



TEXAS SOUTHERN UNIVERSITY

FACULTY SENATE

Dr. Edith Wu, Chair

Dr. Faith Joseph Jackson, Vice Chair
Dr. Yoruba Mutakabbir, Treasurer

Dr. Carla Brailey, Secretary

Dr. Brittany Slatton, Faculty Speaks Editor
Dr. Mario Hollomon, Parliamentarian

MONTHLY MEETING MINUTES

Thursday, September 3rd, 2020

3:00 p.m.

Virtual Meeting via BlueJeans

Presiding Senator

Dr. Edith Wu

Senate Chair, Thurgood Marshall School of Law

Senate Members Present

Benson, Michon

Senator, Honors College

Brailey, Carla

Senate Secretary, College of Liberal Arts and Behavioral Sciences

Darayan, Shahryar

Senator, College of Science, Engineering and Technology

Griesinger, Nancy

Senator, College of Science, Engineering and Technology

Handy, Carlos

Senator, College of Science, Engineering and Technology

Hollomon, Mario

Senate Parliamentarian, College of Science, Engineering and Technology

Jackson, Faith

Senate Vice Chair, Thurgood Marshall School of Law

Johnson, Lydia

Senator, Thurgood Marshall School of Law

Kazakos, Demetrios

Senator, The Graduate School

Lancaster, Iris

Senator, College of Liberal Arts and Behavioral Sciences

Mbye, Ya Fatou Njie

Senator, College of Pharmacy and Health Sciences

Nwagwu, Emmanuel

Senator, College of Education

Onwudiwe, Ihekwoaba

Senator, Barbara Jordan-Mickey Leland School of Public Affairs

Perez-Feliciano, Luis

Senator, Barbara Jordan-Mickey Leland School of Public Affairs

Regis, Humphrey

Senator, School of Communication

Reynolds, Lacey

Senator, College of Education

Slatton, Brittany

Faculty Speaks Editor, College of Liberal Arts and Behavioral Sciences

Taylor, Richard

Senator, Jesse H. Jones School of Business

Vacant

Senator, School of Communication

Senate Members Not in Attendance

Estill, Sonnice

Senator, College of Pharmacy and Health Sciences

Saunders, William

Senator, Jesse H. Jones School of Business

Walker, April

Faculty Senate General Counsel, Thurgood Marshall School of Law

Woldie, Mammo

Senator, Jesse H. Jones School of Business

Guest(s) from Faculty Assembly or University

No Visitors

I. Call to Order

The September meeting for the TSU Faculty Senate was called to order by Chair Wu at 3:12 p.m. on Thursday, September 3rd, 2020. Quorum for this meeting began at the start of the meeting with 22 participants (Roll was taken verbally by Secretary Brailey).

II. Roll Call

Secretary Brailey called roll to record attendance of each member, who logged into the virtual system (BlueJeans).

III. Approval of Minutes from Previous Meeting in April

A correction was stated for the new hire's name, Dereck Mann.

MOTION ON THE FLOOR TO APPROVE MINUTES

Minutes Accepted – Dr. Brailey made motion to accept the minutes with a second motion by Dr. Hollomon.

Motion passed with zero responses as “no/abstain”.

IV. New Business

Chair Wu: Faculty Liaison Dr. Perkins did not attend.

Faculty Senators discussed hearing from Dr. Perkins and getting follow up from him related to his services.

Senator Regis asked for clarity about Dr. Perkins role. He stated, Dr. Perkins can go to any department or administrator on any issue- including strategy work.

Senator Handy: How do we measure his effectiveness?

Chair Wu encouraged people to use his services. She stated, Dr. Perkins can speak to his effectiveness as an ombudsman by addressing the Senate with some type of reporting of his interaction with faculty on their concerns throughout the year.

V. Chair Wu Report

Chair Wu: Update:

- Stated 12 Faculty Members received promotions
- She mentioned faculty are not acknowledged enough by administrators for their hard work.
- She notified faculty about technology updates and stated all Full-time faculty should receive new laptops.

Senator Handy spoke about the location to receive the laptop. **Chair Wu** clarified each faculty should receive an email to pick up the laptop. (Information # 713-313-7357).

Senator Nwagwu spoke about his desire to keep desktop from the school and be able to take laptop back and forth.

Senator Regis: What type of computer can faculty receive?

Senator Reynolds: He believes both, PC and Mac are available. He spoke about the desktops will eventually go away.

Chair Wu spoke about training mandates that so many faculty members had yet to complete the assigned modules. She spoke to the auditor about moving the deadline to September 8th, which resulted to

the Provost extending the deadline to Friday, the 11th, to complete the training.

Senator Regis spoke about concerns. He did five modules, but the system did not generate a certificate.

Chair Wu: She asked if any other faculty had any problems with training? [No one spoke]; then she stated Dr. Saunders will provide an update in Phase II of the Faculty Senate Salary Equity Committee (Salary Equity Compensation Committee) when he attends the Senate meeting.

Senator Tuck was scheduled to speak on marketing for Online Programs, but she is no longer with the University

Chair Wu stated we will need another senator from the library.

Senator Handy had safety questions related to faculty returning to Campus. Has the University tested its capacity of the ventilation program? How will they properly split courses to take safety precautions?

Chair Wu: The University has a task force to address space issues and social distancing to return back to school.

Secretary Brailey: Will faculty need to address HR if they have medical issues returning?

Chair Wu: The Provost said as of today, Faculty will return as of September 14th. So far, no faculty has had an issue with working online.

Senator Taylor: Definition of Hybrid: 50-80% of the class will be online so only have...

Senator Johnson: What is the formal process?

Chair Wu: Start with sending the Dean an email, then HR if you have any issues.

Senator Reynolds: Received a synchronous class. His online class should start back on campus as of September 14th. Houston is still considered a HOT SPOT. He believes this is a conflict as far as how we teach.

Chair Wu: What is the protocol? Contact the Dean, you have the option of remaining online. The students have no choice if faculty elects to “only” teach online.

Senator Reynolds: How is the Law School handling their courses?

Chair Wu: The Dean decided 1st and 2nd year students would be Hybrid and 3rd years would be online.

Senator Johnson: Is there a written policy that faculty can use to address their COVID issues to return to campus?

Chair Wu: It is really an HR issue- Speak to VP Yolanda Edmond. Go to Dean first, Chair Wu’s preference is to teach face to face.

Chair Wu encouraged the faculty to visit the Emergency Cares Act. You can still work and take Family Medical Leave.

Senator Nwagwu: Are you saying you were not there while the University was making recommendations? Are all these options optional? What is the role of the Faculty Senate in this matter?

Chair Wu: The Governor is encouraging Colleges to return to campus. Dr. Nichols Jones has done a great job. We are a team, so we must cooperate in making sure faculty know that exceptions exist. She stated faculty should deal with the exceptions to the rules to address their specific needs.

Senator Handy: Has the University ensured all students have a laptop?

Chair Wu: Yes, they have always had them for students. Now a priority is that all faculty members receive a laptop.

Senator Handy: Some students make it seem like they do not have a laptop. Can we recommendations if the University can meet in the classroom and faculty can attend virtually.

Chair Wu responded that is an individual strategy. In some cases, students will come to class, but the

faculty will do the lecture virtually. The Law School has smart rooms, just as other schools, and that is one of the options they are using.

Senator Nwagwu stated the Law School is an exception, which is how the school is able to make so many options it is different.

Senator Reynolds: The Law School is a professional school. As of the 14th, all professors are reporting to campus.

Chair Wu: She welcomed back all faculty and hopes all faculty are doing well.

VI. Rank & Tenure Faculty Manual 9.0

Subject to Address -- Going back to 8.0 from 2002

Chair Wu: Is recommending substituting 8.0 for the new one 9.0

Senator Reynolds serves on Rank Tenure for College of Education and wrote by-laws for the College too. The Provost sometimes does not recognize that the faculty has been vetted and approved by department, colleges and by our Deans. He does not understand how the Provost can override the Committee.

Chair Wu: The University has a PROTOCOL.

Senator Handy: The Provost should not have the last “say.”

Chair Wu: If it is not the preference of the senate to move back to 8.0 from 2002, the Senate can address it another time. Chair Wu stated she would prefer to have that power in the Committee’s hands. Three faculty were denied in the process.

Senator Regis: Presented Two Principles.

School Level: A person should be selected who has the expertise in the field as they would be the best judge of the professor’s professional work.

University Level: Develop another committee that is sensitive of other issues.

Senator Hollomon: He provided a testimony that he was denied promotion, so he had to appeal to the University Rank and Tenure Committee. He stated he received a one liner from the Provost that he was denied at the suggestions related to teaching, research, or service. He stated he received a 300K grant and a written publication.

Senator Handy: He is confused by the language because in Senator Hollomon’s case he received the grant after his tenure process.

Chair Wu said she did not want to get into the individual cases but wants the POWER to go back to the University Committee.

Senator Johnson: We now have 3 weeks, which will be an expedited semester. The faculty manual requires us to meet four times, so how will we handle this? Is that because of COVID, due to the adjustment in the University calendar?

Chair Wu: An adjustment was made due to COVID.

VII. Leadership Discussion

Chair Wu spoke about problems from Faculty on the leadership on Dr. Harris. She stated she spoke to the President about Dr. Harris’ practices.

Senator Perez spoke about Faculty awards in April. The Provost suspended the awards without any explanation, and he would like an explanation.

Chair Wu: Agreed

Senator Mbye: She sent an email to Dr. Saneiford, and he sent a response back to her to refer her to speak to her Dean. The Dean asked the Provost. The response received stated they received limited applications with only two pools of applications, but she was unsure of what his email meant.

Chair Wu said she heard that was not correct as well.

Senator Nwagwu: (1) It is the responsibility of the Senate to evaluate the administration.

(2) The President only spent three seconds in attendance, and the faculty didn't learn anything. He did not spend [enough] time with the faculty.

(3) The President did not address Salary Equity issues.

(4) Parking spaces reimbursement were not given.

Chair Wu: stated faculty should receive a credit for parking.

Senator Reynolds: The biggest issue is naming a President.

How long can we have an Interim President? Considering what is happening now, he stated we need to be grateful instead of complaining.

He asserted our faculty should concentrate on the stability of the University. He mentioned we should concentrate on priorities, but instead some faculty have their own personal agendas.

Chair Wu: The main thing is to look review the Phase 2 of Senator Saunders Committee.

Senator Handy: The President is clueless about what the University should be, and Provost Harris does not know what we [Faculty Senate] should be? We are not guaranteed our jobs so we should identify how to be our best and keep our best faculty. It is not about now, but it is about our future.

Chair Wu focused on Senator Hollomon's success and stated he can help other faculty in the future.

Senator Hollomon responded that he was not told where he was weak. He was clueless about the process. He was not the only faculty from his college.

Chair Wu spoke about her leadership and ability to support faculty through their tenure process including Dr. Prince. She guided them through the process. She spoke of being proud of herself about being responsive.

Senator Griesinger spoke about restating and getting clarity on what problems Chair Wu have had about the Provost's non-responsiveness such as parking and the awards that were not issued to faculty.

Motion: To adjourn meeting by Senator Carlos Handy and seconded by Senator Carla Brailey.

Adjournment at 5:13 PM