

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

1 SEPTEMBER 2011

MINUTES

HOWARD BEETH, SECRETARY

MEMBERS PRESENT: Byron Price (Chair); Rasoul Saneifard (Vice Chair); Howard Beeth (Secretary); Lalita Sen (Treasurer); Sara White (Parliamentarian); Alexis Brooks de Vita (Editor, *The Faculty Speaks*); Linda Johnson (COLABS); Emlyn Norman (COLABS); Jane Perkins (COLABS); Jafus Cavil (COE); Samuel Osueke (COE); Macaulay Akpaffiong (College of Pharmacy & Health Sciences); Monica Rasmus (College of Pharmacy & Health Sciences); Zivar Yousefipour (College of Pharmacy & Health Sciences); Robert Ford (COST); Lila Ghemri (COST); Mohsen Javadian (COST); Bettye Desselle (School of Business); Karma Sherif (School of Business); Mammo Woldie (School of Business); James Opolot (SOPA); Cassandra Hill (TMSL). **TOTAL: 24.**

MEMBERS ABSENT: Holim Song (COE); Daniel Georges-Abeyie (SOPA); representatives from the School of Communications; representative from the Graduate School. **Total: 2+.**

CALL TO ORDER

Chairman Byron Price called the Senate's September meeting to order at 3p and asked each member of the Senate to introduce themselves and briefly indicate what they hoped to accomplish as senators.

Alexis Brooks de Vita, editor of the premier faculty publication *The Faculty Speaks*, said that she hoped senators will continue to contribute articles to the publication so that she can maintain an active publication schedule.

Senator Mohsen Javadian of COST indicated a special concern with correcting past administrative abuse of faculty and of preventing it in the future.

Senator Robert Ford of COST expressed a desire to inaugurate faculty workshops focused on effective teaching, especially to first year students, in order to assist student success.

Senator Cassandra Hill of TMSL likewise expressed a desire to improve teaching as well as to keep TMSL fully informed about the Senate's activity.

Senator Bettye Desselle of the JHJ School of Business reiterated the desire to assist student success with improved teaching and to support her college in the Senate.

Vice Chair Rasoul Saneiford indicated a generalized desire to represent and defend the faculty.

Senator Lila Ghemri of COST hoped to be useful and successfully to represent her college in the Senate.

Senator Karma Sherif of JHJ School of Business emphasized the need to develop a more effective student recruitment program in her college and to improve faculty training there so that students would receive more pragmatic instruction.

Parliamentarian Sara White shared with her colleagues her intention to limit individual Senator's comments to the 3-minute rule and otherwise effectively to serve as the Senate's Parliamentarian.

Secretary Howard Beeth expressed his desire for the Senate to continue to function as "the action arm" of the faculty.

Senator Emlyn Norman of COLABS expressed his hope for the Senate to focus and make progress on substantive issues rather than react in a crisis mode to other matters.

Treasurer Lalita Sen indicated a desire to continue to work on the issues of faculty workload and the *Faculty Manual* revision.

Senator Samuel Osueke of the COE indicated a concern to improve faculty morale.

Senator Jane Perkyns of COLABS mentioned her support for improved teaching and an improved workload policy as well as a concern about the employment of too many adjunct faculty which she said was detrimental to the maintenance of high quality teaching and instruction.

Senator Monica Rasmus of the College of Pharmacy & Health Sciences, who is new to the Senate and relatively new to our university, voiced her hope to learn and serve.

Senator Zivar Yousefipour of the College of Pharmacy & Health Sciences shared with her colleagues the wish that they will accomplish half of what they try to accomplish.

Senator Jafus Cavil of COE said that he hoped to serve all and to move forward guided by *The Faculty Manual*.

Senator James Opolot of COPA also indicated his desire to use and enforce *The Faculty Manual* in all matters, including unjust faculty termination.

CHAIR'S ANNOUNCEMENTS

Chairman Price introduced himself. He said that the chairmanship was only as strong as the Senate itself and so indicated that one of his primary desires would be to reactivate Senate committees. He also reported that he had requested from the administration that funds earmarked for him as director of the Black Male Initiative be redirected to the Faculty Senate for use in a variety of ways. He also voiced a desire for the Senate to sponsor book signings for faculty authors and to use *The Faculty Speaks* and other venues to recognize and honor faculty accomplishments.

APPROVAL OF MINUTES

Secretary Beeth used the occasion of the first meeting of the new Senate term briefly to acquaint Senators with the nuts-and-bolts difficulty of producing the minutes. These difficulties include using a marginal tape recorder in a large room with over twenty people who spoke with varying degrees of clarity and speed, and who had different accents.

After a brief discussion, the Senate adopted the minutes of its May 2011 meeting as submitted.

UNIVERSITY COMMITTEES

The discussion re: University Committees was prolonged, complex, and involved most of the Senators present. To facilitate discussion, Vice Chair Saneifard had prepared and distributed a handout which specified the function of each committee. Despite a requirement that most if not all of these committees required members to be nominated and approved by the Faculty Assembly or individual colleges, the following Senators indicated their willingness to serve on the following committees:

Committee B (Faculty Advisory Committee): Editor Brooks de Vita.

Committee C (Faculty Hearing Committee): Senator Javadian.

Committee D (Budget Committee): Senators Desselle and Javadian and Treasurer Sen.

Committee E (Committee on Inquiry): Senator Ford.

Committee G (Faculty Research Committee): Senator Sherif.

Committee H (University Library Committee): Senator Johnson.

Re: *The Faculty Manual* Committee (Committee F), Senator Ford suggested and the Senate agreed to have Chairman Price meet with President Rudley to reconstitute the membership of the Committee and to have the Faculty Assembly elect five new faculty members. Meanwhile, Senator Woldie said that it was not clear to most faculty members what the differences were between the two versions of *The Faculty Manual* and suggested that an analytical comparison needed to be prepared. Treasurer Sen noted that she had copies of both documents and that the Faculty Assembly would have to approve any changes. However, she volunteered to meet with other Senators to work further on the proposed *Manual* revision later this month in advance of the next meeting of the Faculty Assembly.

Re: The Faculty Grievance Committee (Committee I), several Senators noted that it was an *ad hoc* and not a standing committee that the Provost could dominate via his power to appoint members. Treasurer Sen thus recommended and the Senate agreed to stipulate in the proposed revision to *The Faculty Manual* a new way to constitute this committee that would not permit continued, undue administrative influence. She also noted that a change should be made so that the University Rank, Tenure, Promotion, and Salary Committee is not below the Provost and subject to his authority.

EMAIL CAPABILITY

Chairman Price noted the long-standing difficulty that the Faculty Senate has had in being able to utilize the university e-mail system. He proposed a solution: to bundle as attachments several emails into one email. He indicated he'd speak with President Rudley about this idea, which the Senate approved.

Secretary Beeth thought this proposed solution an excellent one. He said that email communication between the Faculty Assembly/Senate and the faculty was essential because the only way the faculty-at-large could have accurate knowledge of what their elected faculty leaders were doing was to receive regular emails containing the latest edition of *The Faculty Speaks* and copies of the approved minutes of the Faculty Senate. Beeth explained that the administration had offered a variety of reasons for months and months about why the university IT system would not support the Senate's desire send these documents in a universal e-mail blast into the boxes of individual faculty members. He noted that of all campus organizations, only the Senate seemed to be limited in its usage of the campus email system. Ms. Frank-Williams commented that administrators had told her that, as an alternative to universal email blasts into the boxes of individual faculty members, the Senate should be satisfied to post its documents for all to read on the Faculty Senate web site. Senator Ford commented that there were other ways to communicate than by email and that workshops could be organized to promote them.

COURSE SCHEDULING CONCERNS

Vice Chair Saneifard said that according to the *Faculty Manual*, faculty were supposed to be consulted about course scheduling. However, he said this was not reliably being done. Instead, he reported that adverse scheduling was being used by some administrators as a way to abuse selected faculty. He believed this practice should be stopped and that all faculty should be protected from such administrative retaliation and abuse. Senator Ford suggested establishing an Ad Hoc Senate Committee on Course Scheduling as a way to address this problem, and the Senate agreed. Accordingly, the following members of the Senate all volunteered to serve on this new committee: Brooks de Vita, Cavil, Ghemri, Opolot, Osueke, and Saneifard.

FACULTY MANUAL

Chairman Price stressed the importance of revising this important document correctly and the necessity to get the Faculty Assembly thoroughly involve in the process. To accomplish this, the Senate agreed to have the Faculty Manual Committee break down the document in sections and prepare presentations on each of them to an emergency meeting of the Faculty Senate on 22 September in HH-111 at 3p and to the Faculty Assembly on 28 September in Room 114 PAB at noon. The following members of the Senate volunteered to serve on this committee: Brooks de Vita, Ford, Ghemri, Javadian, Saneifard, and Sen.

In a related conversation about administrative salaries, Vice Chair Saneifard informed members of the Senate that President Rudley had agreed to place data about them in the Terry Library. Saneifard also reported that he had requested data regarding faculty merit raises and the criteria used by each college dean to ascertain them. Senator Sen stressed the importance of using Cooper data to establish national norms for administrative salaries so that they can be compared with TSU administrative salaries.

ELECT AN ASSISTANT SECRETARY FOR THE FACULTY SENATE

Senate members agreed that the Faculty Assembly should elect a person to fill this position.

PARKING CONCERNS

Several members of the Senate expressed dissatisfaction with the new rules regarding parking, among them Brooks de Vita, Ghemri, Javadian, and White. A consensus seemed to be that either parking should be equal for all, or that reserved spaces should be very limited. Chairman Price indicated that he would arrange to talk with President Rudley about this problem.

The meeting of the Faculty Senate of 1 Sept. 2011 was adjourned at 5p.