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**\*\*TSU FACULTY SENATE MEETING\*\***

**3 May 2012**

**Howard Beeth, Secretary**

**Members Present:** Macaulay Akpaffiong (College of Pharmacy & Health Science); Howard Beeth (Secretary, COLABS); Alexis Brooks de Vita (Editor, *The Faculty Speaks*, COLABS); Jafus Cavil (COE); Bettye Deselle (JHJ School of Business); Angie Eaton (College of Pharmacy & Health Science); Robert Ford (COST); Daniel Georges-Abeyie (SOPA); Vera Hawkins (School of Communication); Cassandra Hill (TMSL); Mohsen Javadian (COST); Linda Johnson (COLABS); Sharlette Kellum (Graduate School); Emlyn Norman (COLABS); James Opolot (SOPA); Samuel Osueke (COE); Byron Price (Chair, SOPA); Rasoul Saneifard (Vice Chair, COST); Lalita Sen (Treasurer, SOPA); Karma Sherif (JHJ School of Business); Sara White, Parliamentarian, COLABS); Mammo Woldie (JHJ School of Business); Zivar Yousefipour (College of Pharmacy & Health Science). **Total: 23.**

**Members Absent:** Chris Beineman (COLABS); Lila Ghemri (COST); Jane Perkyns (COLABS); Holim Song (COE). **Total: 4.**

**Guests:** Professors Daniel Adams (COLABS); Kiran Chilakamarri (COST); C.J. Tymczak (COST); Cary Wintz (COLABS). **Total: 4.**

## **AGENDA ITEMS**

### **Call to Order**

Senate Chair Byron Price called the May 2012 meeting of the TSU Faculty Senate to order at 3:09p when a sufficient number of members were present to constitute a quorum. After welcoming senators to the last Senate meeting of the current academic year, he immediately requested and received Senate approval to add an item to the agenda concerning “public comments”.

### **Approval of the 5 April 2012 Senate Meeting Minutes**

Secretary Howard Beeth distributed paper draft copies of the April 2012 Minutes to Senators, which they approved as submitted.

### **Committee Reports**

Senator Mammo Woldie reported on the progress of the Ad Hoc Salary Committee and provided senators with handouts. He indicated that consultants hired by our university didn’t want to include a gender analysis in their report because it was not stipulated in their contract but that such data will be included in his committee’s final report. The Senate passed a resolution supporting the inclusion of such data, and Chairman Price said that he would work with the University’s Board of Regents to make sure that gender data was made available for inclusion in the final report; having it included in the final report, he said, was “not negotiable”. Senator Woldie said that he expected the final report to be finished by the end of June. In the meantime, he asked senators to review the list of institution with which TSU would be compared regarding salary structure.

Senator Robert Ford suggested that TSU data be compared with other comparable institutions. He indicated that dissimilar schools, such as TSU and Rice, would not yield usable data, and Senator Lalita Sen and others agreed. Senator Daniel Georges-Abeyie further suggested that the schools compared be the same size as TSU, and Senator Ford suggested that aggie schools were too different than TSU to offer valid comparisons. He recommended that selection criteria be established to determine which schools should be compared, and he suggested several (size, student admission standards, number of graduate programs, etc.). Senator Woldie agreed that it would be a logical to establish criteria for institutional comparison. Other senators mentioned that such criteria should include regionality, tuition cost, the inclusion of institutions with law and pharmacy schools, student body size, and other features. It was agreed that Senator Woldie’s committee would, by email, offer faculty the opportunity to assist in the formulation of criteria for comparing TSU with other institutions. Editor Alexis Brooks de Vita added that a comparison of administrative salaries should also be included in this or in future salary analyses.

One senator noted that the president of TSU makes more than a half a million dollars a year—more than the president of the University of Houston, a much bigger institution, and, another senator added, more than the president of the United States.

After more miscellaneous discussion on the topic, Senator Woldie thanked senators for their suggestions and support, and yielded the floor to the next committee report.

Professors Daniel Adams and Cary Wintz reported on the progress of the Faculty Manual Revision Committee, which Dr. Adams chaired. Most of the report and subsequent discussion had to do with Post Tenure Review, now mandated by the State of Texas for faculty at all public institutions.

Professor Adams indicated that the top administrators at our University suggested to him that they wanted all tenured faculty to prepare a full tenure packet and reapply for tenure every five years. However, after reviewing the PTR requirements at other public universities, Dr. Wintz said that his committee decided to follow the PTR plan in place at Texas Tech University. Thus, he said, the committee will recommend that the last five Annual Merit Reviews constitute a PTR application, thus freeing TSU faculty from the burdensome task of preparing new tenure packets every five years, over and over throughout their career. Post Tenure Review, under this procedure, would be triggered if there was a score of less than 70 points on any two of the five evaluations. If this was the case, affected faculty would be put on a three year remediation plan. PTR and remediation plans would have to be reviewed by management administrators as well as faculty committees.

Considerable discussion followed this presentation.

Secretary Beeth said that the faculty are already the most evaluated group on campus. Every year they are evaluated by management administrators, and they are further evaluated by all the students in all their classes every semester. PTR, he said, was an abrogation of the contract that already tenured faculty made with TSU at the time they were tenured and thus represented the loss of lifetime job security that tenure implied, a point that Dr. Wintz agreed represented a possible legal complication with the PTR law. Furthermore, Beeth continued, the unreasonable enforcement of PTR by over-zealous management administrators would hinder public universities in Texas from hiring the best available educators, who likely would shop for jobs and careers in more enlightened states that were less hostile to academics and to higher education. As a result, the quality of instruction available to TSU students would also be degraded. *Faculty Speaks* editor Brooks de Vita added that PTR gives department chairs way too much power over the faculty, and Senator Sharlette Kellum noted a further problem: that there are some faculty who are not evaluated every year.

Professor Kiran Chilakamarri, a visitor to the Senate meeting, wondered about tenured administrators—would they be subject to PTR? Professor Adams said the next Faculty Manual

would contain a provision including them in PTR. Chairman Price asked for a Senate motion stipulating that the provost and president of TSU as well as deans and chairs would have their annual evaluations, including those by faculty, forwarded to and used by the TSU Board of Regents while they considered the reappointment of administrative managers and that such a provision be added to the next Faculty Manual. The Senate so moved.

### **Urban Academic Village Update**

Senator Ford reported that about 200 students have been interviewed for acceptance into the Urban Academic Village. He asked for more faculty help in this screening process, saying that technology now makes it possible to conduct interviews remotely from home or office. He possibly will also in the near future ask faculty to donate one or more hours per week of their office time to advise and counsel students in the UAV courtyard complex.

Senator Ford reported that the passage rate of first year UAV students is significantly higher than other students and that if they continue to maintain their rate of success, the TSU graduation rate will increase by 500%. To assist their continued success, Senator Ford reported that nearly fifty surveillance cameras have been mounted around the UAV and that a computer center will be constructed on-site for convenient student use.

### **Faculty Emeritus Status**

Chairman Price said he was collecting information about faculty emeritus status at TSU. Senator Sen commented that she thought the 2002 Faculty Manual included a provision concerning this that perhaps said it should be automatic after a fixed term of service and include office space, email access, and parking privileges. Senator James Opolot voiced the opinion that providing these perks to faculty after years of service was an honorable thing to do.

### **Annual Report**

Chairman Price suggested that the Senate begin producing “an annual report” highlighting the accomplishments of the faculty. Senators agreed that this would be a good idea, and *Faculty Speaks* editor Brooks de Vita was one of three Senate members who agreed to produce it.

Chairman Price also suggested that during the Fall opening meeting of faculty the faculty should be appraised of current developments concerning Post Tenure Review and other items of interest, especially to new faculty members. Senators thought this was a good idea, too.

### **Faculty Senate Survey of Administrators**

Chairman Price said that the Faculty Senate Survey of Administrators had already been sent to the TSU Board of Regents, and other senators suggested sending it to the Governor of Texas, to

the Texas Legislature's Black Caucus and to the Texas Higher Education Coordinating Board. However, instead Senator Ford suggested sending it to President Rudley and the Board of Regents and waiting for them to respond before considering the option of sending it elsewhere. Senator Ford also suggested that the Senate should also ask the Board of Regents what their evaluation of President Rudley and Provost Ohia was. The Senate authorized Chairman Price and Senator Ford to draft a letter to the Board about this matter. After receiving the Board's reply or non-response, then the Senate can decide who if anyone to send a copy of the Faculty Senate Survey of Administrators.

Concerning the results of the Survey, one faculty visitor said it showed "a climate of fear" among faculty at our University, and another noted that faculty responses indicated low marks for the president and the provost, many of which recommended termination. Several senators urged that the Faculty Senate Survey of Administrators be expanded to include sub-deans, sub-provosts, and perhaps even the members of the Board of Regents, either individually or collectively.

On other matters, Chairman Price said that the Board has basically ignored suggestions that Board meetings be televised or broadcast and that the Board include a faculty member, as it does with a non-voting student representative. To partially rectify this, the Senate passed a motion that the new Faculty Manual include a provision that the Faculty Assembly/Senate Chair attend and be empowered to speak in the Board's executive sessions, as does the president of TSU.

Finally, Senator Emlyn Norman announced his retirement from the Senate after many years of service. He was given a hearty round of applause by Senators and complimented for his important contributions by Chairman Price. Senator Norman. He said in reply, however, that he has noticed a disturbing trend for faculty administrative-wannabees to use their service in the Faculty Senate as "a stepping stone" for management positions.

### **Commissioner's Report**

*Faculty Speaks* editor Brooks de Vita provided a copy of her notes on the presentation of Commissioner Raymund Parades of the Texas Higher Education Coordinating Board to the TSU Board of Regents last month. She attended the meeting at Chairman Price's request, since he and Vice Chair Rasoul Saneifard were unable to do so. Dr. Parades, she reported, has worked in the University of California system for over thirty years as a member of the Board of Regents. Among the findings of his study of TSU, three that Brooks de Vita found most troubling were that TSU should make students take a minimum of 30 hours per year to remain in good standing, despite a deficiency of funds available to students during the summer terms; that faculty teaching loads should be increased, without any mention of a corresponding increase in faculty salaries; and that there was no "bloat" or excessive administrative staffing at TSU. Her report elicited uniformly negative comments about Dr. Parades' conclusions and led to a general conversation

among senators about administrative malfeasance, including the charge by Chairman Price and Vice Chair Rasoul Saneifard that their emails were getting repeatedly tampered with. Following this discussion, Chairman Price and senators thanked Editor Brooks de Vita for her report.

### **New Business**

Senator Vera Hawkins suggested setting up a training program for administrators in interpersonal communications to combat unaware bias and to reduce misunderstanding. She agreed to help set up such a training program, which would perhaps also include faculty.

Another Senate member inquired whether TSU had ever had a Credit Union or would profit from having one. This inspired a brief discussion.

Chairman Price wondered if it might not be a good idea to offer English-language training for non-English speaking staff, perhaps during their lunch break, as some colleges have done. This likewise inspired a brief discussion. It was noted that such a perk would make staff employment at TSU more attractive and benefit the university community in other ways.

As the meeting drew to a close, Chairman Price shared the news that he had applied for and been offered the job of Dean at the School of Business at Medgar Evers College of The City University of New York. He said that he has not yet accepted the offer but was inclined to do so since his ultimate goal was to become president of an HBCU, preferably at TSU. He offered some advice to Senators about how to maintain the momentum of the Senate in the future and to Vice Chair Saneifard about effective leadership. After the initial surprise and consternation passed, Senators gave him a standing ovation for his service in the Faculty Senate and for his anticipated transition from faculty ranks to those of administration and management. With that, the Faculty Senate adjourned its May 2012 meeting promptly at 5p.