwei Tseng, Jeff Dodd, Lenn Rainwater, Major Nick Kolodziey Ulises Herrera

Senators absent Nouredine Zettili, Lori Hill, Jeremy Ross, Don Bennett

Faculty Senate Meeting Minutes

April 13, 2020, 3:15 p.m.

ONLINE via MS team

I. Call to order

II. Approval of March 2020 Minutes

SGA President Ulises Herrera praises Instagram Live as reassuring students about the administration's relatability. The SGA election will be tomorrow, so we will be transitioning to a new SGA representative.

Faculty Senate President Boynton thanks Ulises for his service.

III. Academic Affairs update: Provost Shelton has been in touch with all the faculty via listserv set up by Vincent Houston, will only need when you need to get information to us, will not over-use listserv. She wanted to be sure faculty heard about new alternate grading options first. Some students found the language too academic – many not realizing that P/NC was two grading options rather than just one. These are difficult decisions and a difficult time for us all. This information will be sent to advisors as appropriate as academic affairs is trying to take this off of the faculty and onto a dedicated person designated by the deans

We have made the decision to go online this summer after listening to Dr. Ryan, ACHE, SACS COC, and what other schools were doing. This was postponed as long as possible, hoping it would not be necessary. Spring graduates will be able to participate t summer graduation with offer the opportunity to celebrate their degree conferral on July 31 August 1 will possibly be

Question from Paul Hathaway: What about faculty members who are up for third-year review and up for tenure but are unable to get into their offices to access materials. Provost Shelton is working with deans on extending these deadlines into the fall and looking at a new timeline for Faculty Annual Reviews. Also, in the new T&P policy, there is language that allows stopping of the tenure clock for situations such as this and for personal issues.

Provost Shelton will discuss this with Deans on Wednesday, who will let us know more.

There is concern that the pay scale for summer classes have been adjusted. Official compensation for summer has not changes, with 1/32 of annual salary for one hour course and 3/32 for three-hour course. We are speaking about minimum enrollment for summer courses: three to four years back, these were prorated based on revenue generated by tuition. President Beehler provided spreadsheets to dean where they could provide a full summer contract when any revenue was generated, but this resulted in a lot of disparity with faculty receiving same compensation. Determination that six students for graduate courses, 8 students for undergraduate has been set as minimum for full 3/32 compensation.

This is prudent given financial outlook after COVID 19.

University update Acting President Don Killingsworth recognizes Provost Shelton for her support and acknowledges the difficulty of the changes and asks us to thank our faculty on behalf of the institution and the students.

Enrollment is tracking upwards for the most part, similar to the rest of institutes in the nation, many are taking a "wait and see" attitude. We are open, planning to hold classes in the summer and planning to be in session in the fall.

The university is looking at enrollment and remaining in touch with students, current and future, finances look solid but this does not mean we know what is ahead. We have a virtual Preview Day this Saturday, a unique opportunity. Cabinet and division leaders have been asked to tighten belts, events and travel have been halted. There is staff hiring frozen except for faculty that would begin in the fall. It looks like the state allocation will match last year's, but we are depending on tuition and fees (enrollment).

Dr. Emily Messer and her team can use more employees to help contact potential students via Google voice. There is a chatbot launched by Student Success that Dr. King believes has been working well.

Trustees will meet next Tuesday at 9 am. They will not have committee meetings, but just their general meeting on the fifth floor of the stadium. Social distancing will be in effect, but the meeting is open to the press and to the public.

This will be a short BOT meeting with minimal action items; most things have been punted until the August meeting. Mr. Owen, chair of Academic Affairs, will bring forth a motion approved by Deans waiving testing requirements for undergraduates and graduate students for summer and fall to eliminate a barrier to growth. These students may be asked to take these exams later, after matriculation.

Dr. Killingsworth has been in touch with Dr. Jim Persell, President of ACHE, who says we are on par with other institutions. We offer discounted summer tuition anyway, and housing will be

available for students who need it. We still have international students who cannot go home, and we want to be sure they have accommodation (Meehan Hall and The Point) and dining.

The cabinet is preparing in case we are not able to be on campus in the fall, though we want to be. There would be many issues in play if we are not able to return; staff cannot be guaranteed their positions if we are not on campus.

Pete Matthews Coliseum is a drive-through COVID-19 testing site on Thursday, there will be traffic.

We are flattening the curve and he is confident people will be back in Bibb Graves beginning in May.

VI. New business

Faculty Senate President Boynton had input into the grading policy and feels it went well.

Faculty Senate Bylaws and Constitution update have been placed on the Faculty Senate website by Kim Westbrooks.

April BOT Meeting: President Boynton will attend and present Faculty Senate Bylaws and Constitution updates to the Trustees.

Faculty Awards – Jennifer Foster says they are waiting for Deans to choose recipient of Meehan Legacy award, and then will make the announcement on Facebook live (which will be coordinated) and via email since the live event has been postponed. We will have a reception when we are able.

President Boynton and President-Elect Russell Hammack and participated in an online ACUFP meeting to share information with other faculty senate presidents.

There were 17 applications for Faculty Research grants, an upward trend.

Faculty Senate Elections and Transition. Faculty Senate President Boynton's term ends May 2.

Elections Committee Chair Jeff Dodd shares that we have successfully concluded the routine departmental elections of senators whose terms were expiring. There are candidates for election of three of the four officers

- Senator Kim Westbrooks willing to serve again as Historian
- Senator Fayed Shah nomination for Secretary
- No candidate for Vice President/President-Elect

Senator Jeff Dodd encourages us to consider this as it is a good time with an administration that is supportive of the faculty. Faculty Senate President Boynton opens the floor to nominations. No one volunteers, so we will carry out this election electronically in the next month,

- Unanimous consent for Kim Westbrook serving again as Historian
- Unanimous consent for Fayed Shah serving for Secretary

V. Committee reports

Admissions and Scholarship Committee. Chair Kay Lang

Faculty Honors Committee. Chair Falynn Turley

Policies Committee. Chair James Woodward

Welfare Committee. Chair Helen Kaibara

Workload policy work temporarily tabled because of pandemic issues, but will be under consideration next year.

VI. Old business

VII. Call for Departmental Concerns and Shout-outs

VIII. Announcements

Diane Best: Senator Jada Murray's baby is here and they are at home and well.

Arlinda Wormely: Dr. Donna Dunn is full professor. Nursing is working on collaboration with ADPH with students around telehealth.

Kim Westbrook emphasizes that the library, while closed to the public, has virtual chat assistance available and subject specialist available via LibGuides. Items can be requested for curbside pickup.

IX. Adjournment at 4:30.