

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

**6 October 2011**

## **Minutes**

**HOWARD BEETH, SECRETARY**

**MEMBERS PRESENT:** Macaulay Akpaffiong (COPHS), Howard Beeth (Secretary); Chris Beineman (COLABS), Alexis Brooks de Vita (Editor, *The Faculty Speaks*), Jafus Cavil (COE), Bettye Deselle (JHJSB), Daniel Georges-Abeyie (SOPA), Lila Ghemri (COST), Mohsen Javadian (COST), Sharlette Kellum (Graduate School), Emlyn Norman (COLABS), James Opolot (SOPA), Samuel Osueke (COE), Byron Price (Chair), Rasoul Saneifard (Vice Chair), Sara White (Parliamentarian), Mammo Woldie (JHJSB), Zivar Yousefipour (COPHS). **Total: 18.**

**MEMBERS ABSENT:** Robert Ford (COST), Vera Hawkins (SOC), Cassandra Hill (TMSL), Linda Johnson (COLABS), Jane Perkyns (COLABS), Monica Rasmus (COPHS), Lalita Sen (Treasurer), Karma Sherif (JHJSB), Holim Song (COE). **Total: 9.**

## **AGENDA**

### **CALL TO ORDER**

Chairman Byron Price called the October meeting of the TSU Faculty Senate to order at 3:08p and initiated a brief discussion about Post Tenure Review (PTR). It was remarked that some Deans are against PTR because they haven't published. In addition, TSU President Rudley has never taught. One Senate member commented that PTR is flawed if some administrators can judge faculty at tasks at which some administrators themselves have no experience or demonstrated competence.

## **OLD BUSINESS**

In a brief discussion about campus morale, Chairman Price said that in his opinion it was low and that efforts should be made to pump up student as well as faculty enthusiasm. The university's dismal 13% graduation rate is depressing to all. He advocated book signings for recently published faculty and asked Senate members to email him with additional suggestions.

## **NEW BUSINESS**

Regarding university priorities, Senator Lila Ghemri said that TSU should focus on increasing graduation rates rather than just pumping up student enrollment and that the faculty should share in setting institutional goals. Chairman Price agreed. He noted that administrative ranks seem to grow exponentially, citing the example of the new Honors College, which now has 4 deans for one hundred students. He also cited the example of an administratively appointed (rather than faculty hired) Professor of Economics who has a six-figure salary but no publications. He argued that money should be spent on people and programs that actually produce instead of elsewhere. Greater faculty participation in university governance, he added, would ameliorate some of these problems. Senator James Opolot complained further that rumors about Post Tenure Review suggested the possibility of additional administrative abuse of the faculty. Senator Macaulay Akpaffiong reminded his colleagues that faculty are the key to the success of our university since they deal directly with students and their learning process.

Chairman Price said that he would take these issues directly to the University's Board of Regents in its meeting of 21 October. He said that new ideas and discussion points need to come from the faculty to the Senate and then to the Board.

## **APPROVAL OF MINUTES**

Secretary Howard Beeth presented a draft copy of the Senate's September 2011 meeting minutes, which were approved as submitted, with one correction noted by Editor Alexis Brooks de Vita.

## **UNIVERSITY COMMITTEES**

Discussion about university committees focused on the Faculty Hearing Committee since one faculty member has recently received a notice of termination of employment. Senator Emlyn Norman and Vice Chair Rasoul Saneifard both emphasized the importance of having first-rate faculty members on this important committee. After some further back-and-forth, Senators agreed that the names of the 10 members elected to this committee in January 2010 should be forwarded to the parties involved as approved by the faculty to hear current cases.

Ms. Frank-Williams, office manager for the Faculty Assembly/Senate, then reported that the administration had closed down the Faculty Assembly/Senate web site and all the material it contained, including *The Faculty Manual*, *The Faculty Constitution*, the composition of University-level committees, and more, citing some problem. Secretary Beeth added that this recent development was just the latest in a long string of “problems” cited by administrators that all had the effect of compromising the efforts of the Faculty Senate to communicate with the larger faculty; he found these “problems” increasingly hard to believe. Senators voted to complain directly to senior administrators about this latest “problem” and to go to the TSU Board of Regents if administrators could not quickly and favorably resolve it.

### **SALARY INEQUITIES**

Senators reported much faculty unhappiness with salary inequities. One Senate member noted that there are many administrators with far less education than faculty members who are nevertheless making much more in salary. Another noted that “supplementary salaries” are selectively given by administrators to favored people to augment their “regular” salary. Editor Brooks de Vita recalled that faculty committees have in the past studied salary problems and made useful recommendations—but little change has resulted. She recalled that Provost Ohia had advised the faculty to put pressure on deans about this issue, but in doing so, she said, faculty ran the risk of retaliation from administrators. What, then, to do? Chairman Price suggested the option of a “no confidence” censure vote by faculty against selected administrators. After additional discussion, the Senate voted on Senator Norman’s motion to establish a “Faculty Senate Ad Hoc Salary Equity Committee” to be chaired by Senator Bettye Desselle. The following members of the Senate volunteered to serve on it: Daniel Georges-Abeyie, Sharlette Kellum, Rasoul Saneifard, and Mammo Woldie. Chairman Price indicated that he would send an email to faculty asking for additional volunteers. The Senate set a tentative deadline of December 2011 for the Committee’s report.

Senate members expressed interest in what, exactly, the Committee should examine. Senator Georges-Abeyie suggested that TSU faculty salaries should not be compared only to HBCUs but also measured against national norms. Senator Opolot added that TSU salaries should include comparison to other state, public universities. Senator Mohsen Javadian recommended that the committee look at universities whose administrators are paid what TSU administrators are paid—and then compare faculty salaries at those universities with faculty salaries at TSU. Senator Woldie thought it would be a good idea for the committee to begin by getting copies of previous salary studies done at our university.

## **FACULTY DEVELOPMENT AND ENHANCEMENT IDEAS**

Chairman Price indicated that the Senate is limited in what it can do because the administration allocates it so little in operating funds, far less than is available to the Student Government Association and the Staff Association. Hence, he suggested low-budget activities like book signings and guest speakers. Secretary Beeth mentioned the possibility of inexpensive gifts for new and possibly returning faculty members, like key chains. Chairman Price asked Senators to solicit further faculty development and enhancement ideas from their constituents and forward them to him.

## **FACULTY CONCERNS**

Senator Georges-Abeyie mentioned that while there was a new agreement with TSU administrators concerning parking in university parking garages, a problem still remained getting the new rules enforced. Senator Ghemri complained that new parking fees were way too high.

Chairman Price observed that the new university student registration procedure is a step backward into the 1980s rather than an improvement.

## **RE: AN ASSISTANT SECRETARY FOR THE FACULTY ASSEMBLY/SENATE**

Inasmuch as the position of Assistant Secretary was in error not included on the ballot in the most recent Faculty Senate election, Chairman Price asked the Senate for the authority to appoint someone to fill this position until the next election, and permission to do so was granted to him by acclamation.

## **MEETING ADJOURNED**

On the Chair's motion, the October 2011 meeting of the TSU Faculty Senate adjourned at 4:45p.