



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

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

Dr. Robert Ford, Parliamentarian
Dr. Brooks de Vita, Editor

FACULTY ASSEMBLY/SENATE MEETING MINUTES

Thursday, February, 7th, 2013, 3:00 pm
Hanna Hall, Room 104

Senator Members Chair & Vice Chair

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

Senate Members Present

Akpaffiong, Macaulay	College of Pharmacy and Health Sciences
Brooks de Vita, Alexis	English, Editor <i>Faculty Speaks</i>
Desselle, Bettye	JHJ School of Business
Eaton, Angie	College of Pharmacy and Health Sciences
Ford, Robert	College of Science and Technology, Parliamentarian
Georges-Abeyie, Daniel	School of Public Affairs
Ghemri, Lila	College of Science and Technology
Hawkins, Vera	School of Communication, Vice Chair
Hill, Cassandra	TM School of Law
Kellum, Sharlette A.	Graduate School
Khosrovani, Masoomeh	School of Communication
Javadian, Mohsen	College of Science and Technology
Lin, Cheng Feng C.	College of Science and Technology
Mosley, Erma Dianne	College of Liberal Arts and Behavioral Sciences
Opolot, James	School of Public Affairs
Perkyns, Jane	College of Liberal Arts and Behavioral Sciences
Saneifard, Rasoul	College of Science and Technology, Chair
Sherif, Karma	JHJ School of Business
Sen, Lalita	School of Public Affairs
Woldie, Mammo	JHJ School of Business

Senate Members/Colleges Absent

Beineman, Chris	College of Liberal Arts and Behavioral Sciences
Cavil, Jafus	College of Education, Secretary - (Conference Presentation)
Johnson, Linda	College of Liberal Arts and Behavioral Sciences
Owens, Emiel	College of Education - (Conference Presentation)
Song, Holim	College of Education
Yousefipour, Zivar	College of Pharmacy and Health Sciences - (Conference Presentation)

Guest from Faculty Assembly

Adams, Daniel College of Liberal Arts and Behavioral Sciences

Call to Order

C = Comments, R: Response, and Q = Question

Senator Chair Rasoul Saneifard called the February 2013 meeting of the TSU Faculty Senate to order at 3:06pm on Thursday, February 7, 2013.



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Approval of the December 6, 2012 Senate Meeting Minutes

The minutes were read and approved.

Faculty Manual Report

Guest from Faculty Assembly, Dr. Dan Adams reported on the Faculty Manual.

- 1) The 2002 version given to the committee is not complete.
 - a. Tenure Review: Would like to avoid 5-year requirement
 - i. Retrospective of last five years if majority satisfactory, then know review required
 - ii. Three-year pre-tenure review: halfway point of tenure track
 - iii. RTSP Advisory Committee / Provost (General objection to the committee)
 1. As Layers increase, redirects chances of faculty who has been denied to prevail
 2. Senator Chair Rasoul Saneifard will ask committee need motion to undo what has been done
 3. Can be reconsidered if motion made to committee
 4. Provost wanted the RTSP committee to become administrators and then wanted a separate committee
 - b. Discussion of Issue
NOTE: Faculty Manual Committee to remove RTSP advisory committee from faculty manual

Q: Senator Masoomah Khosrovani, Does Provost (Dr. Ohia) review dossiers?

A: Provost Ohia, Yes, I read all dossiers and Associate Provost also reads all of them and they have a discussion. Provost meets candidates who have been denied to meet with Dean and Provost and contacts all persons who have been denied.

Q: Which manual is used?

A: Provost Ohia, 2002 Manual. New guidelines are applicable to new employees. New guidelines must be approved by University RTSP committee. Faculty in College academic unit must approve guidelines then the RTSP committee and Provost must also approve.

Q: Senator Sharlette A. Kellum, Can motion be made not to change faculty manual?

Motion: Senator Daniel Georges-Abeyie, Recommendation that this committee should be removed from faculty manual. Vote ~ Yes = 11, No = 5, Abstain = 1, Motion carries and Dr. Adams will take it to the Faculty Manual Committee.

- c. Workload
 - i. Audio/Visual equipment in classroom will be repaired (If equipment does not work, this will affect performance evaluation)
 - ii. Look at general concerns of faculty members, not necessarily personal issues
 - iii. Chairperson function of faculty advocate



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d. Provost

- i. Can we have full-time building managers?
- ii. Faculty salaries (Senator Woldie), Equity compression issues should have been address at dean's level.
- iii. Administration's reason for changing the manual
 1. Reason for this (Provost Ohia), exclusion of members from department from grievance committees
- iv. Faculty not informed of courses they will teach

Q: Senator Chair Rasoul Saneifard, Can Provost address this issue?

A: Provost Ohia, Yes!

Q: Senator Sharlette A. Kellum

- e. Faculty given all F's, referred to TLEC (How salary compensation decided in for dual appointments.

Q: Senator Daniel Georges-Abeyie, What is the threshold for grade distribution?

f. State Legislature

Committee Reports

C: Senator Chair Rasoul Saneifard: Reviewed updates and the finalization of AD HOC Committees as follows:

Q: Can written reports be provided?

-OIT: Dr. Robert Ford, Dr. Lila Ghemri, Dr. Karma Sherif*, Dr. Holim Song, and Dr. C. Tymczak**
Request response from the body on questionnaire sent out to the body

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

-Election: Dr. Doris Jackson*, Dr. Lila Ghemri**, Dr. Karma Sherif, and Dr. Linda Johnson

-Administrators Surveys: Dr. Doris Jackson, Dr. Brooks de Vita, Dr. Dianne Mosley*, Dr. Janet Perkyns**, Dr. Chris Beineman, and Kirsteryn Gunter
No, report at this time

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

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



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-Faculty Welfare: Dr. Vera Hawkins*, Dr. James Opolot, Dr. Daniel Georges-Abeyie, and Dr. Brooks de Vita
** Chair of the Committee; ** Vice Chair of the Committee*

No, report at this time

Old Business

-Evaluation Instrument

1. New information on Faculty Salaries (Rubric) has not been forthcoming
2. Board: February 22 – Some synergies around our needs with gathering of board meeting, community leaders to address various issues
3. Audio/Visual issues in classrooms are being addressed by Senator Chair Rasoul Saneifard
4. Timeline for RTSP should be adhered to (Some procedural violations occur)
5. Kim Campbell no longer here and not included in grievance process
6. More terminations at TSU than other institutions
7. Senate could ask to be informed of termination of faculty
 - a. Terminated faculty could be offered the assistance of the Senate Faculty Counsel
 - b. Where does the Ombudsman fit into this process?
8. Senators should report from the Colleges issuing concern, Senator James Opolot, in college meeting ask for ideas and concerns

Motion: Senator Macaulay Akpaffiong, University should not dismiss faculty regardless of grievance, without having faculty chair notified of issue to insure process takes place properly, before faculty is terminated. The motion was properly seconded by Senator Lalita Sen, Vote ~ Yes = 10, No = 0, Abstain = 5, Motion carries.

Q: Senator Alexis Brooks de Vita, Can Faculty Counsel be consulted to determine legalities?

NOTE: In Faculty Manual: Terminated faculty has a right to a hearing

No New Business

Adjourn Meeting

C: Meeting Adjourned