

Regis, Humphrey
Wei, Jacob

Senator, School of Communication
Senator, College of Science, Engineering and Technology

Guest Present

Glenn Griesinger, Nancy Professor, College of Science, Engineering and Technology

I. Call to Order

The meeting was called to order at 3:16 PM

II. Roll/sign-in/approval of April 7 meeting minutes

The meeting minutes were reviewed and approved with a motion by Dr. Todd, second by Dr. Estes, and no abstentions.

Attendance was taken via sign-in sheet. A quorum was present.

III. Chair’s Update(s) Dr. Wu

Gratitude was extended to all Senators present at President Crumpton-Young’s investiture. Drs. Saunders and Wu attended all investiture meetings.

Dr. Guinn participated in a session with Dr. Penn-Marshall on the importance of African Americans taking part in clinical trials.

Mrs. Florent and Dr. Meshack sent the “AAUP Advocacy Chapter at PVAMU [resolution] in support of Academic Freedom to Teach Critical Race Theory, Race, Racism, and Social Justice” to all TSU faculty.

Dr. Perez-Feliciano shared an article with faculty about the “Megan effect” on enrollment. Megan Pete’s (Megan the Stallion) graduation from TSU has had a positive effect on enrollment.

IV. February /March Carryover Item(s) (ongoing)

Salary Information..... Dr. Saunders

Faculty Equity Committee - Work Session/Discussion

COPHS/Senators	COLABS
COSET	JHJ
SOC	SOE
SOPA	TMSL

Feedback about faculty equity has been received from only one person. Dr. Saunders requested administrators’ salary information in the form of data tables so he can document the total amount spent on administrative salaries. He was told to send the request to General Counsel. Dr. Caussin made the same request for faculty salaries. After three requests, she received a list of salaries, but not in the form she requested. Dr. Saunders has received nothing yet.

Dr. Jackson stated that new positions are being created with title changes. It appears in Human Resources that new positions are being created. In some cases, administrative assistants have more responsibility.

Dr. Nwangwu believes the Law School (TMSL) operates independently of other Colleges and Schools. Dr. Wu stated that TMSL generates more revenue because tuition is more. She added that TMSL operates under the American Bar Association and must follow rigid requirements. She realizes that disparities exist

when TMSL salaries are compared to salaries at other Colleges and Schools. Dr. Saunders stated that this is universal across all universities.

V. Faculty Equity Survey Instrument Updates.....Dr. Benson & Dr. Caussin

Dr. Benson updated the TMSL survey. Dr. Todd said in March that creating a survey that could be aggregated across Colleges and Schools would require a committee. Due to time constraints, Dr. Benson said two surveys have been modified. She wants more help with the survey instrument. Dr. Wu asked if Dr. Benson would like to work in conjunction with Dr. Saunders's committee. Dr. Caussin believes it is better that each College or School enters their own changes.

Dr. Benson said the purpose of the survey is to find out if salary is commensurate with merit, gender, longevity, etc. There are many nuances and she is not a statistician. She asked if faculty would be amenable to completing two surveys five months apart. The response was "No." Dr. O

Dr. Handy said that the sample size is large enough to detect differences by sex.

Dr. Nwagwu said the university has already invested money in a faculty survey. He asserted that we should use those data to aggregate between men and women. He added that too much time has already been spent on this issue. The primary question is how the university will pay for salary increases.

Dr. Wu said it will take longer if we start over. She suggested we take what Dr. Saunders has done thus far and move forward; however, we will not have to wait until September. Dr. Player recommended that we have a working session during the summer. Dr. Griesinger said that we could use the existing survey and use the raw data to perform analyses to determine differences.

Dr. Estes asked what questions are being asked. Dr. Benson explained that general questions are being asked across Colleges and Schools. Other questions are included to justify salary disparities.

Dr. Wu asked if we can work to complete a universal tool that reflects teaching, research, and service. Because May is the last meeting of the 2021-2022 academic year, we will continue working on the survey when we return in September.

Dr. Nwagwu recommended that we work to finalize the survey during the summer. Dr. Handy said the survey is not the issue; rather, we have an issue of administrators not including faculty salaries in the annual budget.

Dr. Wu said there is a provision in THECB that provided a blueprint for faculty salaries. She read policy Texas Code 035 governing one-time merit pay. The recent TSU one-time payment went to all faculty. There is no limit to one-time merit pay. Dr. Handy asked who initiates merit pay. Dr. Wu responded that the President initiates the request and the Board must approve. She believes merit pay should recur annually. Dr. Benson said merit pay should be determined by the Provost based on faculty evaluations. She added that the equity survey is still needed. Dr. Player said one cannot argue against p-values. We need the survey.

Dr. Jackson supports completing the survey during the summer. Dr. Todd thought this was a good idea so the survey can be administered at our fall opening faculty meeting when there is a captive audience.

Dr. Rasmus asked if the federal monies given to our university could be used for salary increases. TSU received about \$90 million from the Higher Education Enhancement Relief Fund (HEERF). Dr. Wu said we cannot use those funds for salaries unless they are COVID-19 related (e.g., campus COVID czar, Zuri Dale). Dr. Meshack said HEERF money is being used for facilities and services, student debt, research,

etc. Dr. Nwagwu asked if the fund can be used to repair the faculty cottage? Dr. Wu said the fund cannot be used.

Dr. Woldie asked if salary information is available in Excel. Dr. Wu said a “foyer” system is used to request data via a request sent to General Counsel Hao Le. Dr. Le has salaries for the eight academic units. Dr. Wu called General Counsel Le during the meeting. He did not respond so she sent a text letting him know that Dr. Saunders would be calling.

Dr. Onwudiwe asked if one-time merit payments are added to salaries. Dr. Wu said the one-time payment is added to salaries. She will ask that merit pay is an annual occurrence.

VI. Unexplainable Delay with COSET Dean Search..... Dr. Nancy Griesinger

Dr. Glenn Griesinger explained that COSET generates extensive research dollars. This is critical as the university seeks level 1 research status. This will not be accomplished without COSET, especially female COSET faculty.

COSET faculty was informed by Provost Poats on 12/31/21 that Dean Sadan had stepped down. Afterward, Provost Poats requested recommendations for Interim Dean also stating that the interim appointee would remain in the position for only one semester. However, the person appointed by Provost Poats is still in the position. COSET Interim Dean Sleem has questionable credentials and issues with female faculty who he demeans and treats poorly. Dr. Griesinger said he was not the most qualified for the position. She was recently informed that Interim Dean Sleem would remain in the position indefinitely. Complaints have been filed against Interim Dean Sleem. Dr. Griesinger said this matter is a Title IX issue.

Dr. Handy said he believes the Sleem appointment was politically motivated. He agreed with Dr. Griesinger that Dr. Sleem is not the most qualified. He also stated that multiple complaints have been made across campus about Provost Poats meriting the position.

Chair Wu said that she was not defending Provost Poats, but she has found Provost Poats very responsive compared to Harris. She will present the question about the status of the COSET Dean search.

Dr. Caussin asked about the status of the Provost search. Chair Wu said a committee is being formed. Dr. Onwudiwe asked if Dr. Glenn Griesinger has documentation to support her position. She assured the Senate that she does and, in fact, has been sharing with faculty. Chair Wu said she will contact Provost Poats. She said that a vote of no confidence would strengthen the ability to push the issue forward.

VII. Summer Pay..... Dr. Woldie

Dr. Woldie received information about summer pay at various institutions. UHD pays 1/12 of the 9-month salary for the first course taught and 1/9 for the second course. UH Clear Lake pays 1/12 of the 9-month salary. Sam Houston State University pays 1/12; Stephen F. Austin pays 1/12; and PVAMU pays \$5000. TSU formerly paid 1/12 of the 9-month salary. The change to a rate of \$5000 per course was made by former Provost Harris. The recommendation to change the \$5000 rate would require a faculty boycott. Administration uses the TSU budget deficit to justify paying \$5000 for summer pay. Our agreement to teach is binding.

Chair Wu said some colleges use adjuncts to teach summer classes because of the low pay rate. Depending on the 9-month salary, the \$5000 may be more than 1/12 for some. This does not apply to faculty with larger salaries. She said summer classes should be offered based on students’ needs for graduation.

Dr. Nwagwu asked if Provost Harris’s policies must remain in effect. Chair Wu said the current policies were inherited by President Crumpton-Young and Provost Poats. They are not able to immediately create changes.

VIII. Compensation for Interim Department Chairs, Interim Associate Deans and Interim Deans to be same as if they were permanent..... Dr. Kazakos

Dr. Kazakos believes interim appointees should receive the same salary as permanent appointees. Chair Wu explained that appointments are contractual and individuals must agree on salary before assuming the positions. Dr. Kazakos said the pay would be a moral boost for administrators.

IX. Evaluation of Administrators..... Dr. Nwagwu

Dr. Nwagwu believes Deans should be accountable for enrollment. He asked if the “Megan effect” applies to both undergraduate and graduate students. Chair Wu said the “effect” is across the board.

X. Old/New Business

Chair Wu said President Crumpton-Young is evaluating low-producing programs.

Dr. Meshack asked if we might request a presentation about grants, including management, indirect costs, budgeting, payments, supplements, stipends, etc. Chair Wu suggested having the presentation made at the opening faculty meetings. She asked Dr. Meshack to compose a letter and send it to her. The letter will be sent to Dr. Penn-Marshall.

XI. Questions

No questions were asked.

XII. ADJOURNMENT

The meeting was adjourned at 5:23 PM with motions from Dr. Woldie and Chair Wu.

NEXT MEETING: Thursday, September 1, 2022, 3:00 P.M.