



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

MONTHLY MEETING MINUTES

Thursday, May 7th, 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

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

Tuck, Emily

Senator, Library Learning Center

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

I. Call to Order

The April meeting for the TSU Faculty Senate began at 3:15 p.m. on Thursday, May 7th, 2020. Quorum for this meeting began at the start of the meeting with 22 participants (not sure since some names were not verifiable).

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. *I am not sure who was in attendance since some numbers were unidentifiable with names.*

III. Approval of Minutes from Previous Meeting in April

\$2.7 million- Senator Woldie

Senator Nwagwu: Serve on the committee and correct misspelling of his name

MOTION ON THE FLOOR TO APPROVE MINUTES

Minutes Accepted – Dr. Saunders made motion to accept the minutes with a second motion by Dr. Woldie.

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

IV. New Business

Chair Wu: The Provost hired a new administrator, Dereck Nano, Director of Curriculum and Graduation Initiatives.

Senator Handy: What’s the objective for hiring the new position? What’s the need? We need an explanation for that position.

Senator Nwagwu supports Senator Handy.

Senator Perez reminded Faculty Senators the new hire is coming from the Lone Star Pipeline. He was a Vice Chancellor of Student Engagement.

Chair Wu has already written a letter of inquiry about the position to the Provost. She is waiting for his response.

Faculty guest speaker - Brooks de Vita attended as a visiting faculty member to address the Annual faculty performance Evaluation Forms:

- Summarized Problems with Annual Faculty Performance Evaluation Forms A-F

(*Before she stated, she asked Chair Wu to read the letter she wrote the Provost about the position.) Senator Handy provided comments that we need to know the vitality of the new position.

Brooks de Vita referred to the previous evaluations used with COLABS that also highlight more effective ways to discuss their teaching, research, and service. She mentioned the points are inadequate to capture the qualitative data so your direct supervisor can determine the outcome for faculty. The instrument used dated back to 2005, it does not respond to the current trends in pedagogy/andragogy.

Form E- published a vetted article 30 out 60 points, says it can easily take 5 years to produce cutting-edge research. Secondary research is limited to 15 points, so you can’t get there if you do only one primary and secondary research. She addressed the submitting a book gets more points than actually publishing a creative piece.

The service is not verified, and arithmetic does not add up in Form E. Your teaching is

evaluated by the evaluator who else never observed the faculty. It doesn't allow for innovation for faculty, particularly junior faculty or a faculty member who could seek a promotion could.

Senator Griesinger responded that she writes more to get more points for her evaluations. She's received subjective reviews from her chair, and she doesn't believe the chair should have that option.

Brook de Vita commented about her own experience on how a chair did something similar to her.

Senator Handy commented on a faculty member padding papers and spoke to the responsibility of a chair should ensure quality of the publications. There is a legitimacy of chair evaluating, these are faculty who don't have time to do research and it should be considered in how they are evaluated. Evaluation instruments should be proportionate to what faculty members are realistically doing at TSU. We have to be demanding and accommodating to the load faculty carry.

Brooks de Vita: Everyone doesn't do the same thing every year. She is proposing a new form. The sliding scale was meant to accommodate the different ways and areas that faculty exercise.

Senator Nwagwu responded with an inquiry to Senator Handy. Does department Chair have the right to decide where a faculty can publish?

Senator Handy: It depends on the focus of the University, then if the faculty is producing in a way that can grow the college. It's unfair that a faculty produces 10 papers in low level journals and get tenure compared to another faculty who is denied tenure after getting two articles in a high-ranking journal. Some faculty are padding their CV with publications with international journals that aren't recognized.

Senator Nwagwu: Departments and Colleges should provide a list where they expect faculty to publish.

Senator Regis spoke about expecting a list of journals could present challenges for faculty. We should allow faculty the freedom to choose where they publish an appoint an internal committee to go over the works that has been published.

Brooks de Vita discussed the existing evaluation forms rewards points for a variety/self-published and a peer-review article.

Senator Handy asked: What about emphasizing teaching?

Chair Wu: How do we attack this issue with evaluations?

Brooks de Vita: It was meant to be a universal evaluation but we're only using it for COLABS.

Chair Wu transitioned to discuss the Salary Equity Committee

- Dr. Hawkins has taken the lead.
- Dr. Handy stated he would like to be on the Committee, and Wu acknowledged faculty could join the committee today and beyond.

Chair Wu: Presented a question if faculty outside of the Faculty Senate could serve on the Committee. Senators are so overwhelmed in their everyday duties. It will be a committee as a whole, but she doesn't see a problem as other faculty can participate.

Proposed Additional Faculty Senators & Members

Brooks de Vita, Handy, Griesinger, Nwagwu, Saunders, Slatton, Reynolds, Darayan, Benson, Hawkins and Mbye.

Faculty senators proposed to meet after grades due next week and work over the summer. Meeting will be next Thursday. The meeting will be an introductory meeting which will be held in Blue Jeans.

Wu stated the Chair of the Committee will be determined amongst the Faculty Senators. Several schools have already submitted documents for the committee to review.

Senator Benson highlighted the need for student scholarship development and offered an idea for student leaders to attend Faculty Senate meetings as observers NOT participants.

Senator Griesinger asked, How often we would like to invite the student leaders?

Senator Benson responded it would be up to Faculty Senate, and she thinks it would be helpful to address their attitudes towards TSU.

Senator Griesinger doesn't feel allowing students would help them and believes the Faculty Senate meetings are primarily focused on Faculty issues, which are sometimes sensitive.

Senator Benson acknowledged the ethical process that Faculty Senate demonstrates in the meetings, culture crisis that uniting students.

Chair Wu addressed Senator Lancaster volunteered to be a student newspaper faculty representative. Senator Nwagwu stated we have had a student before, and we can send faculty to train them on conducting and participating in formal meetings.

Senator Lydia Johnson offered an opportunity to bridge a relationship between students and faculty and everything Faculty Senate does to uplift students and faculty.

Senator Handy: Are all meetings public? Or can we make meetings public or open only to the Faculty Senate?

Senator Reynolds: The SGA is a serious entity, and we invest a lot in the organization. We can model how to operate with civility, operate in democracy. It would be helpful to model for them.

Chair Wu stated that Jackson thinks it's a good idea as well (she couldn't speak due to voice issue). The meetings are open, the agenda is put together by the secretary and other executive officers.

Staffer Gill-May (Shan)- the University webpage will have a new protocol for web updates and changes. They received training for the new system (Cascade).

Senator Kazakos: What happened to Senator Greisinger's topic? (He said, he's leaving the meeting. He felt other items took precedence over Senators.

Senator Woldie encouraged him to stay because he is a senator too.

Chair Wu: mentioned agenda items should be submitted at least five days before the meeting. Then she transitioned to discuss the Rank and Tenure University Committee. The appeal and denial of rank and tentative raises questions of a specific section in the old faculty manual that if the faculty member won the appellate process for promotion and it is rewarded. It should be reported to Provost to act within 10 days. The Faculty Manual hasn't met. Wu mentioned faculty senators should consider including that language again in the updated faculty manual.

Senator Woldie responded that issue is very serious. If the Rank and Tenure Committee doesn't have the power to make recommendations, then it has no purpose.

Brooks de Vita was elected to be the Chair, and she stated, it doesn't make sense. She stated the committee wasn't given a charge at the start by Saneifard. With the current changes, the university committee is in the dark. If the Provost denies tenure, then the Committee is brought in the loop and received the charge.

Chair Wu sent a letter to the President and is waiting for a response. The Provost was supposed to make an announcement Pre-COVID in February but did it Post-COVID in April.

Senator Woldie asked what explained the delay?

Chair Wu: There was no reason for the delay.

Senator Jackson: It was an administrative strategy.

Chair Wu stated we need the compulsory language back in the manual or its impotent and dysfunctional.

Senator Hawkins asked, Is there a copy of what was voted on because she doesn't remember that change.

It's hard to believe the past committee would have made the change.

Senator Woldie: This is very important issue. It's been there quite some time, and we need to do whatever it takes to get it back in the manual.

Senator Handy: Can we demand that every change of the faculty manual is submitted to the Faculty Senate?

Chair Wu: This is an older issue. It happened under previous administration.

Senator Nwagwu: Will the Faculty Senators make recommendations to go to the President or Provost?

Chair Wu: It goes to the President then he sends it to the Provost.

Brooks de Vita: It was a bifurcated way the appellate committee was brought in then if goes straight to the President.

Senator Greisinger asked about her own tenure track process to get clarity.

Brooks de Vita spoke about the University Committee- It's not a standing committee, its only two ways the committee is called to function:

- (1) Provost decides to ask the committee for a recommendation.
- (2) Candidate who is denied by the Provost and sets It's an appeal body for the candidate.

Senator Reynolds discussed his experience in this college.

Senator Regis: It seems to him the application should go to the Committee then to the Provost then back to the committee if there are results.

Chair Wu: The issue is now with the functionality of the committee.

Senator Handy provided closing remarks to focus on what faculty needs during the COVID-19 situation.

Motion: To close meeting by Senator Carla Brailey and seconded by Senator Griesinger.

Adjournment at 5:35 PM