

I. Call to Order

The March 5th, 2020 meeting for the TSU Faculty Senate began at 3:04 p.m. on Thursday, March 5th, 2020. Quorum for this meeting began at 3:03 p.m.

II. State of University/New Faculty Compensation Structure**A. Acting President Kenneth Hewitt (Week 8)**

- SACS visit completed
 - They discussed three recommendations they will officially address in final report for the University. None were in the core requirement areas.
 - TSU will have five (5) months from today to rectify.
 1. Quality Enhancement Plan QEP
 2. Admissions Policy and Procedure
 3. Financial Aid- Title IV
 - Budget process will also connect to the comprehensive salary study.
 - Legislative Session will start planning in the summer.
 - Fundraising connect to understanding research capabilities to raise additional resources to the University.
 - Campus Master Plan should be completed by mid/end of summer.
- Billie Day- Compensation Consultant addressed the most recent compensation study
- Compensation structure under study deals with positions not individuals. Day referenced visiting the The World at Work website, which provides information of how compensation is determined. [Data Cuts/Data Sources]. In this study, the following data sources were utilized:
 1. Sample of HBCUs
 2. TSU
 3. A number of other four-year institutions, which divided enrollment in two parts
 - Size
 - Schools with over 8300 students
 4. Supplemental data by deans.
 - Pulled data by fields of study.
 - Analyzed the data- determined how TSU compare with the data.
 - Question considered: Is the salary adjustment based on affordability and sustainability?
 - The salary spreads were determined by the standard formula utilized by the World at Work.
 - Faculty requested a copy of the consultant's presentation.
 - Several faculty senators offered suggestions and concerns (1) related to various considerations for utilizing variables for compensation changes; (2) equitable salaries across colleges and positions specifically related to gender differences and internal equality, (3) the participation for Faculty Senators to help move faculty to the mid and maximum points and (4) merits have never played a role in salary increase.
 - Issues: lack of data; easy to access educational data
 - Faculty suggest putting a compensation plan together
 - What's the timeline for the compensation changes?
 - What do we consider shared governance?
 - Faculty suggest another phase that should include equity, merit and compression.

- MOTION: Senator Handy- It is recommended that the faculty senate not accept the current PTG-Task Group Plan based on comparative market value and the available salary resources be held until priorities are made towards addressing salary equity adjustments with a particularly focus on gender inequity, merit and salary compression disparity and have a direct conversation with the Interim President.
- Seconded by Senator Saunders
 - MOTION Passed:
 - 13 Yeah
 - 3 Opposed
 - 1 Abstention

III. Adjournment

- The meeting ended at 5:55 on Thursday March 5th, 2020.
- The MOTION to end the meeting was Seconded by Senator Saunders.

Minutes prepared by Dr. Carla Brailey, Secretary of the Faculty Senate