



TEXAS SOUTHERN UNIVERSITY FACULTY SENATE/ASSEMBLY

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, February 7, 2019

3:00 p.m.

Hannah Hall, Room 111

Presiding Senator

Dr. J. Kenyatta Cavil Chair, College of Education

Senate Members Present

Ayadi, Felix	Senator, Jesse H. Jones School of Business
Bell, Edward	Senator, College of Pharmacy and Health Sciences
Brailey, Carla	Senator, College of Liberal Arts and Behavioral Sciences
Brown-Burton, Rockell	Senator, School of Communication
Handy, Carlos	Senator, College of Science, Engineering and Technology
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
Saneifard, Rasoul	Senator Secretary, College of Science, Engineering and Technology
Thoreson, Claire	Senator, The Graduate School
Walker, April	Faculty Senate General Counsel, 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

Abobo, Cyril	Senator, College of Pharmacy and Health Sciences
Griesinger, Nancy	Senator, College of Science, Engineering and Technology
Ibitayo, Olurominiyi	Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Rasmus, Monica A.	Assistant Professor, College of Pharmacy and Health Sciences
Walker Hawkins, Vera	Senator, School of Communication

Visitors from Faculty Assembly or University

Brooks de vita
Dr. Brittany Slatton

Call to Order

Dr. J. Kenyatta Cavil, Senate Chair, called the February 7, 2019, meeting of the TSU Faculty Senate to order at 3:12 p.m. on Thursday, February 7, 2019.

Approval of the December 6, 2018, Senate Meeting Minutes

The minutes from December 6, 2018, meeting were reviewed. Senator Wodie moved to accept the minutes with addition to update roll with Senator Bell. Senator Walker seconded the motion. The minutes passed by unanimous vote. There were no abstentions. Motion carried.

Announcement/Updates from the Chair

- President Lane - Family emergency, so he is not on campus and unable to attend the meeting today but is committed to attending the March meeting.
- Board of Regents Retreat - had a briefing of five priority areas: Student Success, Academic Quality, Culture, Partnerships and Finances also included research focus, student readiness and teaching and learning; SACS and QEP.
- Opening Faculty Assembly Meeting - Presentation is available on Faculty Senate website.
- President's Cabinet - TSU Website Migration, with two phases and each School is accountable for updating their own site.
- President's Cabinet – 86th Legislative Session on TSU Day at the State Capital is February 25, 2019.
- Dean's Council HB 2402 - CV and Syllabi requirement of Faculty posted on website; remove personal contact information.
- Dean's Council – Title IX Protocol if faculty/staff must report it they hear anything that a student is being abused, you must report it to Wendel Williams, the coordinator. If you hear something, say something and report it.
- Dean's Council – Summer 2019 pay for faculty salary process will remain the same.

Old Business

C: On-going Discussion of Faculty Raise in the context of President Lane's salary and bonus:

- Senate Chair went back to President Lane about visiting the Faculty Senate.
- Senate discussion that the President doesn't visit until September; other faculty thought he should visit at the March meeting now to discuss salary equity and the temporary 2% one time raise.
- Further discussion of the President's bonus; Faculty Senate isn't clear and points to inconsistencies; enrollment isn't connected to bonus.
- Comments that salary increases are according to levels and commitment to the university.
- Suggested that a collective list of questions be prepared from Faculty Senators to go back to assembly and use the top five to ask President Lane to respond to at the meeting.
- Faculty inquired about statements to the Board.

C: COSET Senator Griesinger (sick) – no discussion on Student Maternity Committee

New Business

C: Senator Kazakos - Department Chair Workload

- Current workload request of three credits/semester too low.
- Old model could teach less than three credits and commented to go back to this model.
- Other schools and departments have other activities.
- Further Faculty discussion and conflicts on typographical errors.

C: Senator Kazakos - Faculty Extra Compensation for Teaching Overload

- Discussion that it's a way to hire new faculty.
- Discussion asking for clarity of overload, which was clarified that it depends on the faculty level.
- Concerns about compensation, that it's not easy hiring faculty and that several business faculty declined to teach an overload because the compensation was too low.

C: Senator Lowe - Spring 2019 Senate Elections

- Senator Lowe discussed the process and layout of the upcoming Faculty Senate Elections
- Faculty Chair Cavil distributed an election recommended schedule
- Comments that the elections are being held too late

Senator Kazakos moved to accept the recommended dates. Senator Bell seconded the motion. Passed by unanimous vote.

Below are Faculty Senate Approved dates for the Faculty Senate Election Process of Officers, Committees, and Representatives of the Assembly and the Faculty Senate.

- February 13, 2019 – Appointment by Incumbent Chairperson of ad hoc committee
- March 27, 2019 – Acceptance of Nominations (2pm – 4pm)
- April 10, 2019 – Face-Off of Nominated Faculty (11am – 1pm)
- April 24, 2019 – Faculty Senate Officers Election (7am – 7pm)
- April 30, 2019 – Faculty Senate Election of Committees and Representatives

C: Further Discussion on Senate Elections

- Faculty discussion about encouraging the ad-hoc committee to create ways to increase voting
- Absentee voting was discussed with and was recommended that an emphasis be placed on this topic because it is not in the faculty manual
- Concern that there is a lack of faculty participation in opening of faculty meeting, but to be mindful of time when they are participating, and that presentations should be shortened
- Faculty discussed online voting and the increase in 2017.
- Visitor Brooks de Vita linked attendance to what faculty and senate can accomplish

C: Update on Senate Hearing Committee

Faculty Chair of committee filed an open records request; had meeting to discuss the matter and attempted to have a second meeting – plans to complete the investigation.

C: Senator Lancaster - Report of Faculty Salaries

- Request for report to address various categories listed and updated for open records
- Faculty Chair Cavil reiterated the consulting groups have not been selected but an RFP has been posted
- Presentation of the process and dates for the equity study given
- Discussion on the need for a consulting company; questions about how they are collecting and analyzing the information (the methodological approach)
- Visitor de vita clarified how they are investigating the internal equity
- Questions about addressing the internal equity: 1) How will the study be performed? 2) How will data be collected? 3) What software program will be used? and 4) What are they going to do?
- This discussion will be put on the next President's Cabinet Meeting
- Visitor Brittany Slatton asked how many faculty there were and suggested the number could be related to internal equity of almost \$1 - \$2 million dollars.
- Visitor Slatton also asked if President Lane would be addressing the issue of merit
- Faculty discussion about requesting an Annual Report from the Provost, which hasn't been received.
- Senate Chair Cavil will place the Annual Report request on the President Cabinet agenda.

- Faculty asked if Senate Chair attended conferences affiliated with other faculty senate conventions (AAUP memberships).

Moved to Join: Faculty Senate to join AAUP and allow Chair and Vice Chair to pay institutions membership, travel for one or both to attend. Then - Motion to Table: Noted to get more information for Vice Chair to attend relevant meetings.

C: Senators Woldie and Ayadi - Summer 2019 Pay – Dr. Cavil provided clarity that the pay will remain the same pay.

Adjournment of Meeting

Senate Chair Ayadi moved for the meeting to be adjourned. Senator Loudd seconded the motion.

Meeting Adjourned 5:03 p.m.

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