



# 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*

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### MONTHLY MEETING MINUTES

Thursday, December 6, 2018

3:00 p.m.

Hannah Hall, Room 111

#### ***Presiding Senate Member***

Dr. Jafus Kenyatta Cavil

Chair, College of Education

#### ***Senate Members Present***

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|-----------------------|--|
| 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                      |
| 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  |
| 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  |
| Taylor, Richard       | Senator, Jesse H. Jones School of Business                                   |
| Thoreson, Claire      | Senator, The Graduate School   |
| Walker Hawkins, Vera  | Senator, School of Communication   |
| Walker, April         | Senator, Thurgood Marshall School of Law                                     |
| 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                             |
| <i>Vacant</i>         | Senator, College of Liberal Arts and Behavioral Sciences                     |

#### ***Senate Members/Colleges Not in Attendance***

None.

#### ***Senate Counsel Not in Attendance***

*Vacant*

Faculty Senate General Counsel

#### ***Guest(s) from Faculty Assembly or University***

Rasmus, Monica

Assistant Professor and Program Director, College of Pharmacy and Health Sciences

### **Call to Order**

Dr. J. Kenyatta Cavil, Senate Chair, called the December 6, 2018, meeting of the TSU Faculty Senate to order at 3:10 p.m. on Thursday, December 6, 2018.

### **Announcement/Updates**

Senate Chair Cavil reported that La Shanta Gill-May, Program Coordinator, would be on FMLA. Also reported that there was another bomb threat on campus, however it proved not to be credible. Governor Greg Abbott issued an Executive Order announcing that on December 5 all state agencies will be closed for a National Day of Mourning to pay tribute to the 41<sup>st</sup> president, George H. W. Bush.

### **Approval of the November 1, 2018, Senate Meeting Minutes**

The minutes from November 1, 2018, meeting were reviewed. Senator Lowe moved to accept the minutes with recommendations that corrections be made due to time limits at the end of the last meeting. Discussions continued via email with a final vote. Interim Secretary Brailey seconded the motion. The minutes passed by unanimous vote.

### **Announcements**

C: Senate Chair Cavil gave an update on the 2% one-time bonus of the base salary, which will be reflected on the January 1, 2019 paycheck contingent upon meeting enrollment growth benchmarks. Furthermore, he affirmed that qualified faculty, staff and anyone hired last year will also qualify to receive the bonus.

C: Several Senators: Questions from faculty about when salary raises will occur, which will not be until after the University's Council on Equity Report is completed. Faculty Senate Ad Hoc Committee is completing an analysis based on years of services, tenure, and asked for additional data for specific breakdowns, along with accurate, financial numbers for all faculty. There was no decision made on additional information or data. Senate Chair Cavil said that the University's Council on Equity Committee is comprised of himself, a newly elected staff chair, human resources representative Yolanda Edwards, and the Provost and 43 members (22 faculty members and 21 staff members). They have not met since RFP's have been sent out to discuss next steps. Faculty discussion about how chairs were selected for the Faculty Senate Equity Committee and that with the committee being too big, they tend to use the stall technique. Suggestions were made that the Faculty Senate Committee needs to be strengthened, reinforced and have a timeline. It was recommended that the Equity Committee have a representative from each college serve on committee.

C: Senate Chair Cavil: Provided updates that Texas Higher Education Coordination Board Commissioner (THECB) Raymund A. Paredes visited the campus and met with members of the administration, faculty and students, and inquired about the engineering program. Additionally, he also voiced his concerns regarding the graduation rate. Senators raised questions as to why members of the Faculty Senate were not invited or notified about this visit.

C: Senate Chair Cavil: Announced that a mandatory grievance meeting for everyone will be held on December 12. Senators discussed whether the chair of the Board needed to be invited to an upcoming Faculty Senate meeting so that the Faculty Senators could state their concerns, challenges, issues and suggestions.

C: Senate Chair Cavil: Announced that five dean search committees have officially launched this week: School of Public Affairs, College of Liberal Arts and Behavioral Sciences, College of Pharmacy and Health Sciences, Jesse H. Jones School of Business, and the Thurgood Marshall School of Law. He stated that they anticipate having full-time deans in place by fall 2019. He stated that each committee's initial task would include reviewing documents used in the previous search committee process to ensure the new committees were comfortable with the language included in the Dean Search documents prior to national publication of each dean search.

Furthermore, he asked committee to make recommendations of specific journal or publications for advertising.

C: Discussion from senators regarding the listing of the Search Committee members, protocol, and recommendation letters, why COSET was not included. The other dean search committees were put together prior to the selection of the new interim dean of COSET. Faculty suggested that the faculty manual is followed so no one is breaking any bylaws. Further discussion about faculty serving on the committees. Specifically, the question was asked, are their measures that can be taken after sanctions when policies are not followed?

### **Old Business**

C: Senate Chair Cavil: Received an updated copy of the Evaluation of Academic Administrators today and is pushing to start the process to ensure we can evaluate Department Chairs with an updated survey. Senators discussed the Faculty Manual process of faculty from the department removing a Chair versus Interim Chair change by the Dean.

### **New Business**

C: Issues of Office of Recruiting scheduling (mandating a student to recruit students during his/her designated class) students during class time as a university liaison to show parents and students the campus.

### **Guests**

C: Dr. Monica Rasmus: Shared that she sent thanks to the Senate for supporting her request for tenure in 2017-2018 during the University Rank, Tenure & Promotion and Salary review cycle.

C: Senators: Discussions included talks about going back to how it was before when faculty apply for a promotion, work hard, followed by receiving a promotion. Then, apply for tenure and promotion separately.

C: Senator Chair Cavil: Moved to discuss another time. Senator Chair Cavil to seek attendance of President Lane at the next meeting in February with a specific agenda. As with normal protocol, an email will be sent to determine which items to include for the meeting.

### **Adjournment of Meeting**

Senate Interim Secretary Brailey moved for the meeting to be adjourned. Senator Woldie seconded the motion.

Meeting Adjourned 4:47 p.m.

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