



*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**

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Thursday, October 9, 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***

Chilakamari, Kiran	Senator, The Graduate School
Georges-Abeyie, Daniel	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Holmes, Roderick	Senator, College of Science & Technology
Mosley, Erma Dianne	Senator, College of Liberal Arts & Behavioral Sciences
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
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
Zidaru, Lucian	Senator, College of Liberal Arts & Behavioral Sciences

### ***Senate General Council Not Present***

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

### ***Senate Members/Colleges Absent***

Akpaffiong, Macaulay	Senator, College of Pharmacy & Health Sciences
Anadu Ndefo, Uche	Senator, College of Pharmacy & Health Sciences
Bloom, Collete M.	Senator, College of Education
Cavil, J. Kenyatta	Secretary, College of Education
Hill, Cassandra	Senator, Thurgood Marshall School of Law
Ojode, Lucy	Senator, Jesse H. Jones School of Business
Owens, Emiel	Parliamentarian, College of Education
Solitare, Laura	Senator, School of Public Affairs

### ***Senate Members/Not Present (Alternative Representative)***

Broussard, Shanna College of Education

### ***Guest from Faculty Assembly or University***

Provost James Ward

### **Call to Order**

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



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Senator Chair Rasoul Saneifard called the Faculty Senate Special Meeting with Provost Ward to order at 3:07pm on Thursday, October 9, 2014.

### **Announcement**

C: Senator Chair Rasoul Saneifard: Welcomed Dr. Ward to the meeting. Stated that he had very limited time. There are some special questions that our senators may have.

C: Provost Ward: Stated that he usually sets calendar 3 months out, but please remember he is a faculty person too.

C: Vera Hawkins: He will only be with us about 30 to 45 minutes. So we are going to start with some questions and then open it up. We know that you have received our vote of non-confidence for Dean Taylor in COLABS. So we just want to know where you are on this matter.

C: Provost Ward: Stated that he respected the senator's hard work on putting that together. He hasn't forwarded a plan yet because he would like to do his research. He has never dealt with anything else like this, so he says to allow him 5 to 6 days to investigate it, and formulate a plan. People's lives are involved, and you don't make quick decisions about people's lives. This investigation has actually been going on for some time. He takes all of the allegations very seriously, and he will make a decision about those things that have been presented to him. He states that it has been documented very well and once he reads it he will not make a hasty decision, but it will be made in 5 to 6 days. It will not be 30 days, which is too long.

C: Vera Hawkins: One of the decisions you made when you first started was that Dr. Brown Guillory would stop meeting with associate deans and chairs, and information is now not getting back to the faculty. Now there is a concern that faculty will not be getting information at all. There has not been a meeting like this with Faculty Senate Leadership; we have not met with President Rudley since April.

C: Provost Ward: I do not speak for the President. Also, I do not go to meetings unless I am invited.

Now, when I walked into Academic Affairs, there were meetings from 8 in the morning until 8 at night. I asked, "When do people work?" There were a whole lot of moving parts in academic affairs, but no mechanism to pull them together, so things were everywhere.

I saw that there were duplications of this and that. I am a systems person, and I was able to see that there were so many chieftains.... it was confusing... if you have all of these roles, what then are the Deans for? If they are not bringing things to you, then what are they doing? This is why I took the position that there was too much bureaucracy, and I had to cut it. It was cumbersome to the point where nothing was moving. I found that sometimes associate Deans and Chair Persons were getting things before the Deans were. A lot was going on, it was a big vine that was choking them. So you have to hold people accountable for what they must do. We have so much division in our institution, so we have to say that Deans are responsible. If the information isn't getting disseminated, then it's the Deans. I am not dumping on them, but we have to know where the disconnect is.

C: Senator Chair Rasoul Saneifard: Chair Hawkins, there are other question from the floor.

C: Senator Vice Chair Vera Hawkins: Just one more thing, then we need another effective mechanism then to get the information to the Faculty.



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C: Provost Ward: When I come back to the Senate again I will have an answer for that, but I don't have that answer yet; I will though.

C: Senator Chair Rasoul Saneifard: Chair Hawkins, there are other questions from the floor.

C: Senator Lalita Sen: This is a personal question, but maybe it will help someone else. I had an international travel request denied. I was very disconcerted because I was trying to meet all of the requirements. We as faculty are expected to be visible and go and perform at conferences

C: Provost Ward: Sometimes it is the little things, so we have been trying to clean up those little things. Some of these are sent back to the people to approve because the justification for travel is there. Very few times will you see me turn down travel for faculty. It is difficult when people know they are going to travel and they turn the form in one day ahead of time. This puts the system into shock.

C: Senator Mammo Woldie: Can you give your point of view on if the University can afford to pay faculty more ... (?)

C: Provost Ward: The first few days in this job I read the budget over and over again to understand. I was looking at the different colleges and schools and saw some of the inequities there. I Ph.D., for example, was offered 45,000 dollars. I have a problem with that because young people who work in public schools with BA's start off making \$55,000 a year. That offended me and it bothered me a great deal. Until we close those gaps the fights are still going to be out there, because if people feel like they aren't being treated fairly though they give and give. I am going to work on the equity in terms of salary. These are real needs. I believe in working quietly and then hear our voice... that voice should never be silenced. Don't ever give up your voice as a faculty.

C: Senator Chilakamari: Work Load Policy

C: Provost Ward: This is a great one! Workload is Workload, I believe in a workload policy. What I did find, was that the very people that argued and fought for workload policy were the very people who had a lot of overload. I couldn't understand how you could fight for workload and have this. When I teach a graduate class it takes a me a whole week to prepare for that class, so how can someone be teaching 6 graduate classes whether online or not?

My concern is that if we are going to have a workload policy, let it be a serious workload policy and not the "idea of a policy." McKenn Carrington always talks about how the faculty must police itself. When these things happen it makes us difficult for everyone. It is not collegial to take advantage of each other in this way. If we put it out there, it has to be taken seriously. I am for Workload Policy because is you say that you are going to do research so that you can get workload reduction to do this. However that workload reduction is NOT to say I want to teach less so that I can teach more classes. This is the same with Tenure and Promotion; sticking to policy by when it comes to me I'm just going to say, "Did you follow the manual?"

C: Senator Vice Chair Vera Hawkins: I'm sure these are outliers though.

C: Provost Ward: Even if it is just some faculty it still weakens what is going on, it is just not right. I found that it was happening too because Deans were not always looking at all o this stuffy as they signed off on it to happen. So I would send it back and say they could not do that.



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C: Senator Sleem: Campus Emailing. I would like to discuss two aspects of this. First using campus email to talk about accusations and allegations against others. The problem is that when someone says an email accusing someone of something, there is going to be consequence whether they are saying the truth or not. I see these as clear violations to our email policy. When you have some people doing this over and over, and no one is doing anything to stop it, you are sending the wrong message to everyone. If this continues to accuse other people, and use it as a way to create confusion, and no one is really taking these accusations and researching them, then the result is that we need a way to stop people from using the email in this way.

C: Provost Ward: I think that what you said is nice, but we have to be very careful because there are 1<sup>st</sup> amendment rights that could be violated. I know that in some instances I am very appalled about what I read in terms of the language that is being used. You all are Ph.D.'s and it puts me in shock the way people are talking with each other. It saddens me that I am in Austin begging for money while I'm reading these emails going on between faculty members. That is embarrassing for me. Keep in mind too that I am a faculty member. This is a new TSU that I don't know; we would never verbalize those types of things about our colleagues. And when you see that people are using strong language.... To answer you, there is no policy against it. We cannot stop you from doing that. It is a problem Dr. Sleem and we have to figure out a way to solve it. I would like to put some people together to come up with a plan.

C: Dr. Sleem: I have one.

C: Provost Ward: Ok, tell us.

C: Dr. Sleem: We have only authorized users who are allowed to send out email to ALL FACULTY on the official distribution list. Then there is another distribution use that allows all faculties to share whatever they want to share, but you have to give the faculty the option to opt out of those emails from that dress.

C: Provost Ward: What I did not see when we had all of that cussing, I did not see anyone stand up and speak out that this is wrong and we do not speak to each other in this way. We are going to have hurts, and people are going to be mean spirited, but the turning of each other is new. Faculty members go through so much, so you don't need another colleague calling you any and every thing.

C: Dr. Holmes: You can make a Blackboard and let all faculty use that as a platform.

C: Provost Ward: Why would you want to have a platform that mess for people to cuss each other out. It's insanity.

C: Senator Vice Chair Vera Hawkins: We are still waiting to see a budget; Dr. Sen has been trying to get that. Also our chair has not been copied on emails from Dean Councils.

C: Provost Ward: Dr. Saneifard is not a visitor to the Deans Council meeting, he is a member. He gives a report. He is included on email list.

C: Senate Chair Rasoul Saneifard: She is referring to the email correspondence from Dr. Brown-Guillory's office



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C: Senate Vice Chair Vera Hawkins: Are you saying you are going to look at the Faculty Manual to say how to proceed on those faculty members who were told to reapply for tenure, although they weren't given any feedback as to what they lacked?

C: Provost Ward: I will assume that responsibility and find out what is going on with those cases. We will schedule some time to come to the conference room and talk them out. I have tenure and I want other people to have tenure, this is very dear to me. Let's grow this school together. We need you, help us with retention, graduation rates; help write papers from the Faculty Senate. Now I am working to get TELAC back, a lot of those things were cut from Title 3. As far as the Plagiarism I am reviewing that. I don't want to jump in and make a hasty decision. Thanked the Senators for inviting hm.

### **Adjourn Meeting**

Senator Chair Rasoul Saneifard: Asked for the question. Senator Vice Chair Rasoul Saneifard moved that the meeting be adjourned. It was seconded by Senator Senator Alladin Sleem.

Meeting Adjourned 3:50 pm

DRAFT