



TEXAS SOUTHERN UNIVERSITY

FACULTY SENATE

Dr. Edieth Wu, Chair

Dr. Faith Jackson, Vice Chair
Dr. Dominique Guinn, Treasurer

Dr. Carla Brailey, Secretary

Dr. Luis Perez-Feliciano, Faculty Speaks Editor
Dr. Reginald Todd, Parliamentarian

MONTHLY MEETING MINUTES

Thursday, September 2, 2021, Fall 2021

3:00 p.m.

Virtual Meeting via BlueJeans

Presiding Senator

Dr. Edieth 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

Cuassinus, Marylise

Senator, College of Liberal Arts and Behavioral Sciences

Estes, Flora

Senator, College of Pharmacy and Health Science

Guinn, Dominique

Senator, College of Education

Jackson, Faith

Senate Vice Chair, Thurgood Marshall School of Law

Kazakos, Demetrios

Senator, ***

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

Saunders, Williams

Senator, Jesse H. Jones School of Business

Todd, Reginald

Senator, College of Education

Woldie, Mammo

Senator, Jesse H. Jones School of Business

Senate Members Not in Attendance

Handy, Carlos

Senator, College of Science, Engineering and Technology

Humphrey, Regis

Senator, School of Communication

Guest(s) from Faculty Assembly or University

President Crumpton-Young

Esteemed President, Office of the President

Heidi Smith

Chief of Staff, Office of the President

Attendance will be adjusted accordingly upon receiving the actual roll and new roster of new Senators.

Meeting Started: 3:12PM

- I. Call to Order
- II. SPECIAL GUEST: Texas Southern University's President/Dr. L. Crumpton-Young
Dr. Crumpton-Young gladly agreed to visit the Senate's Space/Greet the Senate
- III. Roll/Sign-In
Approval of Minutes from the Previous Meeting
Thursday, May 6, 2021
Motion: to accept minutes by Senator Estes; seconded by Senator
All yes, except Senator Perez-Feliciano

Quorum present, but need accurate attendance – will adjust accordingly.

IV. Dr. Carla Brailey

Create an Anti-Bullying Committee for the Faculty Senate (“to prevent this type of behavior across the Campus.”)

- Develop some type of statement or code to exhibit the upmost respect and professional ... with our colleagues
 - o Paused for President to speak
- President Crumpton-Young
 - o Acknowledged the goodness of faculty
 - o What will we do about supporting our freshman and increase their retention? Question posed by a faculty member, met with several corporate partners.

Three Priorities

1. Make sure we are transforming the lives of students more than
 - Make them marketable to fulfill their goals and aspirations to be competitive in the market
2. Work in faculty to expand their research and scholarship.
 - New Initiative: The Catalyst
 - Center for Research and Innovation- Focus on Urban Transportation
 - Renovate the old Terry Library
 - Seeking Support and Funding from the Mayor and Greater Houston Partnership and Hispanic Chamber, Apple, Golden Sachs, Bezos
3. Economic and Community Development
 - Community is a beacon of light and TSU has to be the convener.
 - Closed two lots of Scott Street.

Day 62 of her Presidency

-Enhancing our University

-Expanding our property

Address food insecurity and housing are examples

[Other sub-priorities]

Focus on recruitment, low grades and retention rates

Collective impact -working together to transform our University and Community.

Chair Wu: Ask for additional visits with each college to meet faculty senators and she will work with Heidi to develop the meetings so the president can address the needs unique to each college.

Q&A with Faculty Senate:

What is the plan to increase the enrollment?

-... college and schools are encouraged to continue enrollment all year long.

-be more accountability to retaining students - need each school to have a plan.

Senator Kazakos: We are missing opportunities to provide more Black engineers, so we need to strengthen our STEM programs.

Senator Quinn: Where are we in student vaccination?

President: Addressed the Hope Plan and issued a soft mask mandate

Motto: Tiger Nation... Mask Up

-We don't have high/large number of cases.

-You can't travel if you aren't vaccinated.

-We have a new COVID Coordinator

Senator Nwagwu: Asked a question related to faculty being happy with their jobs.

President Crumpton-Young: Happiness is driven internally. She has been a faculty member, and she understands there are certain things faculty need to be happy. She named a few things, she has already done to try to improve morale and incentives.

Put more money put into academic affairs.

Added \$1 million for faculty innovation to have seed money to seek more dollars using micro-dollars.

Refund all direct costs back to college and PIs.

Senator Nwagwu: Concerns about faculty equity... spoke about unexplained arbitrary salary inequity.

President Crumpton-Young: She has not seen the study

Chair Wu: Spoke about Dr. Saunders can work with the President and the equity committee to move from Phase One to Phase Two as described with her conversation with the former interim president.

Senator Kazakos: What are your visions

Senator Woldie- No report has been given to the Faculty Senate on spending. It appears more administrators got more money - but faculty have not been compensated. Do we have some unnecessary administrations in some colleges/schools?

President: Ask if Faculty are engaged when Deans in hiring administrators?

-Mixed responses from faculty.

Chair Wu: stipend based on percentage of salary.

President Hewitt did not allow a study to give administrators increases.

Chair Wu: She pointed to the school of communication.

President Crumpton-Young: We have a model of autonomy for our school/colleges. Ask if faculty senators wanted the President to determine it or offered a suggestion for faculty senators to consider being more engaged.

Senator Jackson: We want them to let "us" be more engaged in the process.

Senator Nwagwu: What we need and want we send to our dean and get a "No". She says, she doesn't have the funding.

President Crumpton-Young: are you

Senator Quinn: Former President stated we didn't have the money to fund the study outcomes for creating more equitable policies.

Chair Wu: She explained, why she wanted the President to attend the Faculty Senate meeting to see the space and understand the need for more space.

President Crumpton-Young mentioned the faculty senators taking a lead in moving forward with some of the initiatives.

Senator Nwagwu: TSU had a plan for creating programs off campus. Where are we with these programs?

President: She would like to consider expanding our campus particularly in Dallas.

Senator Woldie: Spoke about summer and overload pay.

President: The first change was made with the provost, so she understands the point of faculty.

Senator Todd: Some faculty was happy about change.

Chair Wu: The problem, it has to be equal and address the differences.

President Crumpton-Young: When she was a provost, they had to look on both sides, so she understands funding from both perspectives.

When we can make things equitable, we should!

She praised Dr. Saunders for being a cheerleader for Faculty.

She ended her talk and stated she would read the study and reminded faculty senators to remember the outstanding things that are happening! This is Our Time!

Introduction of New Senators

Motion by Secretary Brailey: To adopt a statement or code of addressing other faculty members in the most respectful and professional way

Conversation amongst faculty, but no second

Secretary Brailey: Committed to developing a statement to revisit

V. Dr. Demetrios Kazakos

A. Reducing the modules of the Annual Training (TSU's Faculty-Staff)

B. Practice of HR to keep open a position announcement for only the minimum required of 10 days must be corrected, and any position be kept open until filled in the HR submission portal.

HR Portal: He thinks it violated the EEOC protocol. Proposed to urge keep positions open until filled.

Motion by Dr. Kazakos: The senate recommends keeping post longer than the minimum as a best practice, but no second

Chair Wu and Senator Guinn- we don't know the standards

VI. Faculty Assembly Committees

Senators from each Unit to Coordinate Nominations One Unit Election (See D below)

Chair Wu: Time to schedule voters

Senators need to investigate who is interested in being on committee.

Faculty Senators encouraged to nominate faculty to serve.

Old Manual Section 8- taken out decision-making for university committee to make decision.

2014 Provost sends recommendation to President

Secretary Brailey agreed to type a call for nominees A-F to send to Mrs. Gertrude

A. University Committee on Rank, Tenure, Promotion and Salary Faculty Advisory Committee

Discussion of the Importance of the University Committee on Rank, Tenure, Promotion 2017 (4 year commitment)

B. Faculty Advisory (Faculty Manual)

10-12 Faculty submitted from a slate – 5 total on committee

C. Faculty Hearing Committee

15 faculty members submitted

D. Faculty Grievance Committee (one elected faculty and one alternate from each of the schools)—Election during a meeting of the faculty/faculty meeting [Senators' Assistance Needed]

E. Budget Committee

FILLED by Chair + One

F. Faculty Excellence Awards Committee

-8 Faculty plus library.

Secretary Brailey agreed to develop a written description to call for nominees.

VII. Senate Action Item

Ombudsman/person—position [2021-23]

Discussion/VOTE

Shaundra Lewis

Senator Kazakos

Saunders (declined)

Open to any other faculty

-anonymous vote

-Gertrude set up survey monkey

Hold the voting over until the next meeting

-One class reduction in \$3000 stipend

- A senator volunteered to set up voting

VIII. Dr. Carla Brailey

A. Revision of current annual evaluation forms;

B. COVID policies and procedures and our vaccine status as a University (based on the survey that was administered this week). Can we invite an administrator to discuss the results?

C. Senate's budget to provide incentives for faculty related to teaching, research and service.

D. Faculty Senate recommendations for the various searches solicited this summer. Who did the Senate recommend?

-Chair Wu will submit names that were submitted for Faculty Senate recommendations.

IX. Old Business/New Business

X. Adjournment

Secretary Brailey made a motion to adjourn. Senator Woodie seconded the motion.

Meeting ended at 5:12PM

Next Meeting: Thursday, October 7, 2021, 3:00 p.m.