



# TEXAS SOUTHERN UNIVERSITY FACULTY SENATE

*Dr. Edieth Wu, Chair*

*Dr. Faith Joseph Jackson, Vice Chair*  
*Dr. Yoruba Mutakabbir, Treasurer*

*Dr. Carla Brailey, Secretary*

*Dr. Brittany Slatton, Faculty Speaks Editor*  
*Dr. Mario Hollomon, Parliamentarian*

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## MONTHLY MEETING MINUTES

Thursday, April 9, 2020

3:00 p.m.

Virtual Meeting via BlueJeans

### ***Presiding Senator***

Dr. Edieth Wu

Senate Chair, Thurgood Marshall School of Law

### ***Senate Members Present***

Benson, Michon

Senator, Honors College

Brailey, Carla

Senate Secretary, College of Liberal Arts and Behavioral Sciences

Darayan, Shahryar

Senator, College of Science, Engineering and Technology

Griesinger, Nancy

Senator, College of Science, Engineering and Technology

Handy, Carlos

Senator, College of Science, Engineering and Technology

Hollomon, Mario

Senate Parliamentarian, College of Science, Engineering and Technology

Jackson, Faith

Senate Vice Chair, Thurgood Marshall School of Law

Johnson, Lydia

Senator, Thurgood Marshall School of Law

Kazakos, Demetrios

Senator, The Graduate School

Lancaster, Iris

Senator, College of Liberal Arts and Behavioral Sciences

Mbye, Ya Fatou Njie

Senator, College of Pharmacy and Health Sciences

Nwagwu, Emmanuel

Senator, College of Education

Onwudiwe, Ihekwoaba

Senator, Barbara Jordan-Mickey Leland School of Public Affairs

Perez-Feliciano, Luis

Senator, Barbara Jordan-Mickey Leland School of Public Affairs

Regis, Humphrey

Senator, School of Communication

Reynolds, Lacey

Senator, College of Education

Saunders, William

Senator, Jesse H. Jones School of Business

Slatton, Brittany

Faculty Speaks Editor, College of Liberal Arts and Behavioral Sciences

Taylor, Richard

Senator, Jesse H. Jones School of Business

Tuck, Emily

Senator, Library Learning Center

Walker Hawkins, Vera

Senator, School of Communication

Woldie, Mammo

Senator, Jesse H. Jones School of Business

Zagaar, Munder

Senator, College of Pharmacy and Health Sciences

### ***Senate Members Not in Attendance***

Walker, April

Faculty Senate General Counsel, Thurgood Marshall School of Law

### ***Guest(s) from Faculty Assembly or University***

Dr. Alexis Brooks de Vita

Department of English, College of Liberal Arts and Behavioral Sciences

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**I. Call to Order**

The April meeting for the TSU Faculty Senate began at 3:07 p.m. on Thursday, April 9<sup>th</sup>, 2020. Quorum for this meeting began at the start of the meeting.

**II. Roll Call**

Roll was not taken verbally. It was recorded by each member signing into the virtual system (BlueJeans) and based on verbal participation.

**III. Approval of Minutes from Previous Meeting in March**

Corrections for previous meeting in March

- Note additional visitors in the minutes - Brooks De Vita (see Gill-May list of visitors submitted via email)
- Change wording from particularly to particular focus in the statement of the motion made by Dr. Carlos Hardy.

<b>MOTION ON THE FLOOR TO APPROVE MINUTES</b>
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**Minutes Accepted – Dr. Hollomon made motion to accept the minutes with a second motion by Carla Brailey.**

**Motion passed with zero responses as “no/abstain”.**

**IV. New Business**

Due to the complexity and scope of the discussion of the equity plan, all agenda items were moved to the May meeting.

**Discussion of Equity Plan**

Chair Wu spoke to President after the last Faculty Senate meeting.

The President is willing to let the Faculty Senate present a plan to move forward to look at the equity agenda and putting money toward studying it in the second phase. The topic of merit-based or equity-based was addressed to the faculty senate by Wu.

Senator Handy responded moving forth with an equitable means of paying faculty versus merit.

Chair Wu reported back about her conversation with the Interim President. The President wants to move forward with bringing the faculty and staff to a minimum of where they should be. The Board has already approved the current proposal. The faculty and staff were already told they would receive a salary increase.

Senator Handy: Accepts the President’s plan but does not agree. He states, engineering should be included in the policy increase. It would be excessive because it would be too self-serving. It’s only a department- not a school. He recommended a cap on increase, such as \$12,000 (just as an example).

Senator Nwagwu: Every faculty should get something.

Senator Slatton: The cap should occur but not at \$12,000.

Senator Nwagwu: How much money is allocated for faculty raises?

Senator Slatton responded it is in the last edition of Faculty Speaks as \$2.6 Billion Budget. 21% of it will go towards faculty salaries at about \$540 K (most will go towards staff salaries).

Chair Wu: They were going to adjust the stipends for the administrative staff, but there was not enough in the Budget. The EQUITY study will only address salaries at the minimum in this first phase of salary adjustments. She doesn't agree with the current plan, but they are going to move forward. The Interim President is agreeing to a one-time stipend—none reoccurring based on what's left over in the budget. Looks like it will be about \$500.00. Wu restated the President is asking the Faculty Senate to come up with a plan to consider for the next phase.

Senator Griesinger: Stated merit and equity should be considered; faculty's hard work should be acknowledged. We should follow the guidelines across the board so we can't cherry pick what school and/or department gets the raise. Chair Wu agreed that it has to be consistent without exclusion.

Chair Wu: Are we going to move forward in what we have? Will the faculty accept the non-recurring bonus?

Senator Nwagwu: \$500.00 is too low. It should be at minimum a \$1000.00

Chair Wu: HR has stated that its based on a pool of money and that's not guaranteed to be there.

Senator Nwagwu referred to the Provost saying the doesn't have past evaluations so we can't depend solely on merit.

Chair Wu: Responded a lot of the schools have not completed the annual performance evaluation.

Senator Handy: Responded again to the salaries found in the engineering department. He stated, it's an undergrad department. He would like a comparative study conducted in the department and other schools/departments with undergrad programs.

Chair Wu: Responded to move this forward with getting all faculty something. She stopped the Provost from giving a flat rate salary for summer school. She is stating we need to make a decision to move forward with a proposed plan to submit to the President.

Senator Benson: Offered comments to follow the ethics of equity and encouraged adopting a plan that would consider community interest over individual interest.

Senator Hawkins: Ask top administration, including the Deans, to not accept a raise because that will help us.

Chair Wu: Responded they are already at the minimum, so they are not the problem.

Senator Nwagwu: Responded to pursue equity for the next two years to ensure faculty are not left behind, then move to taking merit into consideration.

Chair Wu commended Nwuako for his suggestion but responded that's the "B" part and wants to know if the Faculty Senate will agree to the "A" part?

Senator Woldie suggested the one-time bonus will weaken the faculty cause as referred to end the 2012 study.

Chair Wu: If you move forward, you must at least show the faculty you are going to address the equity

plan. Everyone deserves something, but she (HR Vice President) has to look in the budget. She's pro faculty and she believes the President will do something. She apologized for thinking \$500.00 was good for faculty.

Senator Woldie expressed the \$500.00 stipend as too small. He mentioned getting the report through a FOIA.

Chair Wu said someone can submit it.

Senator Woldie responded that Chair Wu is the Faculty Staff leader, and she should have the power to ask.

Senator Reynolds: \$2.7 million for the raise (which was stated by VP Edmonds). Faculty would only get ¼ so it's primarily for staff. It would be only about 29 faculty who would receive a raise. It seems like the study has an in a conflict. The \$500.00 would be less than one percent for some faculty members depending on their current salary.

Chair Wu: She spoke to Edmond this morning but its not much left in the budget with the plan the Board voted for the University to move forward. The issue of COVID-19- students are asking for a refund. However, the President is still willing to move forward. The administration is still going to move forward with doing salary increased to bring faculty to the minimum.

Senator Handy: He recommends the Faculty Senate does not recommend we accept the University plan. The Budget should include a consistent annual raise.

Senator Slatton: inquiring about the option "A" will the faculty not get the one-time bonus if we vote not to accept it. She is okay with moving forward with the one-time bonus.

#### MOTION ON THE FLOOR

**Senator Hawkins: (MOTION) In light of the COVID-19 situation, the faculty will accept a one-time stipend and the Faculty Senate will create a faculty senate salary committee to develop a three-component plan based on equity and merit. And, the faculty will submit a FOIA inquiry to request the consultant Equity Report from the University.**

[No immediate Second]

Senator Handy interjected to ask a question: Can we demand all faculty salary be at \$60 k?

Senator Hawkins suggested that can be an outcome from the task force.

Senator Regis: Seconded with a friendly amendment that the lowest faculty will receive a minimum of \$1000 and other faculty who are making more will get a lesser amount.

Senator Jackson likened this situation to mediation. You have to consider COVID-19, and everyone has to get a win and lose. We have to meet halfway and look at two parts.

Senator Griesinger: "Provost said" we couldn't do merit-based evaluation because we don't have annual performance evaluation. That should not matter, because faculty have CVs and their work is public and can be accessed.

Chair Wu responded to Regis. She stated the president will not agree to customize the stipend. She

reiterated it will be a One-Time, Non-Reoccurring Bonus Stipend.

Senator Mbye: Question- How do we do the merit-based? Look at merit-base -- based on college and departments. They have a rubric so there is no need to solely depend on the faculty evaluations.

**Senator Mbye seconded Motion.**

Chair Wu called for discussion.

Senator Griesinger: She's addressing we must investigate merit and equity for the second phase of the salary adjustment.

Senator Reynolds: If we accept the one-time stipend, what will the faculty senate respond to the Administration if they come back and say you accepted it before?

Senator Jackson responded that's why the historical context in "light of" is necessary to include.

Senator Woldie: He believes the MOTION is backwards. The most important part should be receiving a stipend. The only school that has similar salary as the Engineering department is comparable to the LAW SCHOOL. Its minimum is higher than all other schools.

*Chair Wu called for the vote ...*

Yes: 16 (Senators Wu, Jackson, Brailey, Kazakos, Zagaar, Taylor, Lancaster, Tuck, Slatton, Saunders, Mbye, Johnson, Perez-Feliciano, Woldie, Hawkins, Regis)

No: 3 (Onwudiewe, Benson, Griesinger)

Abstain: 4 (Handy, Reynolds, Hollomon, Shahryar)

**[Motion]- Passed**

**Conclusion of the Meeting**

Chair Wu: The Committee will be assembled by the May meeting. Volunteer Senators include Drs. Slatton, Hawkins and Reynolds. She mentioned again the Provost sent an email that summer salary would remain the same and would not go to a FLAT rate. Dr. Benson's item will be moved to the May meeting.

**Meeting Adjournment**

Senator Brailey moved with a second from Senator Reynolds to adjourn at 5:19 PM.