



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, February 28, 2019

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	Senate 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	Senate 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
Onwudiwe, Ihekwoaba	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Perez-Feliciano, Luis	Faculty Speaks Editor / Senator, 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, April	Faculty Senate General Counsel, Thurgood Marshall School of Law
Walker, Vera	Senator, School of Communication
Woldie, Mammo	Senate Parliamentarian, Jesse H. Jones School of Business
Wu, Edieth	Senate 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

Lane, Austin President of Texas Southern University

Rasmus, Monica A.
Slatton, Brittany

Assistant Professor, College of Pharmacy and Health Sciences
Associate Professor College of Liberal Arts and Behavioral Sciences

Call to Order

Senate Chair Dr. J. Kenyatta Cavil called the February 28, 2019, meeting of the TSU Faculty Senate to order at 3:12 p.m. on Thursday, February 28, 2019.

Approval of Senate Meeting Minutes

The minutes of February 7, 2018, meeting were reviewed.

MOTION: Moved by Senator Brailey and seconded to accept the minutes. Passed unanimously and motion carried with no abstentions.

MOTION: Moved by Senate Brailey to change date of upcoming April meeting to April 11 and seconded for a vote of:

Favor: 9 Opposed: 8 Motion: Carried

University President Dr. Austin Lane, Questions & Answers

COPHS Senators (Colleagues concerns and questions)

- Pharmacy Nabrit Building has a lot of problems, foundation cracks, molds, and we may be in trouble if students complain about the low standard and health risks to ACPE. Pharmacy NEEDS a new Building. I want to remain anonymous.
- Please ask him: why is he deviating from the traditional pay raise concept (distributed over the period of 9-months) since he took office?
- His one-time raise is more like a bonus without an increase in the faculty base salary, which affects the retirement plans of the individuals.
- Review of the departmental chairs and deans of colleges is way past due. Some chairs have been in their positions for over 15 years (without any review) which is a serious violation of the faculty manual.

COSET Senator Kazakos questions

What is your vision for TSU in the following areas?

- a) Do you envision an increase in Graduate Programs? If yes, in what areas?
- b) Having appointed as Provost a highly accomplished Engineer, should we expect an increased support for Engineering Programs, undergraduate and graduate?

Parliamentarian Woldie questions

1. What are the merits of hiring consultants to perform salary equity at TSU? We need clarification about the qualification of the consultants and their experiences within a university setting.
2. See University President Dr. Austin Lane, Questions & Answers Document Memorandum Titled: *Faculty Senate Questions to President Dr. Austin Lane on Thursday, February 28, 2019 for the Faculty Senate Meeting*
 1. What is the duration of the study? When will it be implemented?

Q: Concerns with Nabrit Science Building (College of Pharmacy and Health Sciences)

Pres: Completed university's faculty assessment and 3-year, \$10M Capital Expenditure Plan is developed to prioritize repairs.

Q: Why is university deviating from traditional pay raises to bonuses?

Pres: Cost of library and new student dormitory were very costly, therefore causing debt. 2-3% increase from

base and looking at drastic disparities. Asked all administrators to decrease budget by 5% to acquire funds to increase faculty and staff pay.

Q: Give clarity for 5% reduction by administrators

Pres: Attempt to identify waste and reallocate funds to other areas to be more efficient

Q: What about overload pay in regards to identifying additional funds?

Discussion: Overload policies created to bring consistency to the process; suggestion to hire more faculty

Q: If using HEAP funds of \$10M, will technology be included?

Pres: Yes.

Q: Would the President like to put a permanent salary increase in place?

Pres: Yes.

Q: How does graduation rate connect to the raise?

Pres: They are not connected and there is a policy addressing graduation rates of at risk students to adjust credit for graduation.

Q: What plan does the President have to increase enrollment per school versus entire university?

Pres: Decided by university and school. Discussed Added the deficiencies of properly staffing programs and identifying programs that have high enrollment. Proper percentage of faculty must be hired to avoid starting new programs without feasibility studies.

Q: Who is to blame for low enrollment?

Pres: Can't pinpoint a particular person or area. State to blame because the formula hasn't always worked in TSU's favor. Has a better strategy with partnerships in building pipelines.

Q: Monitoring terms of how chairs serve?

Prov: Also asks about monitoring terms of how chairs serve.

Pres: Faculty administration should follow the manual and the process to proceed.

Prov: 7 of 10 academic deans are interim and 21 of 34 are interim chairs, with goal to get permanency

Q: How does the grant play a role?

Prov: There's an indirect cost associated in grants.

Q: Questions about recruitment and the role of faculty being team players in the process of recruiting students to the various Texas Southern University.

Pres: Graduation rates receive higher rates

Q: Should engineering program expect an increase?

Prov: Improvement/increases will be distributed based on needs and must be accredited in Engineering.

Pres: Aggressively targeting students with 38 and up, come in with a specific scholarship.

Q: Will math program be reinstated?

Prov: Already has been reinstated.

Q: Asked President about his salary in relation to faculty senate not using a consultant

Pres: Will do a full compensation study and encouraged faculty to hold on independent study and share with equity committee and consultants (contract is \$30K).

Q: Has any faculty received an emergency increase?

Pres: No. There are no one-ups or adjustments.

C: Students slandered faculty without the opportunity to respond.

Pres: People can respond however they like. Meeting in his area was problematic and didn't know it was happening.

Q: Why is money being spent to pay a consultant versus using faculty to conduct the study?

Pres: Faculty can work with approved consultants and are encouraged to communicate more about equity meetings.

Q: Is there a timeline for study?

Pres: Next fiscal year.

There were additional questions from the Faculty Senate that would be sent directly President Lane to answer due to the scheduled Faculty Senate meeting to end at 5:00pm.

Adjournment of Meeting

MOTION: At 5:16p.m., Senator Ayadi moved for the meeting to be adjourned and the motion was seconded.

Senator Lowe reference the need to discuss the SOPA election of Senator Onwudiwe. Interim Secretary Brailey and several other senators voiced concerns of continuing the meeting as they wanted to be a part of the discussion, however, they had other course lectures.

Favor: 7 Opposed: 10 Motion: Denied

However, they had other obligations and were unable to remain.

Several senators proceeded to leave the meeting, however, there was a quorum of sixteen senators. There was additional discussion on the SOPA faculty senator election. Senator Kazakos stated what was the issue with SOPA having additional representation on the Faculty Senate. As senators continued to leave due other obligations as motion was made.

MOTION: Senator Lowe motion for Chair Cavil to send an email to the SOPA Faculty to rescind the SOPA election. The motion carried with 10 yes votes, 0 no votes, and 1 abstention.

MOTION: Senator Woldie moved to adjourned the meeting and the motion was seconded. Passed unanimously and motion carried with no abstentions

Meeting Adjourned by 5:56 p.m.

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