



Faculty Assembly/Senate
Dr. Rasoul Saneifard, Chair
Dr. Vera Hawkins, Vice Chair

Dr. J. Kenyatta Cavil, Secretary
Dr. Lalita Sen, Treasurer

Dr. Emiel Owens, Parliamentarian
Dr. N. Saha-Gupta, Editor

FACULTY ASSEMBLY/SENATE MEETING MINUTES

Thursday, November 6, 2014, 3:00 pm
Hannah Hall, Room 111

Senator Members Chair & Vice Chair

Dr. Rasoul Saneifard (Chair) College of Science and Technology
Dr. Vera Hawkins (Vice Chair) School of Communication

Senate Members Present

Akpaffiong, Macaulay	Senator, College of Pharmacy & Health Sciences
Anadu Ndefo, Uche	Senator, College of Pharmacy & Health Sciences
Chilakamari, Kiran	Senator, The Graduate School
Holmes, Roderick	Senator, College of Science & Technology
Ojode, Lucy	Senator, Jesse H. Jones School of Business
Sleem, Aladdin	Senator, College of Science & Technology
Smith, Jacqueline	Senator, College of Education
Tymczak, Christopher J.	Senator, College of Science & Technology
Saha-Gupta, Nina	Senator Editor Faculty Speaks, College of Education
Sen, Lalita	Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Solitare, Laura	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Woldie, Mammo	Senator, Jesse H. Jones School of Business
Yousefipour, Zivar	Senator, College of Pharmacy & Health Science
Zeitler, Michael	Senator, College of Liberal Arts & Behavioral Science
Georges-Abeyie, Daniel	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Mosley, Erma Dianne	Senator, College of Liberal Arts & Behavioral Sciences

Senate General Council Present

Carrington, McKen TM School of Law - (Faculty Senate General Council)

Senate Members/Colleges Absent

Bloom, Collette M.	Senator, College of Education
Cavil, J. Kenyatta	Senator Secretary, College of Education
Hill, Cassandra	Senator, Thurgood Marshall School of Law
Owens, Emiel	Senator Parliamentarian, College of Education
Zidaru, Lucian	Senator, College of Liberal Arts & Behavioral Sciences

Senate Members/Not Present (Alternative Representative)

Broussard, Shanna College of Education

Guest from Faculty Assembly or University

President Rudley



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Provost Ward

Call to Order

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

Senator Chair Rasoul Saneifard called the November 6, 2014 meeting of the TSU Faculty Senate to order at 3:10pm on Thursday, November 6, 2014.

Approval of the October 2nd and October 9th Senate Meeting Minute

The minutes from October 2nd and October 9th, 2014 were reviewed. A motion was made by Senator Vice Chair Vera Hawkins and seconded by Senator Mammo Woldie as subject of any modification sent by emails to Senator Secretary Kenyatta Cavil

Announcement

C: Senate Chair Rasoul Saneifard: Provost will be addressing plagiarism issue probably by next week. There are three things on the Agenda to discuss with the President and Provosts: 1: Vote of No Confidence for Dean Taylor 2: Dean Bullard with School of Public Affairs w/ Plagiarism 3: Email from President, what was the rationale of removing himself from the list. University Committee on Inquiry is in your Agenda so that you have a copy. After President and Provost give us clarification of what they are going to do, specifically on the plagiarism issue, the committee can be called to address these issues if President and Provost don't.

R: Senate Vice Chair Hawkins: Even if they do their own committee, we can still do our own.

C: Senate Chair Rasoul Saneifard: You are absolutely correct. If this body still wants us to investigate those, we can investigate those. I had the privilege to appoint Vice Chair has taken the spot of Dr. Poudeh on the Committee on Inquiry, as he is now an administrator.

R: Senator Aladdin Sleem: As a Senate do we have the ability to place or add another person on the committee? I'm just asking, I want to make sure that there is no backlash.

R: Senate Chair Rasoul Saneifard: Yes, the policy says "... who are appointed by the Chair of the Faculty Senate / Assembly..." so I have the privilege.

R: Senate Vice Chair Vera Hawkins: Should anyone of in the School of Communication want to be on that committee I would be delighted to step aside and let them serve.

Q: Senator Mammo Woldie: Is this committee going to investigate plagiarism issue?

R: Senate Chair Rasoul Saneifard: Yes, and other issues that that are in the School of Public Affairs

R: Senate Vice Chair Vera Hawkins: We are here to make sure that it is has been linked it, in an ad hoc capacity.



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FACULTY ASSEMBLY/SENATE MEETING MINUTES

C: Senate Chair Rasoul Saneifard: Asked Senators for opinion on Social Hour date before Thanksgiving

C: Senator Diane Mosley: I think it is more important for us to do an Assembly Meeting

R: Senate Vice Chair Vera Hawkins: Ideally this was supposed to be an opportunity for people to come and talk to us privately, and this time it is very late in the semester.

C: Several Senators Discussed appropriate date. It is motioned to have Social Hour Friday before Thanksgiving. The Motion is passed.

C: Senate Chair Rasoul Saneifard: Dr. Mosley can you explain your agenda item on your dean getting in the way of the Faculty Senate's job?

R: Senator Diane Mosley: I learned that my dean invited two Senators to lunch to ask them to become more involved with the Faculty, and I wasn't invited. I was concerned and spoke with my colleagues, and learned that my Dean had invited the two senators to lunch to become more involved with the faculty in our college, and excluded me in that invitation. This is blatant disregard for protocol.

Committee Reports

N/A

Old Business

N/A

New Business

C: Senate Chair Rasoul Saneifard: Thank you President and Provost for coming to speak with us. (to the President). Can you talk with us about what is going to be happening with the Vote of Non Confidence for Dean Taylor and the issues brought forth from Dean Bullard? So far we have received no response from administration, and we would like to inform the assembly. Also, faculty wants to know why you wanted to be removed from the email list?

C: President Rudley: (response to email question) I think the conversation between these people and others is beneath the dignity of this institution, and I do not want to be a part of that. I respectfully asked to be removed from that communication.

I as a single individual can decide not to participate in the conversation, and I have a right not to participate. We have 550 faculty, so it is not worth my time and effort to respond, when only 2 or 3 faculty members want to know why I removed myself. It seems obvious that these issues, when going through the right protocol, might end up in front of me anyway. I don't need a point-by-point email between what is going on. Is this really important to be talked about at the Faculty Senate Meeting?



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R: Senator Zivar Yousefipour: When the question was brought up it looked like the President didn't want to be involved in Faculty Issues and be engaged.

R: President Rudley: This is all hypothetical, why wouldn't it be an acceptable answer that I just don't want to be involved with that? I HAVE to stay out of these conversations because I might be called upon to resolve the dispute, so it will end up on my desk anyway... which is why it is imperative that I am not painted by all of this back and forth. I resent anyone trying to tell me how to do my job. For anyone to think that the President isn't involved because he doesn't get involved in our emails is childish.

Q: Senate Chair Rasoul Saneifard: Dean Taylor's Vote of Non Confidence, what is your response?

C: President Rudley: Did I receive anything about that?

R: Chair Rasoul Saneifard: Yes.

C: Provost Ward: That is a very delicate issue when you accuse of someone of, well, anything. It was fairly new to me in that I did not know that a Senate could do a no-confidence vote; I always thought it came from the College.

C: Faculty Senate General Counsel McKen Carrington: Here is how we have a problem. The deans are not interested in meeting with faculty. There are basic rules that are for everyone's sake. We met with Dean Bullard and he claimed that he had a mandate to fix the issue. He doesn't believe that part of the fixing is to follow the rules. He has hired faculty members and given them tenure without following protocol. He is too smart for that.

The problem here is that there is a lack of institutional control. The Dean was allowed to terminate a tenured faculty member because another office (Human Resoures) enforced and did the actual termiantion process. Someone from HR should have sounded the alarm Understanding that the University procedures had not been followed. That makes them culpable as well. The faculty are the administrators of the academic instruction. The Dean is in the position of managing the organization. We are dealing with an issue that is still not resolved in the Dean of the COLABS. A letter was sent to a chair removing him from the position, and then a letter was sent by the Dean to terminate a tenured faculty. The Provost stated the faculty member would be paid to end of the month and the university has ignored the recommendation of the Provost. The faculty member is back on the payroll and acting as tenured professor. The administrator has such disrespect for our institution that they do not feel that we have rules or standing to be followed. They came to fix us, and don't think that we can fix ourselves.

R: President Rudley: You're assuming too much. We had a lawsuit, and we had to make sure that we didn't expose our students to sexual misconduct by a faculty member, so we had logical reason to make sure that Deans were covering this with their faculty. You all have to get all of the facts. We have a situation in Public Affair, you don't decide how we deal with it, and we decided we wanted the School of Public Affairs to deal with it there.

C: Faculty Senate General Counsel McKen Carrington: There is no defense for these two Deans. We wrote and sent you long details on case by case way before Provost Ward came aboard. You're taking one of about 15 items and concentrating on that.

C: President Rudley: I am trying to show you that what you see is not the whole story.



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C: Faculty Senate General Counsel McKen Carrington: I'm trying to help. I am trying to make sure we do things right, that is all. We have two cowboys running around shooting up the place, in COLABS and Public Affairs. We sat down with the Deans in Jesse H. Jones, he came and said Thank You for sharing this with me and fixed it. We have written, put it in writing, and showed them what the University, College, and other rules, yet still these Deans are doing what they want to do.

C: President Rudley: I will counsel the deans on all of these issues, but I do not recall seeing these documents at all, and so I cannot say if Dean Bullard or Dean Taylor did not respond correctly.

C: Faculty Senate Chair Rasoul Saneifard: I brought it to you and signed it into your office.

C: President Rudley: I don't recall that, from this point on I will sit down with this and review it myself. I respect Dr. Bullard, and we knew Dr. Bullard wasn't a great administrator when we hired him, but we hired him for his world-class reputation as a scholar, not as an administrator. We will work and counsel Dr. Bullard. Know that from a mile high I have heard a bit about what is going on and Dr. Ward and I will sit down and talk about these issues that you have brought forward.

Q: Senator Daniel Georges – Abeyie: You have mentioned that he wasn't hired because of his administrative background, but my concern is that we believe his potential impact on our colleague by a comment he made during this email exchange. His response does somewhat impact the RTP assessment, which should follow after the Departmental assessment. He admitted that it was unintentional, but it did occur. He has a learning curve, and we all understand that.

C: President Rudley: He will not make anymore. At the end of the day I do not think anyone is intentionally trying to violate the faculty manual. They just might not understand. However, somehow it becomes more a personal dispute than a professional one.

Q: Senator Daniel Georges – Abeyie: As a senator people come to me and the other senators because they feel comfortable with me speaking on their behalf. They do not want their name exposed, and feel safer being able to have us speak on their behalf. Frankly, in response to you earlier question, I think it is valid for us to say that we cannot expose those names to you of people who were asking why you asked to be removed from the email list.

C: President Rudley: I understand that. However, I do think that there is still a gap between how we take information from people and move it up the latter. When you don't have control over how it moves up the latter then you have a problem. You have to get better filters, because some of these things are not weighty enough to be discussed in this room.

Q: Senator Daniel Georges – Abeyie: Provost Ward, could you please give us more information about why you thought the Vote of Non Confidence shouldn't come from the Senate? Or why you were confused?

C: Provost Ward: Understand I am not saying I disagree with it, I am just saying that I thought the no confidence would come from the school, and not from the Senate. I had never heard of that before. This is new to me, and I am asking for clarification.



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C: Faculty Senate General Counsel Mcken Carrington: In the manual it says that the Senate has the authority to make resolutions, so legally it is on sound ground to do that. It does not give anyone else the authority to pass resolutions, so ad hoc authority falls to the Senate, and that is what a Senate is supposed to do.

C: Senator Anadu Uche Ndefo: It is important to note, as far as this Vote of No Confidence is concerned that I as a faculty member would not be comfortable writing this, so it is unreasonable to believe that anything like this could ever come from the college itself.

C: Provost Ward: It was a shock to me, and your job is to help us to know when we don't know. That is all I am saying, I was not saying that you were wrong. I was saying that I needed clarification.

C: Senator Diane Mosley: I was just going to add, in the case of Dean Taylor, because of her recent and past behavior, a vote of no-confidence from her faculty in her college would probably result in retaliation. She has a history of retaliating against people.

C: Provost Ward: I am not ignoring what you are saying, and I know we have had problems with this Dean before. So if you would like to get some people together to meet with me so that we can talk about this issue that would be preferable. You have value, concerns, and I don't think people have been making this stuff up.

C: President Rudley: We have not been blind to the failures of some of our Deans. We have taken action to notify them and formally put our concerns about the running of that college, in writing to the Dean. I am aware of what is going on, and I want you to know that I know that this is significant. Hiring faculty and doing it the wrong way cripples the university. I just want you to know that we are not sitting on our hands. Something else to remember is that anytime you have a change agent to come in and make changes, there is going to be some backlash. In the framework of evaluating a person, we do not want to just concentrate on one area, but look at the whole area.

Q: Undecipherable Who Said: We want to know when that one will be addressed, as it is officially on the table. When can we address that academic misconduct issue?

R: Provost Ward: Good Question. I am in the process of putting a committee together. We had a similar issue a couple of years ago, and the committee investigated and presented their findings. So I will put together a committee to do the same thing. The rules are there.

C: President Rudley: Let me say that I take very seriously that someone who may be misinformed would drag someone's name through the mud because they say that they plagiarized, and then it is found out that they did not. Once we get through this process, and if we find out that the person did not plagiarize, that person who brought the allegations is going to have to deal with me.

C: Senator Discussion on Impact of Being accused of Plagiarism

Q: Senator Roderick Holmes: The entire Math Department has been inquiring about the reinstatement of a Masters program. Congratulations on the Engineering program, but we also think a Masters program in Math will strengthen these other programs.



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R: President Rudley: I agree with you. However, It is a matter of timing and Cost: how many people are actually prepared to enter into these programs? We have a number of programs that customers are consistently not selecting. The only response is to either go out there and get customers or leave it where it is. I believe that we could bolster it up, however if we do not have enough students that want Masters and the job market isn't hiring them, then our hands are tied.

Q: Senator Lora Solitare: Returning back to the issue of Plagiarism at my college, I wanted to let you know that lots of faculty in the school have come forward having reviewed a body of evidence and agree. The faculty member that is sending emails has essentially agreed to be the voice, but please don't take that to mean that he is the only one. There are several faculty that just aren't comfortable becoming public with it, but that doesn't mean they do not share his views, and are quite concerned and have come to us as their senators.

R: President Rudley: This will get done.

Q: Senator Kiran Chilakamarri: When will you be visiting our Math Department? I want you to do that again.

R: President Rudley: I did that one once.

R: Senator Kiran Chilakamarri: As a result that did a lot of good. That time you met with everybody, This time you don't want to be meeting with everybody, only tenure and tenure track people. The topic of the discussion will be how do we improve the student's education. After discussion with the previous provost you decided to give us our remedial courses, but nothing happened, we just moved from one place to another.

R: President Rudley: I would be glad to work with you on that one.

Q: Senator Lucy Ojode: Can you tell us more about what we're doing to get students from other parts of Houston?

R: President Rudley: I find that high school campuses don't want TSU to come to their campus because of the bad reputation that TSU has. Counselors, superintendents in Katy do not want TSU to come to their campuses. The Presidential Bus Tour is designed to open up the campus to because the President is coming, but they do not think we have a good reputation. Our reputation is better now, but we're still dealing with baggage. I went to 25 last year, and the good thing is that they give us our own day. I appreciate your comments, but we are making inroads.

R: Senator Mammo Woldie: I did not feel comfortable about the statement that was made about our chairman earlier in regards to asking him if the concerns that were brought to him were legitimate, or more than a couple of people. We all get many calls, I get calls, I have called him many times and I cannot tell you how many calls those are. All I want you to know is that these concerns that are brought to us are legitimate concerns, but after talking with you I do feel better that some of these concerns will be responded to.

C: Senator Georges Abeyie: If I can piggy back on his question, I think it is important for you to hear what the faculty is saying, is there anyway that you can filter out all of the nonsense?



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R: President Rudley: we are going to start restricting those types of emails so that things have to be sent to the Provost for approval before they are sent to everyone. I will get that policy to you, so in the nature of true-shared governance you can review and read and get back to me with what you think.

Q; Senator Lalita Sen: If there is a way for us to have some type of media coverage about this conference that is coming to TSU, which is a very widely known conference that it is an honor to have here.

R: President Rudley: Please work with Dr. Ward, those are exactly the types of stories we like to pitch to media.

Q: Senator Laura Solitare: There have been questions about a staff member who has been released from their position, and I don't know if you can tell us anything but we're trying to understand if it is going to impact us.

R: President Rudley: It was an issue dealing with P Card use for personal expenses, and the amount was not great enough to affect the school budget. We took actions to terminate them based on ethics. As for your questions you first mentioned, Dr. Ward will be sending out notice for the Review Committee for Dean Bullard, and we will be sitting down (Provost Ward and I), to talk with Dean Taylor.

C: Faculty Senate Chair Rasoul Saneifard: I would like you to consider the faculty members, who are few, who come to you and talk about the senate negatively to convince you that I am the problem. I just want you to know that I am representing the faculty, not myself. We have been eliminated from President's Cabinet Meeting, and we were not represented during the Convocation, nor were we involved in Student Appreciation Day. I want to know when faculty will be invited into this shared Governance, and be able to fully participate and be represented in all of these activities. I hope we can move towards that.

R.: President Rudley: Is that a statement or a question?

R: Faculty Senate Chair Rasoul Saneifard: It is a statement and some thoughts.

Adjourn Meeting

C: Senator Chair Rasoul Saneifard: Ask for the question. Senator Vice Chair Vera Hawkins moved the meeting be adjourned. It was seconded by Senator Mammo Woldie.

Meeting Adjourned 5:05pm