



TEXAS SOUTHERN UNIVERSITY

FACULTY SENATE

Dr. J. Kenyatta Cavil, Chair
Dr. Edieth Wu, Vice Chair

Dr. Carla Brailey, Interim Secretary
Dr. Olurominiyi Ibitayo, Treasurer

Dr. Luis Perez-Feliciano, Faculty Speaks Editor
Dr. Mammo Woldie, Parliamentarian

MONTHLY MEETING MINUTES

Thursday, October 4, 2018

3:00 p.m.

Hannah Hall, Room 111

Presiding Senator

Dr. J. Kenyatta Cavil Chair, College of Education

Senate Members Present

Abobo, Cyril	Senator, College of Pharmacy and Health Sciences
Ayadi, Felix	Senator, Jesse H. Jones School of Business
Bell, Edward	Senator, College of Pharmacy and Health Sciences
Brailey, Carla	Interim Secretary, College of Liberal Arts and Behavioral Sciences
Griesinger, Nancy	Senator, College of Science, Engineering and Technology
Ibitayo, Olurominiyi	Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Kazakos, Demetrios	Senator, College of Science, Engineering and Technology
Loudd, Grace	Senator, College of Liberal Arts and Behavioral Sciences
Nwagwu, Emmanuel	Senator, College of Education
Ojode, Lucy	Senator, Jesse H. Jones School of Business
Perez-Feliciano, Luis	Faculty Speaks Editor, Barbara Jordan-Mickey Leland School of Public Affairs
Regis, Humphrey	Senator, School of Communication
Thoreson, Claire	Senator, The Graduate School
Woldie, Mammo	Senator Parliamentarian, Jesse H. Jones School of Business
Wu, Edieth	Vice Chair, Thurgood Marshall School of Law
Yousefipour, Zivar	Senator, College of Pharmacy and Health Sciences

Senate Members/Colleges Not in Attendance

Brown-Burton, Rockell	Senator, School of Communication
Handy, Carlos	Senator, College of Science, Engineering and Technology
Lancaster, Iris	Senator, College of Liberal Arts and Behavioral Sciences
Lowe, Jeffrey	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Reynolds, Lacey	Senator, College of Education
Walker, April	Senator, Thurgood Marshall School of Law

Senate Counsel Not in Attendance

Vacant Faculty Senate General Counsel

Guest(s) from Faculty Assembly or University

None

Call to Order

Dr. J. Kenyatta Cavil, Senate Chair, called the October 4, 2018 meeting of the TSU Faculty Senate to order at 3:12 p.m. on Thursday, October 4, 2018.

Approval of the September 6, 2018 Senate Meeting Minutes

The minutes from September 6, 2018, meeting were reviewed. Senator Claire Thoreson moved to accept the minutes and move forward. Senator Lucy Ojode seconded the motion. The minutes passed by unanimous vote (with amendments and corrections to update comments by Wu related to the storage of recordings and notes).

Status Report

No report.

Several senators discussed their concerns regarding the digital recordings of the minutes. It was suggested that since the Senate meeting is an open meeting.

Announcement

C: Senate Chair J. Kenyatta Cavil made several updates: Dean's annual request for CV associated with SOPA; Thanked Senator Woldie for moving forward with an Ad-Hoc committee chaired by Senators Griesinger & Handy, with Senators Thoreson, Woldie and Ibitayo serving on the committee; received salary information from the Chief Financial Officer, along with overall financials from the University.

Discussion from faculty on the public availability of TSU salaries; the request for salary analysis data; concerns regarding President Lane hiring a consultant. Continued discussion on the primary task to study faculty salaries and to make a point that most administrators are Faculty, need to identify other funds to increase faculty salaries, and the need to address perks for travel and professional.

C: Senate Chair J. Kenyatta Cavil: Continues updates Committee of inquiry Dean's search committee Evaluations for chairs and dean's process moving forward Compensation for faculty overload

Further discussion from faculty seeking clarity on how the Provost decides on \$4k. Most staff receive \$2,500 on the low end up to \$4k, also giving chairs/deans ability to request more.

Senator Woldie continued discussion on messaging about the overload policy. According to how the policy is written, the School of Business should not be impacted by the change. The Dean can make recommendations for the committee moving forward and can adjust overload based on his expertise and the Provost approval. The Board of Regents also approved the 2012 policy, which was approved by the senate.

C: Senate Chair J. Kenyatta Cavil gave an example that an Ad-Hoc Committee can be created to make recommendations by providing options to move forward. However, the Provost is acting within the policy – *Certain schools - Law School, Business School and Pharmacy – have exceptions to overload salary.*

C: TSU Athletics: Tickets to the upcoming Saturday game offered.

Old Business

Faculty discussion about an Ad-Hoc Committee constituted for a Pregnant Student Policy, which will help professors when they have a pregnant student (with reasonable guidelines). If and/or when does pregnancy become an issue of disability and is staff required to follow doctor or dentist recommendations?

Motion: Senator Thoreson made a motion for an Ad-Hoc Committee to formulate parameters policy dealing with pregnant students and the responsibilities of faculty. Senator Woldie seconded the motion. The motion passed by unanimous vote.

Faculty discussion about getting a Title IX Coordinator that may need training. Further discussion if the senate wants to start the conversation regarding Item #2 on Exhibit A, which states the TSU faculty and staff received a two percent raise in 2014. This is the only across-the-board increase in salary experienced by faculty and staff within the decade (2008-2018).

Final comments came from several senators about the Statement to the TSU Board of Regents submitted by Senator Lowe (Item #2 – Exhibit A) to be strategic and follow suit to allow the Ad-Hoc Committee to do its work as it relates to making salaries more equitable from top-down. Senators addressed the statement would send a message to stall raises for administrators and create awareness of the salary disparities with administrators.

Adjournment of Meeting

Senator Brailey moved to adjourn the meeting and Senator Griesinger seconded the motion.

Meeting Adjourned 5:12 p.m.

Minutes prepared by: Dr. Carla Brailey, Interim Secretary of the Faculty Senate