



TEXAS SOUTHERN UNIVERSITY

FACULTY SENATE

Dr. Edieth Wu, Chair

Dr. Faith Jackson, Vice Chair

Dr. Carla Brailey, Secretary

Dr. Luis Perez-Feliciano, Faculty Speaks Editor

Dr. Reginald Todd, Treasurer

Dr. Dominique Guinn, Parliamentarian

MONTHLY MEETING MINUTES

Thursday, November 4, 2021, Fall 2021

3:00 p.m.

Meeting (Faculty Senate Office)

Presiding Senator

Dr. Edieth Wu

Senate Chair, Thurgood Marshall School of Law

Senate Members Present

Benson, Michon

Senator, College of Liberal Arts and Behavioral Sciences

Brailey, Carla

Senate Secretary, College of Liberal Arts and Behavioral Sciences

Cuassinus, Marylise

Senator, College of Liberal Arts and Behavioral Sciences

Darayan, Shahryar

Senator, College of Science, Engineering and Technology

Estes, Flora

Senator, College of Pharmacy and Health Science

Guinn, Dominique

Senate Parliamentarian, College of Education

Handy, Carlos

Senator, College of Science, Engineering and Technology

Hooks, Leocadia

Library Representative

Jackson, Faith

Senate Vice Chair, Thurgood Marshall School of Law

Kazakos, Demetrios

Senator, College of Science, Engineering and Technology

Marchetti, Peter

Senator, Thurgood Marshall School of Law

Morgan, Kirby

Senator, School of Communication

Nwagwu, Emmanuel

Senator, College of Education

Onwudiwe, Ihekwoaba

Senator, Barbara Jordan-Mickey Leland School of Public Affairs

Perez-Feliciano, Luis

Senator Faculty, Barbara Jordan-Mickey Leland School of Public Affairs

Player, Audrey

Senator, Honor's College

Rasmus, Monica

Senator, College of Pharmacy and Health Science

Saunders, Williams

Senator, Jesse H. Jones School of Business

Todd, Reginald

Senate Treasurer, College of Education

Walker, April

General Counsel, Thurgood Marshall School of Law

Wei, Jacob

Senator, College of Science, Engineering and Technology

Woldie, Mammo

Senator, Jesse H. Jones School of Business

Senate Members Not in Attendance

Broussard, Shanna

Senator

Taylor, Reginald

Senator

Guest(s) from Faculty Assembly or University

Dr. Michelle Taylor

Associate Director, Graduate School

October 7, 2021, Faculty Senate Meeting

I. Call to Order

The meeting began at 3:08 PM

II. Guest Presenters:

National Association of African American Studies [Hispanic and Latino Studies, Native American and Asian Studies]

**Dr. Michelle Taylor, AD, Graduate School
Dr. Emmanuel Nwagwu, Member, COE and Senator**

2021 NAAAS Conference

Guest speaker Dr. Lemuel Berry, Jr., the Executive Director of the National Association of African American Studies & Affiliates (the “NAAAS”), along with Dr. Michelle Taylor, Associate Dean of the Graduate School, and Senator Dr. Emmanuel Nwagwu discussed the NAAAS’s National Conference, which will take place virtually the week of February 22, 2022. All TSU (including TMSL) faculty and students are encouraged to attend and participate in this conference. If any faculty are interested in presenting at the NAAAS Conference, you may contact:

Lemuel Berry, Jr., Ph.D.
Executive Director, NAAAS & Affiliates
PO Box 545
Westbrook, ME 04098-0545
Phone: (207) 856-2500
Email: naaasconference@naaas.org

III. Roll/Sign-In

Approval of Minutes from the Previous Meeting: Thursday, September 2, 2021

Meeting notes were reviewed, and Senator Estes motioned to approve the meeting notes with attendance corrections and Senator Todd seconded the motion.

Attendance taking via sign-in sheet. Quorum was met.

**Two names not legible on the sign-in sheet.
Verify the number of COSET representatives.

IV. Carry Over Action Item:

Ombudsman/person- position [2021-23]

Ombudsman

There were three candidates for the TSU Ombudsman: (1) James Douglas; (2) Professor Shaundra Lewis; and (3) Senator Dr. Kazakos. Voting was conducted via text by Senate Treasurer Todd. Professor Douglas received the most votes (8) and is now the Ombudsman.

V. Carry Over Item:

Chair Wu encouraged faculty senators to conduct special meetings to nominate and elect faculty representatives for Faculty Committees.

Faculty Assembly Committees: Senators from each Unit will coordinate Faculty Nominations **and** One Unit Election

The Faculty Senate is seeking nominations (or volunteers) for TMSL faculty members to participate in various University-wide Committees.

1. University Rank, Tenure, Promotion and Salary Committee
2. Faculty Grievance Committee (One elected faculty/faculty meeting)
3. Faculty Advisory Committee (to the Faculty Manual)
4. Faculty Hearing Committee
5. Faculty Excellence Awards Committee
6. Budget Committee

VI. Final Carryover Item(s) (Secretary Brailey):

1. Bullying Statement(s):
 - a. Recommendations will be made after meeting with HR about the anti-bullying policies and conducting further research on statements.
2. Revision of current annual evaluation forms will be addressed at a later date.
3. Recommended inviting the COVID Czar to discuss University status and policies.
4. Discussed senate's budget to provide incentives for faculty related to teaching, research and service.
 - a. Presented as an idea, Chair Wu will get clarity on the use of the \$1 mil fund mentioned by the President during the September meeting.
 - b. Chair Wu stated the Senate budget is limited and allocated for faculty officers' stipends.

VII. Post Tenure Review (Senator Nwagwu)

The Faculty Senate discussed the process by which Tenure Review was conducted last year, which was the first time this process occurred at TSU. Senator Dr. Wei Li mentioned that Section 5 of the Post Tenure Review: Statement of Rules and Procedures (the "TSU Post Tenure Review Rules"), provides as follows (emphasis added):

5.1. Phase I: The implementation of the mandatory Phase I is in compliance with the Annual Faculty Review as provided in the Faculty Manual. All tenured faculty must complete annual review. The basis for post-tenure review is the faculty member's performance in the areas of teaching, research, scholarship, creative activities, and service, including advising and other assignments.

5.2. Phase II: Post-tenure review consists of additional review by the PTR Committee and the Dean of each Faculty Member identified as subject to further review. Tenured

faculty members who *receive two or more annual performance ratings of unsatisfactory during any five-year period* will be reviewed under the second phase of post-tenure review.

Senator Li pointed out that last year, Tenure Review was not conducted pursuant to the TSU Post Tenure Review Rules. Instead, last year, the former Provost required, in clear contravention of the TSU Post Tenure Review Rules, that faculty members subject to Post Tenure Review directly comply with the more rigorous Phase II, which requires a faculty member to submit a detailed dossier (similar to reapplying for tenure).

Pursuant to the express language of TSU Post Tenure Review Rules, however, this procedure is not required unless it is triggered by the receipt of two or more unsatisfactory annual reviews within a five-year period. Nevertheless, last year, all faculty members subject to post tenure review, were subject to the more-rigorous Phase II review, even though they did not receive more than two unsatisfactory annual reviews within the requisite 5-year time period. This is one of the main reasons participation by faculty members from TMSL and other units of TSU on the University-wide Rank, Tenure, Promotion and Salary Committee is crucially important.

VIII. Salary Equity Issues (Senator Handy) will be discussed in November meeting

1. Status of second salary equity investigation by Dr. Sanders
 - Senator Sanders reports, Senator Handy is still waiting to receive the PTSG Unity Report.
2. A detailed investigation as to how the first equity study was conducted (i.e. the one that led to the salary increases for the engineering faculty).
 - a. Where did the money increasing their salary come from?
 - b. Why was it not tied to enrollments and graduation rates?
 - c. Comparative study of Total Administrative Salaries compared to regular faculty.
3. How did the University pick the lowest of the three salary scales which were already consistent with most TSU faculty salaries, except for that which benefitted the engineers?

IX. Old Business/New Business

Not discussed

X. Adjournment

The meeting was adjourned at 5:00PM; Motion presented by Secretary Brailey and seconded by Vice Chair Jackson.

Next Meeting: Thursday, November 4, 2021, 3:00 p.m.