



Texas Southern University Faculty Assembly/Senate

Dr. Rasoul Saneifard, Chair
Dr. Edieth Wu, Vice Chair

Dr. J. Kenyatta Cavil, Secretary
Dr. Olurominiyi Ibitayo, Treasurer

Dr. Luis Perez-Feliciano, Faculty Speaks Editor
Dr. Vera Hawkins, Parliamentarian

FACULTY SENATE SPECIAL MEETING MINUTES

Thursday, June 30, 2016
Hannah Hall, Room 111
3:00 PM

Senator Members Chair & Vice Chair

Dr. Rasoul Saneifard (Chair) College of Science, Engineering and Technology
Dr. Edieth Wu (Vice Chair) Senator, Thurgood Marshall School of Law

Senate Members Present

Anga, Ahunanya Senator, Thurgood Marshall School of Law
Bell, Edward Senator, College of Pharmacy and Health Sciences
Cavil, J. Kenyatta Senator Secretary, College of Education
Ghemri, Lila Senator, The Graduate School
Hollomon, Mario Senator, College of Science, Engineering and Technology
Ibitayo, Olurominiyi Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Jemison Pollard, Dianne Senator, College of Liberal Arts and Behavioral Sciences
Ojode, Lucy Senator, Jesse H. Jones School of Business
Perez-Feliciano, Luis Senator Editor, Barbara Jordan-Mickey Leland School of Public Affairs
Perkins, Carlton Senator, Jesse H. Jones School of Business
Reynolds, Lacey Senator, College of Education
Saneifard, Rasoul Senator Chair, College of Science, Engineering and Technology
Tymczak, Christopher J. Senator, College of Science Engineering and Technology
Woldie, Mammo Senator Parliamentarian, Jesse H. Jones School of Business
Wu, Edieth Senator Vice Chair, Thurgood Marshall School of Law
Yousefipour, Zivar Senator, College of Pharmacy and Health Sciences

Senate Members / Colleges Not in Attendance

Abobo, Cyril Senator, College of Pharmacy and Health Sciences
Asare, Nana Senator, College of Education
Causinus, Marylise Senator, College of Liberal Arts and Behavioral Sciences
Georges-Abeyie, Daniel Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Regis, Humphrey Senator, School of Communication
Thomas, Graham Senator, College of Science, Engineering and Technology
Walker-Hawkins, Vera Senator Parliamentarian, School of Communication

Senate Members or Senate Counsel / Not in Attendance (Alternative Representative or Counsel)

Carrington, McKen Faculty Senate General Counsel, Thurgood Marshall School of Law



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Guest(s) from Faculty Assembly or University

Lane, Austin A. President, Texas Southern University
Porter, Ravin Recent Graduate (2014) in English

Call to Order

C = Comments, R = Response, and Q = Question

Senator Chair Rasoul Saneifard called the Special June 2016 meeting of the TSU Faculty Senate to order at 3:11 pm on Thursday, June 30, 2016.

Announcement

C: Senator Chair Rasoul Saneifard: Opened the meeting stating thank you for the senate faculty's attendance. In addition he stated that he hoped faculty members are enjoying their summer break for those that were not lecturing during the summer.

Discussion on floor by several Senators regarding the purpose of this meeting with 12th President of Texas Southern University, Dr. Austin A. Lane

C: Senator Chair Rasoul Saneifard: The Board of Regents approved all tenure and promotions presented during the last board meeting except those presented from the Thurgood Marshall School of Law. This is currently under review by the Thurgood Marshall School of Law's tenure and promotions committee. The plan is to present the updated information during the August Board meeting.

C: Senator Chair Rasoul Saneifard: Opened the floor for the faculty senate to address the 12th President of Texas Southern University, Dr. Austin A. Lane with questions and/or concerns on behalf of the faculty assembly.

Guest

C: The 12th President of Texas Southern University, Dr. Austin A. Lane: Went around the room and shook every faculty member hands cordially.

C: President Austin A. Lane: Stated after learning he was to become the 12th President of Texas Southern University his first email he received was from the Faculty Senate Chair, Rasoul Saneifard. He wants us to move the university forward together. I do not want a special group and I do not want to take care of just one group of people. I will continue to go over a great deal of facts and I am checking facts and reviewing information I have received since arriving on campus.

C: President Austin A. Lane: I want to focus on three to five top priorities.



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C: President Austin A. Lane: I have met with all my vice presidents on campus and two deans thus far and will meet with other deans in short order. I am asking all interim deans to apply for their dean's positions and this would include an interview session with their faculty. I can tell you openly that I found out that in some cases we have not followed the policy. I am looking to change the culture towards us working together and moving forward.

C: President Austin A. Lane: Next thing you will see is a timeline for discussion between constituents including faculty. I am reviewing those administrators to see who I will continue to have in place. I will constantly come back to review this list over my tenure here at Texas Southern University.

C: President Austin A. Lane: In terms of research as I have travelled around the country one name I have continued to read and hear positively during this process is Dr. Wilson. As this is the case, when I was in Austin with the legislature, I asked them if they realized the quality of our faculty here at Texas Southern University in terms of their research. We do not want to be a best keep secret. I reviewed the vita of faculty and it is impressive. We must push that forward. The Lt. Governor is focused on community colleges and certificate programs for the workforce. The Governor is focused on research, mainly at the University of Texas and Texas A&M University. Texas Southern University has a small amount of research dollars compared to other regional universities. During my legislative visit, many legislatures are asking should Texas Southern University consider partnering with the University of Houston or other neighboring institutions to increase the research capacity and research dollars.

C: President Austin A. Lane: There has been no change in terms of enrollment comparing open enrollment to closed enrollment. We have 12,000 applications interested in Texas Southern University, but only half have been admitted. Furthermore, in the past we have averaged about 1,200 to 1,300 freshman students. We should consider a conditional students admission program (i.e., 2.4 GPA). Texas Tech University has a similar program that has worked that admits students conditionally with a 2.4 GPA that requires them to attend summer school, take said number of courses and earn a certain G.P.A. to gain unconditional admittance for the following fall semester. We would like to implement a similar program for freshmen here at Texas Southern University to increase enrollment.

C: President Austin A. Lane: He will evaluate Title III funds as it relates to faculty and students, particularly for academic equipment in the classroom. I am proposing using the \$9 million for a program where we utilize at a minimum \$500,000 towards academic equipment in enhancement of our classrooms each year over a period of time until we have upgraded each academic unit.

C: President Austin A. Lane: We want data to drive our decisions. I heard about the two percent raise. I will submit to the board a two percent raise for all faculty members. For staff, I am submitting a two percent raise for all of those that are earning below a \$100,000 salary. For Vice Presidents, Deans and I, we will not be a part of this raise. We are fine.

C: Senator Chair Rasoul Saneifard: Opened the floor for the faculty senate to address President Austin A. Lane.



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Discussion on floor by several Senators

- Open Carry Policy

C: President Austin A. Lane: I will openly state that I am not a proponent of this particular legislative policy, but we will follow the legal statute. Currently a Board Member, the University Counsel, and Police Chief are completing the plan for our Campus Carry policy and I will send this information, including a campus map to Senate Chair Rasoul Saneifard to disseminate to the faculty assembly. Note: While there is a Campus Carry policy by Texas State Law, there is no Open Carry on campus.

- Summer Teaching and Assignment to Faculty

C: President Austin A. Lane: I have reviewed this issue and we currently do not have academic units with a clear format to implement the policy in the faculty manual. The excuse I have been given from my deans, is that we do not have the budget, which is not going to cut it. Faculty senate along with the deans will sit down and work out the process to make sure we adhere to the faculty manual. When I review issues such as these that come to my attention, I use the following process: I first review the faculty manual, then I proceed to university counsel and then to the provost. We know what the policy says, but we need to develop business processes on activating the policy. I am awaiting deans' responses to this process before the second summer session.

- Faculty Salary That Are Really Low and Gender Salary Issues

C: President Austin A. Lane: Before he could respond, the following statement was made.

- Equity between Faculty and Staff (i.e. Double Titles of Deans and Chairs etc. Assistants Deans)

C: President Austin A. Lane: I have asked Keisha David in human resources to review compression of faculty and staff to better understand where work is needed to correct such issues. It is important that you restate these issues during the tour for emerging themes. We will continue to look at this issue and seek to solve it.

- Violations of Faculty Manual (What will you do?)

C: President Austin A. Lane: Most of these issues come back to the Dean. I am not on their side. I am on the side of Texas Southern University. This includes the Provost making sure the Deans follow the policies. This is not micromanaging. This is about adhering to policies. Some will have the option to apply for their position based on the evaluation process. This process will be completed in a very collegial manner.

- More Responsive Administrators (How will you get them to respond?)



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C: President Austin A. Lane: If I can respond, then administrators must understand they must respond. I expect response to occur. If it does not happen, then I expect the faculty to send me correspondence stating that you did not receive a response to your inquiry. I am not saying the response immediately must address the issue, but a response stating that the issue will be reviewed, is not out of the question. I am currently copying in my special assistant and chief of staff to create a database on such issues.

- Streamline Registration Process

C: President Austin A. Lane: Yes, we have to move away, quickly, from the current process we use. I am encouraging that we start utilizing the process for returning students to register online. We will get better at that process.

- Parking (Administrative Spaces)

C: President Austin A. Lane: I will review.

- Issues (Fixable, Our first question: Is this going to benefit the students?)

C: President Austin A. Lane: Some of these issues are common sense issues. I love this attitude and support your thinking.

- Bring Out the Best

C: President Austin A. Lane: Thank you!

- Student Driven

C: President Austin A. Lane: I would like to come back and provide an update for the first fall faculty meeting.

Announcement

N/A

New Business

N/A

Old Business



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N/A

Committee Reports

N/A

Adjourn Meeting

Ask for the question. Senator Christopher Tymczak moved that the meeting be adjourned. Senator Lucy Ojode seconded the motion.

Meeting Adjourned 5:10pm