



TEXAS SOUTHERN UNIVERSITY

FACULTY SENATE

Dr. Jafus Kenyatta Cavil, Chair
Dr. Edieth Wu, Vice Chair

Dr. Rasoul Saneifard, Secretary
Dr. Olurominiyi Ibitayo, Treasurer

Dr. Luis Perez-Feliciano, Faculty Speaks Editor
Dr. Mammo Woldie, Parliamentarian

MONTHLY MEETING MINUTES

Thursday, February 1, 2018

3:00 PM

Hannah Hall, Room 111

Presiding Senator

Dr. Jafus Kenyatta Cavil

Chair, College of Education

Senate Members Present

Abobo, Cyril	Senator, College of Pharmacy and Health Sciences
Bell, Edward	Senator, College of Pharmacy & Health Sciences
Brailey, Carla	Senator, College of Liberal Arts and Behavioral Sciences
Brown-Burton, Rockell	Senator, School of Communication
Griesinger, Nancy	Senator, College of Science, Engineering and Technology
Handy, Carlos	Senator, College of Science, Engineering and Technology
Ibitayo, Olurominiyi	Senator Treasurer, Barbara Jordan-Mickey Leland School of Public Affairs
Kazakos, Demetrios	Senator, College of Science, Engineering and Technology
Lancaster, Iris	Senator, College of Liberal Arts and Behavioral Sciences
Lowe, Jeffrey	Senator, Barbara Jordan-Mickey Leland School of Public Affairs
Nwagwu, Emmanuel	Senator, College of Education
Ojode, Lucy	Senator, Jesse H. Jones School of Business
Perez-Feliciano, Luis	Faculty Speaks Editor, Barbara Jordan-Mickey Leland School of Public Affairs
Regis, Humphrey	Senator, School of Communication
Reynolds, Lacey	Senator, College of Education
Thoreson, Claire	Senator, The Graduate School
Woldie, Mammo	Senator Parliamentarian, Jesse H. Jones School of Business
Wu, Edieth	Vice Chair, Thurgood Marshall School of Law
Yousefipour, Zivar	Senator, College of Pharmacy and Health Sciences

Senate Members / Colleges Not in Attendance

Loudd, Grace	Senator, College of Liberal Arts and Behavioral Sciences
Maldonado, Edward (SpearIt)	Senator, Thurgood Marshall School of Law
Saneifard, Rasoul	Senator Secretary, College of Science, Engineering and Technology
Tai, Chu-Sheng	Senator, Jesse H. Jones School of Business

Senate Counsel in Attendance

Walker, April	Faculty Senate General Counsel, Thurgood Marshall School of Law
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Guest(s) from Faculty Assembly or University

Baker, David	Associate Professor, Barbara Jordan-Mickey Leland School of Public Affairs
David, Keisha	Associate VP, Office of Human Resources
Harris, Kendall	Provost & VP, Division of Academic Affairs and Research
Henderson, Howard	Professor, Barbara Jordan-Mickey Leland School of Public Affairs
Henry, Marie	Senior Employment Specialist, Office of Human Resources
Lane, Austin	President, Texas Southern University
Smith, Heidi	Chief of Staff, Office of the President
Thomas, Renard	Associate Professor, College of Pharmacy and Health Sciences



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Williams, Wendell

Special Assistant to the President, Office of the President

Call to Order

Senate Chair Jafus Kenyatta Cavil called the February 2018 monthly meeting of the TSU Faculty Senate to order at 3:04 p.m. on Thursday, February 1, 2018.

Approval of the December 2017 Senate Meeting Minutes

The minutes from the December 4, 2017 meeting were reviewed, and Faculty Senate Chair Jafus Kenyatta Cavil called for a motion to approve the minutes. Senator Lucy Ojode stated that she was not notified and unaware that she nominated to serve as a member of the Faculty Senate. Senator Lacey Reynolds motioned to approved the minutes to include this modification. The minutes were seconded by Senator Claire Thoreson. The motion carried unanimously with no opposing votes.

Status Reports from the Faculty Senate

University Committees Update: An updated report will be submitted to the Senate at a later date. Senator Yousefipour asked if the committees could have an orientation. Senate Chair Cavil asked for feedback and suggestions on orientation. Vice Chair Wu recommended that the chairs of each committee should be responsible for providing orientation.

Announcements from the Chair

Senate Chair Jafus Kenyatta Cavil: Provided an overview of reports discussed during the 2018 Board of Regents Retreat.

Guests

President Austin Lane: Provided an overview of the various university plans, initiatives, and objectives coming within the next year. He discussed such topics as, campus master plan way finder project, the Board of Retreat, current enrollment, persistence rates, graduation rates, the capital expenditure plan. Additionally, he provided updates on the status of his cabinet members, plans for State of the University in May, and the forthcoming cultural exercises which intends to cultivate cultural service, respect, and collegiality on campus were also shared with the Senate. Furthermore, he announced that the Salary Survey via CUPA data was completed in the fall, and plans for a new billboard “Heart and Soul” campaign around Houston is in the developing stages and recruitment strategies. He explained that the university has received great gains in some key areas and other areas still require additional work. Finally, he thanked members of faculty and the Faculty Senate. Vice Chair Edieth Wu: Raised the matters surrounding the gender issues on campus. Additionally, she highlighted the gross problems



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relating to female faculty salaries, which must be addressed immediately and communicated to. President Lane responded by stating that his administration is working on the next phase and assess and look at gender, salary inequities, etc. he stated that, however, the enrollment has to be generated in order to address some of these issues. Other issues discussed, were community outreach to the suburbs, and succession plan for leadership positions within the colleges and schools. Several Senators discussed faculty members' interest in administrative positions. President Lane stated that he would like to see the launch of a mentorship program on campus this spring semester. Additionally, among other notable items discussed were six major action items 1) Committee for the Review of Tenure Faculty Sabbaticals, 2) Salary Committee, 3) Re-launching the Teaching and Learning Excellence Center (TLEC), 4) Committee Tenure Track Mentorship Role (including Leadership Development), 5) Faculty Consideration of Family Enrollment Program and 6) Gender Task Force; the latter is an initiative that is scheduled to launch by March 1, 2018.

Old Business

Several Senators discussed their concerns regarding accusation of impropriety during the SOPA dean search

Several Senators: Remarked and discussed their concerns regarding the accusation of an impropriety during the SOPA deans search committee process. Provost Kendall Harris clarified that the impropriety occurred during the process and not with the committee itself. Additionally, he asserted that the committee did its job. Provost stated that he never intended to single out anyone and he apologizes if any committee member felt accused or offended. Others also discussed that if there are occurrences of actions that are unethical, the committees need to be instructed on what steps should be taken to properly handle this issue. So, that the administration is not immediately involved and solutions can be found

Senators discussed and shared various issues such as salary inequities from their perspectives

Senator Lacey Reynolds: Shared some issues with President Lane and other Senators that need a closer look and need to be addressed such as, incentives for staff to achieve higher degrees, and salary inequities for the dedicated faculty. President Lane responded by declaring that his administration will strategically address these issues in an expeditious manner.

Senator Mammo Woldie: Questioned the salary comparison study that includes institutions in smaller cities and low-cost of living. He added that our institution should be compared to institutions in the larger Houston metropolitan area such as the University of Houston. Ms. Keisha David explained that yes he is correct in his observation, however the report includes institutions that are most comparable to TSU based on their programs and enrollment. Senator Woldie added this is not a good comparison



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and that these averages on the report are misleading. Additionally, Senator Woldie commented that although a 2 percent bonus was issued recently; conversely some administrators received raises. President Lane responded that everyone received a 2 percent bonus, however, some positions were vacant and by filling these positions temporary basis, some have received a stipend for performing the job. He stated that no one individual's base salary has increased. Others discussed looking into internal equity instead of looking outside of the campus.

Several Senators: Senators discussed addressing issues at the college-level. Possibly having a consultant visit the colleges specifically to address cultural issues and gender biases. Also, a request was made to President Lane to have meetings with faculty in a casual setting to discuss issues from their perspectives.

Senator Carlos Handy: Since the university will not have the total amount of resources to increase salaries necessary for those faculty that have experienced inequities. Therefore, Senator Handy proposed professorship positions based on quality of teaching not just research. Provost Harris suggested that professors have differing percentages based their discipline and college or schools.

Senator Jeffrey Lowe: Requested that the Teaching and Learning Excellence Center (TLEC) is brought back to campus. Provost Harris responded that he will bring the TLEC program back to campus for tenured and tenure-track professors and seasoned faculty members.

New Business

None.

Adjournment of Meeting

Senator Mammo Woldie: Motioned to adjourn the meeting. Vice Chair Edieth Wu seconded the motion.

Meeting adjourned at 5:43 p.m.

Minutes prepared by: Mrs. La Shanta Gill-May, Program Coordinator of the Faculty Senate