



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, September 6, 2018

3:00 p.m.

Hannah Hall, Room 111

Presiding Senate Member

Dr. Jafus 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

Brown-Burton, Rockell

Senator, School of Communication

Griesinger, Nancy

Senator, College of Science, Engineering and Technology

Handy, Carlos

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

Lancaster, Iris

Senator, College of Liberal Arts and Behavioral Sciences

Loudd, Grace

Senator, College of Liberal Arts and Behavioral Sciences

Lowe, Jeffrey

Senator, Barbara Jordan-Mickey Leland School of Public Affairs

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

Reynolds, Lacey

Senator, College of Education

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

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

Gautam, Nayer

Associate Professor, Barbara Jordan-Mickey Leland School of Public Affairs

Le, Hao

General Counsel, Office of General Counsel

Moore, Nyanza

Temporary Attorney, Office of General Counsel

Call to Order

Senate Chair Jafus Kenyatta Cavil called the September 2018 monthly meeting of the TSU Faculty Senate to order at 3:11 p.m. on Thursday, September 6, 2018.

Approval of the May 2018 Senate Meeting Minutes

The minutes from May 3, 2018 meeting were reviewed. Senator Ojode moved to approve the minutes. Senator Woldie seconded the motion. The minutes passed by unanimous vote (with updates and corrections).

Status Report from the Faculty Senate

No report.

Several senators discussed their concerns regarding the ownership of the tape or digital recorder used in recordings during the monthly Senate meetings

Q: Senator Emmanuel Nwagwu: Opened the meeting with questions about the ownership of the tape recorder and its legal implications.

R: Senate Vice Chair Edieth Wu: Stated that the tape belongs to the Senate and should be filed in the Senate office.

C: Senate Chair J. Kenyatta Cavil: Stated that there is no physical tape due to technology and the fact is that the Faculty Senate has used a digital voice recorder for at least the last four years. He stated that the files are housed in the Senate Office on the computer.

Q: Senator Carla Brailey: Asked the Senate to announce names clearly when speaking and making motions since she is new to taking minutes.

C: Several Faculty Senators: Extended discussions regarding the administration asking for the recordings and having a meeting about the recordings.

Announcements from the Chair

C: Senate Chair Jafus Kenyatta Cavil: Provided an update on the President's Cabinet, stating that there have been three meetings since the return of fall semester. He shared updates regarding the old and new Blackboard functionality in enrolling new employees. Additionally, he provided an update on the President's Cabinet and the Provost's Deans' Council meetings regarding the Title IX issues and cases, which are linked to the faculty and staff training requirements. He also provided updates on the workload policy for adjunct faculty and updates regarding the overload policy.

Q: Senator Nancy Griesinger: Stated that she was a statistician and asked if the consultant was already decided upon and would like to know who was being hired as a consultant.

C: Senate Vice Chair Edieth Wu: Addressed workload and overload policy regarding the interim Associate Provost Saneifard's comments that some schools can pay more with the Provost's approval.

C: Senator Rockell Brown-Burton: Stated that she agree that they do not need a consultant as a member of the Equity Council and Subcommittee. She made additional comments about position rank, salary, years of service, and that qualitative issues must be examined.

C: Senator Jeffrey Lowe: Suggested that the Faculty Senate craft a statement for the Chair to take to the Board of Regents about approving raises since there have been none in 10 years.

C: Senate Vice Chair Edieth Wu: Stated that President's Lane's contract has been extended to the top 15% compared to other administrators receiving raises, and that the Faculty Senate must reach out to President Lane, who is scheduled to receive a 20% increase.

C: Several Faculty Senators: Extended discussions about equity and pay, working as a team and completing an analysis for salary variances. Senators recommended that the members of the Senate send a clear message to the President with a deadline.

C: Senator Carlos Handy: Moved to have a qualified statistician acceptable to the Faculty Senate prepare an equity adjustment report and he suggested that the Senate approves the report, as the Senate reserves the right to veto and start the process again.

C: Motion Failed

C: Senator Mammo Woldie: Moved that TSU does not hire a consultant and that members of the Faculty Senate complete a study in-house. The members of the Senate should get together and come up with a plan to help with salary inequity on campus with a two-month deadline. Vice Chair Edieth Wu seconded the motion.

C: Several Faculty Senators: Extended discussions about the motion on the table.

C: Senator Carlos Handy: Commented that the consultant group has the dedicated time and expertise to complete the study, however, we as the Faculty Senate should hold them accountable.

C: Senator Lucy Ojode: Stated she was not opposed to having a consultant, however, she suggested the Faculty Senate should come up with something that will address these needs and have the consultant review it.

C: Several Faculty Senators: Extended discussions to support the motion.

C: Senator Demetrius Kazakos: Suggested adding a friendly amendment to the motion that would include representation from each college and school. Senator Mammo Woldie: Accepted the amendment.

Q: Senator Carlos Handy: Asked which Faculty Senators would comprise of this committee? He asked who had the expertise to complete the study. He asked which members of the Senate has the time with all of their other responsibilities. Finally, he asked when would be the deadline to complete the study if it was approved.

C: Senator Mammo Woldie and Senator Claire Thoreson: Commented on their terminal degrees in statistics. While another senator mentioned Senator Nancy Griesinger's terminal degrees in statistics.

Q: Senator Carla Brailey: Asked if only the Faculty Senate will be included on the committee.

C: Several Faculty Senators: Discussed why Senators should or should not complete this process.

C: Senate Chair Jafus Kenyatta Cavil: Requested to restate the motion prior to the vote. Motion Restated: Senators recommend that TSU does not hire a consultant, but should create a salary equity study by in-house members of the Faculty Senate with representation from each of the colleges and schools. Additionally, the senators agreed the completion of the study should occur within a two-

month timeframe.

Yes: 10

No: 5

Abstention: 1

C: Motion Passed

Guests

C: General Counsel Hao Le: Introduced himself to the senators. He sought to meet with all senators to discuss the functionality of his job and he shared his initiatives with the Senate.

Q: Senator Rockell Brown-Burton: Asked how the General Counsel office is staffed.

R: Senator Olurominiyi Ibitayo: Asked them to clarify if they should respond within 10 business days.

C: Mr. Shannon Broussard: Did not show up for meeting to present on the new booking process for events and rooms on campus.

Old Business

No report.

Adjournment of Meeting

Senate Vice Chair Edieth Wu: Moved for the meeting to be adjourned. Senator Mammo Woldie seconded the motion.

Meeting Adjourned at 5:11 p.m.

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