The meeting of the Faculty Senate was called to order by Dr Essounga, Chair, at 5:02 p.m.

Attendees:

Attendees’ names are attached to the meeting minutes. If you attended this meeting, and you do not see your name on these minutes, kindly notify the executive secretary so that your name can be added to the roster. If you notice a discrepancy in the minutes, please do the same. If you are a committee chair, please email your updates to the executive secretary for inclusion in the minutes.

Welcome:

Dr. Essounga welcomed all attendees thanking them for their attendance to the third faculty senate meeting of the school year. She indicated the Provost, Dr. Hargrove, was attending the meeting. She added the Provost would be given the floor to speak when he enters the Zoom room.

Provost’s Intervention

Provost Hargrove joined the Zoom meeting, indicating he was attending an EAB conference in Orlando but still attended to show support for the faculty senate. The Provost then thanked the faculty. He added his acknowledgement of all faculty’s effort; both faculty in attendance and not attending, during the current fall semester, efforts which contributed to a smooth transition from an online to an in-person mode of instruction. He next shared “the mindset of the Provost,” articulated around the following three points.

1. Our endeavor to improve instruction’s quality not just in speech, but in making good use of instructional technology to improve learning.

2. The intent to hire new faculty and provide resources to faculty in the form of faculty development programs for existing faculty.
   In this regard, he expressed he invited the faculty senate to be the champions of faculty development workshops and programs. –

Update: The faculty senate is working on such initiatives as follows:
1) Best Teaching Practices Roundtable Webinar: Being organized by Dr. Essounga, and facilitated by Dr. Ndi, with the participation of 10 faculty members from all colleges, selected by their respective deans, as follows:

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   Executive Secretary: Marisol Alcàntara-Ortigoza, PhD
**46th Faculty Senate 2022-2023**

Minutes for the 46th Faculty Senate Meeting

Monday November 7, 2022

5:00 p.m. via Zoom

Office of the Provost – Faculty Senate Joint Initiatives - Teaching Best Practices Webinar
Tentative Date: December 9th, 2022, from 4-6 pm [?]

<table>
<thead>
<tr>
<th>College</th>
<th>Dean</th>
<th>Nominee</th>
</tr>
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<tbody>
<tr>
<td>College of Arts and Science (CAS)</td>
<td>Dr. Channa Prakash</td>
<td>Dr. Melissa Reeves &amp; Dr. Rhonda Collier</td>
</tr>
<tr>
<td>Brimmer College of Business and Information Science (CBIS)</td>
<td>Dr. Kai Koong</td>
<td>Dr. Mostaque Zebal</td>
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<tr>
<td>College of Agriculture, Environment, and Nutrition Sciences (CAENS)</td>
<td>Dr. Olga Bolden-Tiller</td>
<td>Dr. Chukewueme Okere</td>
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<tr>
<td>College of Engineering (COE)</td>
<td>Dr. Heshmat Aglan</td>
<td>Dr. Ben Oni</td>
</tr>
<tr>
<td>College of Veterinary Medicine (CVM)</td>
<td>Dr. Ruby Perry</td>
<td>Dr. Roslyn Casimir</td>
</tr>
<tr>
<td>Taylor School of Architecture and Construction Science (TSACS)</td>
<td>Dr. Carla Jackson Bell</td>
<td>Dr. Roderick Fluker &amp; Dr. Amma Asamoah</td>
</tr>
<tr>
<td>School of Education (SOE)</td>
<td>Dr. Olga Glotova</td>
<td>Dr. James Reid</td>
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<tr>
<td>School of Nursing and Allied Health (SONAH)</td>
<td>Dr. Tracey Shannon</td>
<td>Dr. Rindia Hunt</td>
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Tentative Questions the panel will discuss:

1. What innovative teaching techniques do you use in class to keep your students engaged? How would you define engagement?
2. What do you do to make sure your students learn the material?
3. What do you do to keep your teaching aligned with the culture and needs of the industry?
4. What do you do that other institutions would like to emulate if they could?

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5. Any concluding comments/observations? -This initiative is awaiting the provost’s approval

2) Research Workshop: Organized by Dr. Nayak, in collaboration with Dr. Jelani.
3) Grant writing workshop: Organized by Ms. Jackson (Pre-award), Dr. Qazi (grant writing), and Mrs. Washington (post-award) who agreed to facilitate this event next semester, i.e., during Spring 2023. -

3. The Provost’s determination to provide support to faculty in their shouldering responsibilities such as research and service.

Further, the Provost challenged faculty to be of service to the University by playing an active role in the implementation of the university’s new strategic plan.

Dr. Essounga wholeheartedly thanked the Provost for his participation to the meeting and continuous support of the Faculty Senate.

She apologized for sending the minutes of the last meeting late, promising to send the next minutes earlier. For the reason faculty could not read the minutes due their late transmission, it was agreed the adoption of the said minutes would be tabled for the next meeting.

Dr. Edmondson offered the motion to table the approval of minutes to the next faculty senate’s meeting, seconded by Dr. Lewis-Clark.

Dr. Essounga presented the following updates, also mentioning these would be in the minutes.

Chair’s Update
1. Tenure and Promotion workshop: It was held as part of the effort by the office of the provost and supported by the faculty senate. The session was recorded for those who could not participate in it live.

2. Mental Health Day: This semester, there was no “Mental health day.”
As was agreed during faculty senate discussions, Dr. Essounga indicated she approached Dr. Myers-Taylor, The Interim Vice President of Student Affairs/Dean of Student Life; Mr. McCrary, the ADA director; and our own Dr. Maya from the Social Department. In response to the faculty senate’s inquiry, Dr. Myers-Taylor expressed in the email below the succinct reason for a lack of provision for Fall mental day as follows:

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“The request to host a mental health day has been addressed with administration and decided that there would NOT be a day where classes were missed; but a day where it would be addressed. Please note the Mental Health Day that is most commonly known within the last two years was formally Mental Health Week. This week was done in the spring semester by Student Life in conjunction with the counseling center. In response to covid-19 and its restrictions on access to physical engagements, limited activities, the depression of loved ones falling victim to the disease, and the stresses of virtual classes, the former Vice President of Student Affairs, Dr. Scott modified the model to address the above mentioned.

The university has “opened” completely with regular access to all the above, including sports and recreation the like. Our students are participating in these events in large numbers and can use these events as well as the weekends for self-care and mental health days were needed. But, we are happy to share that Student Health in partnership with ADA Compliance will host a wellness fair on Wednesday Oct. 19th in the Tompkins Hall Ballroom from 9am-2pm where multiple mental health vendors and exhibits will be present to discuss their respective programs and services with our students.
I will certainly look at the calendar and speak with Dr. Hargrove regarding more mental health supporting events before the end of the semester. Thank you for your time and consideration. I will inform you of any updates. -Best Regards” [].

Dr. Essounga indicated the Provost responded to the email above by expressing his continued support for organizing a mental health day in the Spring Semester.

At this junction, Provost Hargrove intervened to inform the faculty senate about his intention to hold a full week of mental health and wellness awareness activities. Provost Hargrove indicated he was in discussions with consultants in view of organizing a physical and mental awareness week around March 2023. He added his intention to have the faculty senate and staff senate involved in these activities.
Dr. Essounga thanked the provost for this initiative.

3. Faculty Senate Budget and Contribution Received for the purchase of faculty senate polos: Dr. Essounga reported only 5 faculty senators contributed towards the purchase of polo shirts for faculty senators. She made the decision to use the faculty senate budget funds to purchase the polos for faculty senators. Update: The polos were ordered. The order is being fulfilled as we speak. The polos will have each faculty senator’s name engraved on their polo. The faculty senate funds were used as well to purchase a gift which will be revealed during the next meeting, for purposes of discretion. -The funds collected from five faculty senators

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will be used to purchase gifts that will be offered during the Staff/Faculty Senate Awards ceremony, next year. Details will be forthcoming. The funds are kept by our own Dr. Fishkin.

4. Staff/Faculty senate homecoming initiatives: Dr. Essounga thanked Dr. Nayak and Dr. Fishkin for taking part in the joint staff/faculty senate homecoming activities. Dr. Karanam and Dr. Frazier also attended the joint pep rally: Dr. Essounga thanked them as well. If you attended these activities and Dr. Essounga omitted to mention you, please respond to her (yessounga@tuskegee.edu): Your name will be added here.

5. Meetings with the President and the Provost: Dr. Essounga reported she paid a courtesy visit to the President, Dr. Morris. The President responded to her invitation to attend faculty senate meetings by promising that going forward, she would try and attend at least two faculty senate meetings per semester. She added with her investiture’s events coming up, as well as other commitments, keeping this promise might prove to be a challenge; but she promised to try.

Dr. Essounga stated the President indicated as well, she intended to meet the entire faculty and asked Dr. Essounga to coordinate the planning of the said meeting with the provost’s office.

Dr. Essounga stated she will always check for the President’s availability with Mrs. Ruffin, the President’s Assistant. She did so regarding the upcoming December meeting: She was informed the President may be travelling at the time of the faculty senate’s December meeting. The invitation will still be extended to the President, given that these meetings are held on Zoom. She cautioned for everyone to have measured expectations, in view of the busy schedule of our administrators.

Dr. Essounga indicated she also visited with the Provost. From her discussion with the Provost, came the challenge and invitation he extended to the faculty senate to organize Provost’ Office-Faculty Senate-led- initiatives to benefit faculty.

Update: Such initiatives are being organized, as indicated on page 1 of these minutes.

Dr. Essounga invited Dr. Nworie to share ODEOL’s initiatives regarding faculty development.

Dr. Nworie’s Presentation
Dr. Nworie introduced the ODEOL’s staff:

Dr. John Nworie
Executive Director

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Anita Norman
Office Administrator

Richard Glaze II
Online Enrollment Counselor

Febreu Holston
Peer Mentor

Sonsauhray Price
Instructional Technologist/LMS Administrator

JaNeen Roberts
Online Student Support Services Specialist

Dr. Moses Ntam
Faculty Coordinator

Dr. Brett Coppenger
Faculty Coordinator

Dr. Nworie’s presentation will be posted on the faculty senate page.

Dr. Nworie indicated ODEOL had an online student support personnel who was responsible for guiding students through online navigation, library, financial aid, and all other necessary information for student success. He added ODEOL provided support in online teaching, video recording, graphics design, organized workshop for faculty development, technology support in online teaching; ODEOL also provided support for face-to-face environment both in learning pedagogy and to help in recording teaching. Dr. Nworie added new instructional designers were going to be hired soon; they will be helping in all the activities mentioned above. ODEOL also schedules one on one meetings with faculty to help them as needed. All online courses must pass the quality matters review of the ODEOL review board.

Blackboard assistance can be obtained from Ms. Price. Soon TU will transition to canvas. The onboarding process has started and a company, “K16,” will help in the migration from BB to canvas. A white globe migration process was decided to provide instructors with a smooth transition. Canvas migration will be implemented in Spring 2023 and faculty will start using Canvas for instruction starting Fall 2023. Training programs will be organized during spring and summer 2023. Instructional media production workshops will be offered soon, and multiple workshop announcements will be communicated in this regard. Three graduate and three bachelor’s degree programs are offered online, and multiple programs are in the pipeline.

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Summer online courses are also offered by ODEOL, and these help students to finish general ed requirements during summer.

Dr. Nworie stated online summer courses were very important for student graduation. He indicated the cut-date for faculty who wanted to teach summer online courses will be announced during the month of December. He added faculty could take the online teaching certificate course in Spring 2023. He stated faculty members were encouraged to take “quality matters” training to become peer reviewers for other courses. He indicated faculty could get a small remuneration to review other courses for other universities. The cut date for the submission of online courses to be taught in summer will be in January.

Partnering with CAS, ODEOL is also joining in the use of immersive learning technologies for effective teaching.
Acadeum is a course sharing partnership with over 13,000 courses which allows students to take a course from Acadeum and for that course to be recognized. TU gets paid if students from other universities take courses offered by TU instructors and when TU students take Acadeum courses.

Dr. Jones congratulated Dr. Nworie’s office for the excellent service provided to TU community.

Dr. Fagbodun requested access to canvas to allow faculty to try it out before using it in Fall 2023.

Dr. Nworie indicated faculty would have time to work on Canvas as soon as the course migration would be over; he added multiple training sessions were going to be organized.

Dr. Essounga suggested one workshop that would be timely could be one on how to include culturally sensitive content in faculty’s courses. Dr. Nworie indicated he welcomed suggestions on ideas for workshop.

Dr. Essounga yielded the floor to Dr. Ortigoza for Committees’ Chair updates.

a. Academic Affairs Committee

Dr. Reid reported the following: The Academic Affairs Committee did not meet since the last Faculty Senate Meeting. The Committee had a meeting planned the next week to discuss a new proposal. The proposal was from the College of Liberal Arts and Sciences, Department of Psychology and Sociology, for a new Master of Arts program in Educational Psychology and Counseling, which includes several new courses. He added Dr. Vivian Carter was the originator of
the proposal; she will be attending the meeting to discuss the proposal and answer any questions from committee members. The committee received a couple of requests to propose pilot courses. Dr. Reid stated, he explained that according to the Academic Affairs Committee Handbook, pilot course did not need to be voted on by the committee. The only thing that was required was a letter addressed to the committee chair informing the committee of the department’s plans. He reminded to all that new course proposals did require the submission of a course syllabi together with learning outcomes. A question was asked to Dr. Reid regarding the number of meetings his committee would hold this year, and whether it was possible to still submit a proposal. Dr. Reid indicated that he would call a meeting as soon as his committee receives the proposals.

b. Academic Personnel Services Committee
Dr. Toufic Nashar
Dr. Nashar could not attend the meeting. He shared that his committee was simply waiting for applications from faculty.

c. Research and Graduate Studies Committee
Dr. Sheritta Fagbodun
Dr. Fagbodun has not shared her updates for the minutes’ record. When she does, these will be herewith included.

d. Continuing Education and Outreach Committee
Dr. Bala Karanam
Dr. Karanam indicated the CEOC was developing policies and programs to involve the faculty with the community, the City of Tuskegee, Macon County, and other entities. In this regard, he indicated he reached out to Dr. Rosemary M. Wright, Principal of Tuskegee Institute Middle School (TIMS). He stated the aim of the committee was to arrange a talk with the Students at the TIMS: This could be in the form of a one-day workshop on financial literacy. TU students would conduct the workshop to help the TIMS students. The TIMS students would have a field day trip at TU. His committee also discussed how to encourage the TIMS students to make use of the TU library resources to help the TIMS students in preparing for SAT, and ACT exams. He indicated his committee also wanted the TIMS to learn about and consider STEM and other disciplines opportunities at TU.

e. Instruction Committee
Dr. Benjamin Fishkin
Dr. Fishkin expressed a concern regarding the issue of the Clear Touch screens which were not installed in every classroom.
He added this meant that some people had to perform more than one preparation: One for a class with the technology and one without. Another issue, he added, was that it could be challenging to make the Clear Touch record classroom proceedings. He stated this may be an "old school issue;" still, it was challenging to get students to walk over to the Ford Motor Company Library to work and engage in research using actual books. The students would rather use electronic sources. This made it possible to avoid doing more traditional research with books, papers, and periodicals.

There followed a discussion regarding some justified apprehension faculty shared with Dr. Fishkin regarding the use of Canvas. This sentiment was echoed by Dr. Jones. As well, it was agreed such apprehension may be assuaged by the training to use the new tool which will be provided to all faculty in advance of the canvas roll out.

f. Grievance Committee

Dr. Maya indicated her committee did not receive any grievances.

The meeting’s discussion continued on and went passed the meeting’s scheduled time. The recording is available as well, for any person who would like to refresh their memory about the topics discussed that day. -Off the record discussions pointed to the unease some may feel regarding the faculty senate’s habit to open its sessions with prayer or blessing. It was agreed going on forward, faculty senate meetings would start with a minute or two of personal reflection, in lieu of a prayer or blessing to show respect to all.

After an hour and thirty-six minutes, and no other matter arising, Dr. Essounga asked for a motion to adjourn the meeting.

Dr. Ndi briefly invited all to attend all upcoming Interdisciplinary Series presentations, indicating the next ones were slated for the 12th and the 18th; after which he offered a motion to adjourn the meeting, seconded by Dr. Parham. The meeting was adjourned at 7:37 PM. The Faculty Senate will next meet on December 5th, 2023, at 5:00 pm for its last meeting for the Fall 2023 Semester.
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Attendees:

1. Akshaya Kumar
2. Amy King
3. April Jones
4. Bala Karanam
5. Barrett Vaughan
6. Behzad Esmaeilian
7. Benjamin Fishkin
8. Benjamin Oni
9. Bill F. Ndi
10. Brandon Gines
11. Byunghoon Lee
12. Carol Banks - Tuskegee University
13. Changhuang Wan
14. Charles Parham
15. Chitra Nayak
16. Clarissa Harris
17. Deepa Bedi
18. Ebony Gilbreath
19. Ebony Gilbreath (Tuskegee University)
20. Eunice B
21. Fan Wu
22. Garrett Ashley
23. I-Phone-User (Name?)
24. James Reid
25. Jannett Lewis-Clark
26. John Nworie
27. Kai Koong
28. Kunle Harrison
29. Lecia Robinson
30. Lloyd Webb
31. Madryn Odom
32. Marisol Alcántara Ortigoza
33. Maya Martin
34. Mohammad Arafatur Rahman
35. Monica Terrell
36. Munshi Basit
37. Richard Thomas
38. Rose Frazier
39. S. Keith Hargrove
40. Sharvare Palwai
41. Sheritta Fagbodun
42. Teri Prim
43. Thonnia Lee
44. Vickie Edmondson
45. Yolanda West
46. Yvette N. Essounga
47. Zahig Baig

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