



Faculty Assembly/Senate
Dr. Rasoul Saneifard, Chair
Dr. Vera Hawkins, Vice Chair

Dr. J. Kenyatta Cavil, Secretary
Dr. Lalita Sen, Treasurer

Dr. Emiel Owens, Parliamentarian
Dr. N. Saha-Gupta, Editor

FACULTY ASSEMBLY/SENATE MEETING MINUTES

Thursday, March 6, 2014, 3:00 pm
Hanna Hall, Room 111

Senator Members Chair & Vice Chair Present

Dr. Rasoul Saneifard (Chair) College of Science and Technology
Dr. Vera Hawkins (Vice Chair) School of Communication

Senate Members Present

Anadu Ndefo, Uche	Senator, College of Pharmacy & Health Sciences
Cavil, J. Kenyatta	Senator Secretary, College of Education
Chilakamari, Kiran	Senator, The Graduate School
Desselle, Bettye	Senator, Jesse H. Jones School of Business
Georges-Abeyie, Daniel	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Hill, Cassandra	Senator, Thurgood Marshall School of Law
Holmes, Roderick	Senator, College of Science & Technology
Mosley, Erma Dianne	Senator, College of Liberal Arts & Behavioral Sciences
Ojode, Lucy	Senator, Jesse H. Jones School of Business
Owens, Emiel	Senator Parliamentarian, College of Education
Saha-Gupta, Nina	Senator Editor Faculty Speaks, College of Education
Sen, Lalita	Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Sleem, Aladdin	Senator, College of Science & Technology
Smith, Jacqueline	Senator, College of Education
Solitare, Laura	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Woldie, Mammo	Senator, Jesse H. Jones School of Business
Yousefipour, Zivar	Senator, College of Pharmacy & Health Science
Zeitler, Michael	Senator, College of Liberal Arts & Behavioral Sciences
Zidaru, Lucian	Senator, College of Liberal Arts & Behavioral Sciences

Senate Counsel/Present

Carrington, McKen Faculty Senate Counsel

Senate Members/Colleges Absent

Akpaffiong, Macaulay	Senator, College of Pharmacy & Health Sciences
Bloom, Collette M.	Senator, College of Education
Khosrovani, Masoomah	Senator, School of Communication
Tymczak, Christopher J.	Senator, College of Science & Technology

Senate Members/Not Present (Alternate Representative)

Broussard, Shanna Senator, College of Education

Guest from Faculty Assembly

Williams, Johnnie Faculty, Jesse H. Jones School of Business



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Call to Order

C = Comments, Q = Question, A = Answer

Senator Chair Rasoul Saneifard called the March 2014 meeting of the TSU Faculty Senate to order at 3:07pm Thursday, March 6, 2014.

Approval of the 6 February 2014 Senate Meeting Minute

The minutes from January 6 Special Issue meeting in 2014 were read and approved subject to any modification sent by emails to Senator Secretary Kenyatta Cavil. Senator Mammo Woldie moved the minutes be accepted as read and the motion was seconded by Senator Daniel Georges-Abeyie.

C: Senator Laura Solitare: Tabled approval of minutes to next meeting until minutes reflect the motion regarding the censorship of Dean of the School of Public Affairs, Senator Michael Zeitler seconded the minutes.

The motion passes, 11 yes, 0 no and 7 abstentions

Announcement

Q: Senator Chair Rasoul Saneifard: Board of Regents approved policies and the faculty manual. This included a policy that precluded faculty representation on the Presidents Faculty meeting.

C: Senator Chair Rasoul Saneifard: President suggests that we all follow university procedures.

C: Senator Aladdin Sleem: Stated the majority of the faculty follows university procedures and only a few faculty members do not follow procedures. The faculty members that do not follow the procedures are a small number of faculty members that have special privileges based on their relationships with administration.

Several senators expressed their concerns with the president's statement regarding following university procedures and ask Senator Chair Rasoul Saneifard to provide a brief outline of general university procedures.

C: Senator Laura Solitare: For Senator Chair Rasoul Saneifard to ask Mrs. Square to provide a written policy regarding a faculty member's authority for the enrollment and the drop process students from the course roster and if necessary to ask her to attend the next Faculty Senate Meetings. The motion was seconded by Senator Lucy Ojode.

C: Senator Chair Rasoul Saneifard: Provided a letter from the Office of General Counsel to pay (1800 x \$0.25 \$450.00 + 480 x \$0.475) = \$678.00 pursuant to 552.231 of Texas Public Information Act, Government Code to receive requested information.

Several senators expressed their concerns with the letter.

C: Senator Chair Rasoul Saneifard: Regarding a concerned expressed at the beginning of the meeting by Senator Laura Solitare had sent over a ten page document regarding a grade change report and other issues based on a motion that was passed.

C: Senator Laura Solitare: Ask where was letter sent? And was a particular faculty members concern was addressed.



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C: Senator Chair Rasoul Saneifard: It was sent to the Dean Bullard. Chair Rasoul Saneifard also insured Senator Laura Solitare that this issue was addressed.

New Business

C: Kiran Chilakamari: stated issues and concerns he has with the changing of grades.

C: Faculty Senate Counsel McKen Carrington: The faculty senate members have filed five charges of levied against the Dean of the School of the Public Affairs. The most egregious offense was changing of grades for an entire course. He has also given tenure status in a written letter. He has also written up his own tenure guidelines and in one case has also stated that he has denied tenure status based on the tenure guidelines is has written. He has reassigned faculty to teach in areas they are not qualified to teach.

C: Senator Aladdin Sleem: I will summarize the concerns. He believes the COST is not representative well and blames this on the Senator Chair Rasoul Saneifard.

C: Senator Aladdin Sleem: How many university committees does Senator Chair Rasoul Saneifard serve on?

C: Senator Chair Rasoul Saneifard: stated his name his on three and he does not survey on any committee

C: Senator Aladdin Sleem: Can you state the number of committees you are on?

C: Senator Chair Rasoul Saneifard: none

C: Senator Laura Solitare: Motion that this issues should not be addressed to the faculty senate. The motion was not seconded.

C: Senator Aladdin Sleem: How were you selected to survey on the university committee?

C: Senator Chair Rasoul Saneifard: By the faculty senate

C: Senator Laura Solitaire: Motion was made that if an accusation is made that we do not address it unless proof is provide. Senator Nina Saha-Gupta Seconded motion the motion. The motion was amended by Senator Aladdin Sleem was made the senate will not address personal conflict. Senator Vice Chair Vera Hawkins: Stated the term personal is subjective and we should provide faculty to proper source ombudsman or human resources.

Several senators expressed their concerns on the motion.

The motion died of un-readiness and discussion.

C: Senator Uche Anadu Ndefo:Voiced her concerned with the FMLA policy. It states that paid faculty FMLA is only permits 2 leaves in 6 years. Senator Uche Anadu Ndefo ask the question, does this mean that women of child bearing age are limited to have 2 children in 6 years and any desires to have any more children be spaced out further if they wish to have paid FMLA?



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Senators suggested we would follow-up with human resources to receive clarity on the framework of the law.

C: Parliamentarian Senator Emiel Owens: Attended the Texas state faculty meeting in Austin. The institutions of UT Brownsville and UT Pan American are merging and are also ignoring tenure as faculty were ask to re-apply for their positions with the new merged institution. In terms of institutions, the only institutions that were showing a major decline in enrollment were Texas Southern University and Prairie View A & M University.

Old Business

C: Guest Faculty Johnnie Williams: Shared a handout and provided a demonstration of issues of discrimination on issues of gender and race. Guest Faculty Johnnie Williams has face discrimination. This came in the framework of less pay and reduced class load. This individual had less experienced in the field of teaching based on faculty status and rank. Additional this was the case of the weekend college schedule courses. After taking sick leave this issue was exacerbated when Guest Faculty Johnnie Williams return to find she was removed from her class load and was allegedly told she “gaming the system.” Guest Faculty Johnnie Williams states she has written proof of this and other instances of discrimination and faculty member that is willing to testify. Guest Faculty Johnnie Williams has stated she has an earned Ph.D. in Strategy. A colleague was also allegedly given graduate teaching status and is not a graduate faculty member although the facts are that Guest Faculty Johnnie Williams has graduate faculty status and was not given a graduate course load. Guest Faculty Johnnie Williams provided documented statistical evidence that there was a significant difference in raises given to faculty in JHJ School of Business on gender, race and hue. Guest Faculty Johnnie Williams was accused of fraud for team teaching a course with Senator Lucy Ojode. Guest Faculty Johnnie Williams has a letter from the then interim dean stating she was aware of what the two faculty members were doing lecturing the course. Guest Faculty Johnnie Williams states in some cases faculty have been paid for developing such courses. Guest Faculty Johnnie Williams has been stripped in impactful school committees. Guest Faculty Johnnie Williams states this has caused a hostile work environment and loss in collegiality. Guest Faculty Johnnie Williams would like to ask the body to look at this dean for loss of shared governance and sanction the dean.

C: Senator Lucy Ojode: I went to the chairman and asked why they were doing the things that the Guest Faculty Johnnie Williams has addressed. Senator Lucy Ojode states that the chair states that they were doing this on the bequest of the dean. Senator Lucy Ojode spoke with the dean and the issue was not addressed. This meeting was recorded and this is an example of what Guest Faculty Johnnie Williams addressed in her remarks.

C: Faculty Senate Counsel McKen Carrington: There are several tracks we can go in solving or mediating this issue. We are searching to look at egregious offenses that we may address in a formal letter.

C: Senator Vice Chair Vera Walker Hawkins: What are our next steps to solve such issues?

C: Senator Chair Rasoul Saneifard; stated that Faculty Senate Counsel McKen Carrington will move forward and review this issue.

Committee Reports (The following reports were rescheduled for the next senate meetings)

-OIT: Dr. Lila Ghemri, and Dr. C. Tymczak**
No, report at this time



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-Budget: Dr. Bettye Desselle**, Dr. Mammo Woldie*, Dr. Lalita Sen, and Dr. Sharlette Kellum Gilbert
No, report at this time

-Election: Dr. Lila Ghemri**, Dr. Karma Sherif*, and Dr. Lalita Sen
No, report at this time

-Administrators Surveys: Dr. Dianne Mosley*, and Kirsteryn Gunter
Report:

C: Senator Michael Zeitler: Stated that the committee has met to discuss the parameters of the survey and the administrators that would be surveyed. Senator Michael Zeitler also stated the committee had a meeting with Associate Provost Brown-Guillory and Provost Ohia and they stated they will issue their own survey.

C: Senator Chair Rasoul Saneifard: All department chair that have been in their position for three according to the faculty manual that was voted by the Board of Regents to go in effect immediately, should be evaluated immediately according to the faculty manual. What is our administrator survey going to address?

C: Senator Erma Dianne Mosely: The reason the faculty assembly completed an administrator survey was because of SACS requirements. I am not sure we have the knowledge to truly evaluate the exhausted list given. I am concerned with the duplication of efforts on an exhausted list of administrator surveys. Stated she believes it should be called a survey not an evaluation.

C: Senator Laura Solitare: Has concerns and issues with reliability issues with a survey and expressed additional concerns on explaining this to faculty that take this survey.

Several senators continued to express several concerns with the both an administrator survey administered by the administration or by the faculty. The committee will continue provide updated reports to the faculty senate on the direction of the survey.

-Benefits: Dr. Lalita Sen*, Dr. Angie Eaton, Dr. James Opolot, and Dr. Zivar Yousefipour
No, report at this time

-Comprehensive Assessment: Dr. Vera Hawkins**, Dr. Cheng Lin, Dr. Emiel Owens, and Dr. Macaulay Akpaffiong
No, report at this time

-Faculty Welfare: Dr. Vera Hawkins*, and Dr. Daniel Georges-Abeyie
No, report at this time

-\$10,000 Degree: Dr. J. Kenyatta Cavil*** and Dr. Vera Hawkins
No, report at this time

* *Chair of the Committee*; ** *Vice Chair of the Committee*
*** *Primary Committee*; **** *Secondary Committee*

Adjourn Meeting



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Senator Chair Rasoul Saneifard moved the meeting be adjourned. It was seconded by Senator Lucy Ojode.

Meeting Adjourned 5:18pm

DRAFT