



Full Faculty Meeting Minutes

Date: Thursday, 4/25/2024 **Time:** 11:00am **Venue:** Sutton Auditorium, Rm 203

Attendees:

Zainul Abedin	Mohamed Elmellouki	Kalanya Moore	Jerry D. Redmond, Jr.
Emmanuel Amadi	Chetara Epps	Ed Morse	Lee Redmond
Shanell Bailey	LaTonzia Evans	Riley Murry	Gloria J. Ross
Barbara Baymon	Shelly Garlotte	Richard Mushi	Micah Rueber
Victor Bii	Kathie Golden	Bhanu Priya Viraka Nellore	Khaled Sabaheim
Diane Boston	Marcus Golden	Abigail S. Newsome	Mary Shepherd
Shannon Bowden	Lawrence Goldman	Moses Newsome	Lokesh Shivakumaraiah
Jerryl Briggs	Kathryn Green	Duy Nguyen	Ora Starks
Kimberly Broadwater	Jocelyn Haley	Laifa Ntombekhaya	Gloria Tidwell
Antonio Brownlow	Lemondra Hamilton	Mamie Osborne	Keyon Q. Tunstall
Jearline Bryant	Ida Hampton-Cannon	Cassie Osbourne	Gwendolyn Vaughn
Christine Campbell	Julius Ikenga	Alnour Osman	Ying Wang
Candace Carter-Stevens	Zafar Iqbal	Omer Osman	Jimmie S. Warren, Sr.
Latosha Ceasar	Darrell James	Daniel Oyuigi	Stacy J. White
A.A. Farhad Chowdhury	Lin Knutson	Manju Pande	Loraine Woods
Theresa Dumas	Jason Mathern	Sabrina Perry	Xinoqin Wu
Elina Dyo	Robert McClung	Deborah Purnell	Jinglong Ye

AGENDA ITEM #1 & #2: OPENING; Call to Order & Remarks

The Full Faculty meeting was called to order at 11:01am by Dr. Candace Carter-Stevens, who welcomed everyone and announced the procedures for asking questions after the presenter. CCS welcomed Dr. Jerryl Briggs.

AGENDA ITEM #2: OFFICE OF THE PRESIDENT

Dr. Briggs thanked those present for their efforts and dedication, in and out of the classroom.

JB discussed priorities: most critical is sustaining and building enrollment, not only recruitment but retention of current students to matriculation. He explained “enrollment cliff,” a steady decline in national enrollment over the last 10 years, which is projected to continue. He said he sent a report to IHL regarding a plan to address decline at MVSU. He states that MVSU is projecting and planning for another 16.9% increase.

JB discussed deferred maintenance on campus – repairs and modernization. He states that MVSU is ready to move forward on some projects, particularly in the next couple of years, such as stadium enhancements, roofing projects, student union, academic skills, etc., and potentially building new

student residence hall beginning with deconstructing LeFleur Hall and adjacent building within the next year.

JB commended department leaders and faculty regarding SACS reaffirmation, stating we have received positive feedback, no recommendations, and no suggestions, and adding that we are good for the next ten years.

JB explained that MVSU's financial solvency was recently evaluated, which we have passed for the last several years. MVSU has a low debt, has cash in place, and is above all limits. He cautions that financial reasons are the number one reason or way to lose accreditation.

JB issued a challenge to MVSU and encouraged faculty to look at current academic offerings, consider adding new programs, and examine areas for improvement to be more competitive among sister institutions. He admits that, while at one of the recent IHL meetings, the trustees said that they are "not seeing MVSU enough" and asked what could be done to improve that.

JB concluded by thanking faculty again, and he stated that he is looking forward to commencement and the closing of the year.

AGENDA ITEM #3: OFFICE OF ACADEMIC AFFAIRS

Carter-Stevens thanked Dr. Briggs and introduced Dr. Kathie Golden.

Dr. Golden referred to Dr. Briggs' discussion about recruitment and retention; she issued a challenging to discuss enrollment numbers with department chairs, explaining that some online programs initially had robust enrollment but have now declined. She explained that it would be better to more effectively reach and retain students by possibly reimagining how to deliver content, share new ways to approach course delivery and reach students, for example. She added that we lose money with six- to seven-year graduation rates. She also added that the Office of Academic Affairs have offered initiatives to assist with retention, but faculty has not "bitten into them yet."

KG explained that reaffirmations seem to happen consecutively, with three site visits this (spring) semester – Business undergraduate and graduate, Environmental Health, and Art. Prior to that, we had Computer Science as well as two programs in Social Work, with a total of seven programs going through affirmations in the last year. Feedback received thus far has been positive, with efficient suggestions and solutions.

KG addressed the desire for higher salaries. Maintaining enrollment is key. She states that, based on regional comparisons with enrollment numbers and credit hour productivity, we are doing well. However, KG noted that cost of living increases will happen, and administration understands. COVID affected faculty numbers, decreasing from approximately 136 full-time faculty to approximately 93.

Dr. Golden introduced Dr. Abigail Newsome.

Dr. Newsome discussed initiatives that have been offered to faculty, such as metacognition and AI workshops. AN recognized that even negative feedback can prompt modifications. Faculty participation has been low, and AN stated that the usual time of sessions (during lunch time from 11am-1pm) could

be problematic, but this seems to be the best time to offer continued opportunities. More initiatives will be offered in the fall, and students will be involved as well.

AN suggests that we should teach students to use AI progressively, realizing that some AI is not always factual, and students should verify information. She adds that to graduate the required degree numbers to remain in good standing with IHL, we must reimagine what we have. Engagement and teaching may need to be different than the way current faculty were taught. Additionally, AN is working to incorporate Virtual Reality and/or Augmented Reality in the classroom. She requests information from faculty.

Dr. Golden states that we are now a Peace Corps Prep campus, which means we have organized current curriculum so that an interdisciplinary degree will satisfy Peace Corp Prep if students are interested. This will be available in 2025.

Dr. Golden states that she and Dr. Newsome are investigating imbedding e-credentials in some of the programs we already have, which is in line with AI. She requests information from faculty also. Dr. Newsome adds that they are also investigating ways to give faculty e-credentials, which is not attached to the university but is owned by the individual and can be recognized at other institutions. Dr. Golden also stated that every department has Smart Boards that should be used.

AGENDA ITEM #4: MVSU NATIONAL ALUMNI ASSOCIATION

Dr. Carter-Stevens introduced Mr. Jerry D. Redmond, Jr., the President of MVSU National Alumni Association, who provided his credentials and past experiences as an MVSU alumnus to the attendees.

JR explained that his purpose was to extend opportunities to alumni and supplement to build capacity. He says that alums want to connect with departments and help and support them. National Alumni Association is a 501c3 organization, built with a mission to supplement and support the institution. He states that if there is financial deficiency, "it becomes our responsibility as alumni in order to help fill that gap."

JR states that the National Alumni Association has a goal of 5,000 active members. He explains that 30% of \$100 membership fee goes to program support. He adds that an Associate Membership, for non-alumni, can give access to the National Alumni Association.

AGENDA ITEM #5 and #6: FACULTY SENATE CONSTITUTION AND BYLAWS REVISIONS and FACULTY HANDBOOK REVISIONS

CCS queried the attendees about the last time the Faculty Senate Constitution and Bylaws were revised. It was determined that the Faculty Handbook was last revised in 2013. CCS states that both documents need to be current, and this would be a priority for Faculty Senate. (Faculty Senate members were identified.) CCS reminded attendees that department representatives are available, and documents need to be adopted (Constitution and Bylaws in the fall of 2024 and Handbook in spring of 2025).

AGENDA ITEM #7: FACULTY CONCERNS

1. Student issues regarding IDs and Faculty Parking (students without IDs cannot eat; need additional faculty parking): Student issues go to Dr. Calhoun and Dr. Bailey. CCS will email Faculty Senate members their responses to these concerns.

2. Concerns about grade of “I” not being removed after a year: For resolution, Student Records is initially responsible and should be contacted, then Enrollment Management, then Dr. Briggs.
3. Removal of Pre-Requisite Blocks (Unnecessary blocks are in place and preventing registration): KG requests a list of classes that are being blocked and will work on it.
4. Academic Calendar (Less time for holiday break; alignment of Spring Break with surrounding schools; Easter Monday was not given as a holiday): MVSU Academic Calendar was already posted at the time concern was raised, and it appeared to allow more time for holiday break, as well as align with surrounding schools for Spring Break. KG states that Easter Monday has not been a holiday for a while. Additionally, KG reminds attendees that surrounding schools sometimes change their calendar or do not post it, and MVSU has no control over that.
5. Increase Faculty Salaries for Summer School Teaching Being Competitive with Sister Institutions: CCS wants to “put this out in the atmosphere” so that something can be done about it soon.
6. Dr. Shannon Bowden welcomed CCS as the new Faculty Senate President and inquired about her goals and mission and vision as the new President. CCS responded that she intends to be the spokesperson for the faculty and make sure the concerns of the faculty receive feedback or change. She adds that her priority now is to adopt the Faculty Senate Constitution and Bylaws as well as a new Faculty Handbook.
7. An attendee inquired about Commencement location and rehearsal. AN stated there is no rehearsal. Commencement is at R.W. Harrison at 8:00am on Saturday, May 4. Faculty were encouraged to be there in regalia and should be in place at 7:30am.
8. Technology Infrastructure (Issues with WiFi; no component like Turnitin): CCS requests that technology infrastructure should be updated and working because it affects the academic process, as it is ; Turnitin is through the library and may need a contract, and may need to pass other checkpoints, and status is currently unknown.

AGENDA ITEM #8: ANNOUNCEMENTS

Faculty was informed of the following:

- The University Choir Spring Concert is tonight (4/25/24) at First Presbyterian Church in Greenwood.
- KG announced that Faculty Senate President is “on the job” with phone calls and communication.
- Graduating Seniors will have an Alumni Association Luncheon on Friday, 4/26/2024, from 3-6pm.
- General Body Meeting will be held on Saturday, 5/10/2024, 10:00am, Business Education Building.
- Graduate Hooding Ceremony will be held in the H.G. Carpenter Auditorium on 5/2/2024 at 10am.
- CCS reminded attendees that Faculty Senate has monthly meetings, and if anyone has concerns, they should forward them to their department representatives for submission.
- CCS added that she has a platform with a motto of “MVSU Faculty SOB” (MVSU Faculty Standing On Business).

AGENDA ITEM #9: ADJOURNMENT

CCS adjourned the Full Faculty meeting.