



TEXAS SOUTHERN UNIVERSITY

FACULTY SENATE

Dr. J. Kenyatta Cavil, Chair

Dr. Edieth Wu, Vice Chair

Dr. Carla Brailey, Interim Secretary

Dr. Olurominiyi Ibitayo, Treasurer

Dr. Luis Perez-Feliciano, Faculty Speaks Editor

Dr. Mammo Woldie, Parliamentarian

MONTHLY MEETING MINUTES

Thursday, November 1, 2018

3:00 p.m.

Hannah Hall, Room 111

Presiding Senator

Dr. J. Kenyatta Cavil

Chair, College of Education

Senate Members Present

Abobo, Cyril	Senator, College of Pharmacy and Health Sciences
Ayadi, Felix	Senator, Jesse H. Jones School of Business
Bell, Edward	Senator, College of Pharmacy and Health Sciences
Brailey, Carla	Senator Interim Secretary, College of Liberal Arts and Behavioral Sciences
Brown-Burton, Rockell	Senator, School of Communication
Griesinger, Nancy	Senator, College of Science, Engineering and Technology
Handy, Carlos	Senator, College of Science, Engineering and Technology
Ibitayo, Olurominiyi	Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Kazakos, Demetrios	Senator, College of Science, Engineering and Technology
Lancaster, Iris	Senator, College of Liberal Arts and Behavioral Sciences
Loudd, Grace	Senator, College of Liberal Arts and Behavioral Sciences
Lowe, Jeffrey	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Nwagwu, Emmanuel	Senator, College of Education
Ojode, Lucy	Senator, Jesse H. Jones School of Business
Perez-Feliciano, Luis	Faculty Speaks Editor, Barbara Jordan-Mickey Leland School of Public Affairs
Regis, Humphrey	Senator, School of Communication
Reynolds, Lacey	Senator, College of Education
Thoreson, Claire	Senator, The Graduate School
Walker, April	Senator, Thurgood Marshall School of Law
Woldie, Mammo	Senator Parliamentarian, Jesse H. Jones School of Business
Wu, Edieth	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
Ayadi, Felix	Senator, Jesse H. Jones School of Business
Bell, Edward	Senator, College of Pharmacy and Health Sciences
Lancaster, Iris	Senator, College of Liberal Arts and Behavioral Sciences

Guest(s) from Faculty Assembly or University

No guests

Call to Order

Dr. J. Kenyatta Cavil, Senate Chair, called the November 1, 2018, meeting of the TSU Faculty Senate to order at 3:14 p.m. on Thursday, November 1, 2018.

Approval of the October 4, 2018 Senate Meeting Minutes

The minutes from October 4, 2018, meeting were reviewed. Senator Reynolds moved to accept the minutes and move forward. Senator Thoreson seconded the motion. The minutes passed by unanimous vote (with corrections and no abstentions).

Status Report

No report.

Announcement

C: Senate Chair J. Kenyatta Cavil presented an update regarding the official letter written to the TSU Board of Regents on behalf of the Faculty Senate; this letter was reviewed and a few corrections about the date of the last faculty raise and a line was removed about the flat increase/gap in pay due to the issue of equity (and the current study) as well as a few grammatical errors also corrected by Faculty Senators via email; finally the letter was completed and voted upon through Survey Monkey and the vote was carried for the letter to be submitted to the board; Senate Chair J. Kenyatta Cavil before the start of the Board meeting presented a hand delivered letter to Board Chairman Glenn Lewis. However, the Board Chair Lewis stated the letter would have to be sent to Faith Ruiz, Executive Administrator for Board Relations, for proper protocol. The email was delivered once the Board went to recess; many of the points in the letter were made during Cavil's opening statement at Board meeting.

Discussion from faculty regarding the time the letter went to the board; faculty asked for a copy, which would be sent in its entirety so that everyone would have a copy.

C: Senate Chair J. Kenyatta Cavil gave update on the Dean's Council: faculty is having issues with parking in East Garage; Chair seeking additional spaces to be made available for faculty within current parking cost structure; there is a new Human Resources Director; Human Resources training important and she is making sure training is completed moving forward, as it is an administrative push as a direct response from faculty senate questions in regards to the response of Title IX issues; leadership team urging that training is done by entire campus and he suggested faculty tell their constituents that this will be watched more than ever and is a point of contention; once training is complete, send certificate to department office keep and personal copy for reference; brand standard changes for email signature, letterhead and business cards; branding packet with brand standards for the logo; retiring the seal; discussion at council meeting about evaluations; faculty senate will verify and make sure evaluations are happening because some people haven't been evaluated in a long time; same document used to evaluate the President, Provost, Deans and chairs, will be updated; question to be reviewed about chairs being responsible for fundraising because they weren't in the past and they will need to know that they now will be; update from Dean's Council that 2 ½ week mini-semesters are being recommended after fall and spring semesters for four hours for four days, Monday – Thursday for two weeks; all comments should be sent to deans and chairs; create ad-hoc committee to make recommendation of how the course should look.

Further discussion from faculty about certificates not being received once human resource training has been completed; comments regarding mini-semesters, where it was initiated from, why? Comments that it is standard practice by many universities to help retention rates and help boost GPA; concerns that entire semester is crammed into two weeks, faculty needs to be prepared and trained properly for online courses, opportunity to teach non-traditional students; practice nationally and internationally; concern about students needing to purchase books, need for money to pay for classes, and teacher overload, certifications and other factors.

C: TSU Athletics will continue to provide free football tickets to faculty.

Old Business

Discussion regarding the need for evaluation of Academic Administrators (Deans and Department Chairs) because it has not been done regularly; who will be responsible overseeing the evaluations and making sure that it is a standard practice according to the faculty manual; would non-tenured faculty or visiting faculty be able to participate in evaluation process and how would that be determined; is it in faculty manual regarding who can

participate in the evaluation process and use of previous evaluation instruments; ultimately it's the Faculty Senate responsibility to get the job done.

Question about selection and evaluation of chairs in COSET. Concern for faculty chairs often has more than one appointment; could be a liability issue; undermines the academy by allowing interim chairs to be appointed from department to department; appointment of chairs and international chairs; ability to return to their position.

New Business

Faculty Evaluation Form discussion about instructors and faculty being penalized for not submitting proposals since funding agencies do not generally accept proposals from non-tenured track faculty; who can require the faculty in terms of which form to use; instruction sheet needs to be received with the form that needs to be in line with the normal obligations of what the instructors do.

Further discussion regarding faculty members options of whom they would like to evaluate them; requesting an annual from the Provost including information on how many faculty are tenured and non-tenured, how to address diversity and equity issues to be disseminated at spring faculty meeting; asking for clarity who has the discretion to change scores on the evaluation form?

Discussion of appointment of Chairs and Interim Chairs: administrators should not be able to hold more than one position simultaneously and be paid for both positions; faculty senate member spoke to President Lane about lack of faculty governance regarding the restructure of COSET.; how do you hold the administration accountable – it's the faculty senator 's responsibility to ensure the administration does what it is supposed to do; suggested Faculty Call-to-Action concerning the faculty manual; discussion on how chairs can be removed and how full-time chairs are selected through a national search.

Call for further discussion: SAC discrepancy addressed in regard to the type of faculty in their department roles; inquiry about streamlining hiring through the human resource process

Senator Walker was thanked for her service on the senate and in turn she gave thanks for being able to serve.

Adjournment of Meeting

Senator Ibitayo moved for the meeting to be adjourned. Senator Woldie seconded the motion.

Meeting Adjourned 4:55 p.m.

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