

# FACULTY SENATE MEETING – SEPTEMBER 23, 2022

## MINUTES

**Approval of the agenda and previous minutes – Approved.**

**FS Remarks: Delivered**

**Administrative Updates:**

### **President Abdullah**

#### **1. Pay Equity**

The pay equity will be in the pay checks come January 2023. This is the latest time frame. This will be a 2-step process. The first step being in January and the second step in June. Salary targets for the next academic year are known. Some people will get more or less than the 5% in order to meet the pay equity implementation. Everyone will get the 5% initially. The consulting company will take a look at the positions, credentials, length of employment, background, and job descriptions for consistency in implementing the process of pay equity. The amount of money budgeted for this pay equity is in the range of 1.5-2 million dollars.

**Q- For time served at VSU, does that include years of credit that were given in the contract letter upon the initial hire?**

**A: It includes time in position, only at VSU.**

**Q: Will the pay skill be based on the years in the current position or the performance or some other measurement?**

**A: It will not be based on performance. It will just be based on the field, credentials, salaries in this area, and time in service at VSU, looking at 9,10, and 12-month faculty.**

**Q: Is there a place that we can find out what the bands are?**

**A: No, we don't currently have that information available. Plans are in the making for faculty to gain access to this information by November. Deans will be taught how to walk through the process who will in turn be able to provide the information about the bands to faculty and staff. The overall goal is to have this information publicly accessible via online.**

**Q: Although the annual evaluation was not included in the equity calculation, just curious if the annual faculty evaluation process is skipped this year?**

**A: We are continually working on an evaluation process that everyone can believe in. The process has not been skipped. Dr. Palm has assigned a new faculty evaluation process, (not for merit), that awaits Pres. Abdulla's signature. Pres. Abdullah suggested implementing a single evaluation process for merit and bonus pay.**

#### **2. Validation**

Approximately 4,600 students have been validated and we still have more to go. He estimated enrollment for this semester will be 4700+

**Dr. D. Palm**

**Plan to refine promotion and tenure**

This electronic process is in its second year. This is a 2-step process: 1 filling it out and 2 uploading it. There is a faculty mentoring committee involved with helping the faculty put their dossier together and uploading. An extension was provided since the uploading portion of this process is new.

**Dr. Clemons**

The electronic Promotion and Tenure Portal is the same process that is located in the faculty handbook. All points and processes in the handbook have an equivalent folder in which documents can be submitted. This portal is just for the review of documents. Please communicate any specific programmatic for academic disciplines to the Promotion and Tenure committee.

An expansion of the electronic process will include annual evaluations and review.

The provost office provides training in regards to electronic portal.

**Dr. T. Minnis**

Thanking the strategic subcommittees for the recommendations. Asking that they go back and align the recommendations plus consider a budget for executing some of the recommendations. Submitted items have been reviewed by the Provost's office. The next step is to look at the implementation strategies, and funding. Dr. Minnis requested the Chair of the Strategic Planning Committee to provide a time that SPC can meet with Dr. Minnis and Dr Palm.

**Q:** is the Strategic Plan available for Faculty Senate to review?

**A:** Strategic plans for the university is accessible on the VSU website

3. **Technology Issues**

All classroom requests are treated with a high priority. Please follow protocol and reach out to Ms. Malbon first before escalating to Mr. Edwards. Upcoming IT training for the tools and the classroom technology.

**Q:** What advice would you give when a classroom's technology is offline for 2 weeks, with 4 tickets submitted but to no avail?

**A:** There are mobile units (Projector on Wheels-POW) in place to keep the classrooms. Each Dean should identify a person for each building who has access to the POW. In this case, please reach out to Ms. Malbon so she can identify the person who has access to the portable equipment.

**Comment by Dr. Xie:** We are in the 6<sup>th</sup> week and the issue has not been resolved. Tickets have been submitted.

4. **AAUP** – To schedule a meeting with Dr. Palm and Dr. Barringer-Brown.
5. **Approval progress for the previously approves policy documents**

Dr. Palm has added his signature and the policy documents now awaits Dr. Abdullah's signature.

6. **Covid-19 Status update (Dr. Corley)**

In 40 days, VSU has dropped down to 13%. Surrounding counties (Hopewell, Colonial Heights, Chesterfield, and Petersburg) are considered medium. Thanked all those who joined him in the wellness walk. Night time counselor working with the police department now. Covid clinic has moved to 101 Memorial Hall. Added a second Wellness Day (Wellness Days are now October 7<sup>th</sup> and October 17<sup>th</sup>).

**Q:** As a research faculty, we have not received our contract. Our current contracts will be expiring tomorrow.

**A:** Dr. Palm will follow-up and get back to Ag Research on Monday.

**Dr. Palm:** There has been a budget increase allowing more police to be hired and more lighting for the campus

**SGA Update (Ms. Yania Campbell)**

Post office hours extended. First Town Hall meeting with 60 attendees. Ghost kitchen added as an option for dining after 9 pm. SGA talent show Oct 3<sup>rd</sup>.

**Staff Senate-** absent

**CAIC-**

**Dr. Lynch** represented Dr. Barringer-Brown to move a motion to approve 3 curriculum changes: HIST 349 to HIST 245; HIST 240 to HIST 241; and HIST 340 to HIST 341. **Approved.**

**FPC**

**Dr. Taghavi-** policies that have been approved by the FS were sent to Dr. Palm – chair policy, expectation for continued employment, and faculty evaluation instrument. None can go to the board until they are approved by Dr. Palm. Dr. Githinji clarified that the policy documents won't need the board's approval, per the prior information provided by Dr. Palm.

**JCSL**

**Dr. Robertson** asking faculty to attend for observance purposes

**Dr. Donald** -first meeting in 2 wks.

**FS web page- Dr. Githinji.** The web page is now up and encourage faculty members to visit the page and provide feedback if anything needs to be changed.

**Dr. Rutto: Quality Enhancement Plan QEP:** Provided an update on QEO and can share the PowerPoint presentation as needed.

**New Asst. Secretary:** Dr. Michelle Belle– **Approved**

Meeting adjourned at 4:36 pm