



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. Alexis Brooks de Vita, Editor

FACULTY ASSEMBLY/SENATE MEETING MINUTES

Thursday, September, 6th, 2012, 3:00 pm
Hanna Hall, Room 111

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

Beineman, Chris	College of Liberal Arts and Behavioral Sciences
Brooks de Vita, Alexis	English, Editor <i>Faculty Speaks</i>
Cavil, Jafus	College of Education, Secretary
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
Javadian, Mohsen	College of Science and Technology
Johnson, Linda	College of Liberal Arts and Behavioral Sciences
Kellum, Sharlette A.	Graduate School
Lin, Cheng Feng C.	College of Science and Technology
Mosley, Erma Dianne	College of Liberal Arts and Behavioral Sciences
Saneifard, Rasoul	College of Science and Technology, Chair
Sen, Lalita	School of Public Affairs
Sherif, Karma	JHJ School of Business
Woldie, Mammo	JHJ School of Business
Yousefipour, Zivar	College of Pharmacy and Health Sciences

Senate Members/Colleges Absent

Akpaffiong, Macaulay	College of Pharmacy and Health Sciences
Desselle, Bettye	JHJ School of Business
Hill, Cassandra	TM School of Law
Opolot, James	School of Public Affairs
Perkyns, Jane	College of Liberal Arts and Behavioral Sciences
Song, Holim	College of Education

Call to Order

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

Chair Saneifard called the September 2012 meeting of the TSU Faculty Senate to order at 3:04pm on Thursday, September 6, 2012. He welcomed all returning and new senators as well as newly elected executive office senators.

C: Chair Saneifard: Introduced Provost Sunny Ohia as part of the tradition for the opening faculty senate meeting for the fall semester, 2012.

C: Chair Saneifard: Opened the dialogue with the 3 percent pool for faculty raises based on merit and equity.



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C: Provost Sunny Ohia: The 3 percent pool for raises based on merit and equity will take into account the salary study. It is important to note that some faculty may not receive raises, whether that is due to poor or other reasons. The Deans should adhere to the raises based on merit and equity with fairness and transparency. Provost Ohia stated he will sit down and review each recommendation from the Deans. The Deans will be responsible for allocating the 3 percent pool.

C: Chair Saneifard: Opens the floor to the faculty senate for questions of Provost Sunny Ohia.

Q: Senator Karma Sherif: Based on the issues generated after prior faculty raises is there criteria for the evaluation document to be used across the university academic units so faculty will feel more comfortable with the process?

R: Provost Sunny Ohia: The judgment will be left to the Dean of the academic unit and suggest that it should be based on fairness and transparency. We have three different Deans and department chairs. They will compare salaries. Everybody will have an opportunity to write a written response. Some will be very happy, some won't.

Q: Senator Karma Sherif: Determine how much (Complete statement was inaudible)?

R: Provost Sunny Ohia: The Deans must use their judgment on the two things they must address because of personal merits and equity, only because the salary was compressed over a period of time for whatever reason. The Deans will have to defend their decision to the Provost and the President. Individually, the President has reviewed the entire faculties' salary line by line to what the study has revealed. Everything is open. As something else you ask for as faculty chair, there is a policy now for summer pay scale for summer course lectures.

Q: Senator Robert Ford: The executive committee has begun working on a resolution that speaks fairly comprehensively to the raise process, how it relates to faculty evaluations particularly. It has been reported that there are faculty members that have not been evaluated not just in the last years, but in series of years. Based on that knowledge, Mr. Provost, we may be more disposed to forgo the use of merit this time around, because how are you going to ascribe merit if faculty evaluations were not conducted? For this round, obviously equity should be one, and we may be recommending flat across the board, if there are dollars left, would that be the other component of raises until we get in place a consistent system for faculty evaluation?

R: Provost Sunny Ohia: we already have a tool in place which is not being used previous that could be used for this cycle. Because it should be used for the fairness and you do not want to it used for faculty A and do not use for B. It is time maybe to use that tool or in the interest of everybody. I mean I know that as far as teaching evaluations are concerned there was a concerted effort for the last four years that they should be done. Faculty member should demand that they be evaluated because it is for their teaching. Because that is part and partial of the evaluation and if then if they did not do that then they face their department chair and they did not deliver their classes for whatever reason, then the recommendation is between the department chair and the individual. But they cycle, even if it has not been done before then for this particular period it must be done for this cycle. If it is not done then there is no basis for the assessment.

Q: Senator Robert Ford: Exactly, then are you assuring us that every faculty member will have an evaluation so it can be included?

R: Provost Sunny Ohia: They must have an evaluation.



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Q: Senator Robert Ford: So, you are insuring us of that?

R: Provost Sunny Ohia: Yes! I have made that very clear to the Deans. Listen when they come to have the meeting with myself and Mr. Dickens. I have told the Deans to come with all the dossiers of the faculty.

Q: Senator Robert Ford: And is that going to be a fairly transparent process?

R: Provost Sunny Ohia: Yes! It has to be.

Q: Faculty member: One suggestion I would like to make is, a lot of companies break up into a cost of leaving raises and merit raises and have two separate funds. If it is true that the inequality is the problem, this is one way to elevate the problem.

R: Provost Sunny Ohia: I know that this is a good point you are making. If we had a 5 or 6 percent pool then that would be something to consider. But believe me guys that it is only a 3 percent pool.

Q: Senator Alexis Brooks de Vita: Is the comparison internal and external and how do you establish the inequity? (Complete statement was inaudible)?

R: Provost Sunny Ohia: I expect both. Both! The reasonable thing is to look at the disparity. Look at the disparity in house. Look at the disparity compared to the study. Look at the person's performance. Then we come up with a solution.

Q: Senator Daniel Georges-Abeyie: This is a follow-up on Senator Ford's statement, as well and the Provost. Obviously, 3 percent is very little money. So, we are certainly all aware of that. So, that is not what concerns me the most. What concerns me is the precedent it established. The second concern would be, at least in our college, the response by students that teaching evaluation is part of the merit consideration. The response number is so incredibly low that I think that it is an irrational tool to be use in the evaluation. Now, I can tell you your response before you say it. You would probably say, well then we can deal with that at the college level.

R: Provost Sunny Ohia: No, no, no! You do not have to deal with that anymore. Faculty members should encourage students as to complete the evaluation. This is part of our jobs. We talk about corporate sector. Everybody knows there is some type of evaluation of what you do. This does not have to be negative. It could be positive reinforcement for you to do better. This should help you do better.

Q: Senator Daniel Georges-Abeyie: Let's deal with reality, now. The reality is they are students. Everybody encourages students to complete evaluations. I do not think there is a person sitting in this room that does not. I hope there is not a person sitting in this room who did not remind students to fill out the form. But, the data shows those students who are either the most positive or most negative towards you will fill out the form. The vast majority of students do not fill out the form except for electronically. I think I know we had a higher number, but it was done in each class on a paper format. Part of what I am saying is that the format we are using is not a reasonable format.

R: Provost Sunny Ohia: I can respond to that. One of the things that have been done at other institutions and actually from my personal experience too, you can use it as an online tool, but tie it to an incentive for them to be given their grades on time or given their grades in a matter that would increase the response rate. Students like to see their grades. If you say if you do not complete this tool, because it is important part of us try to help, but the next



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generation of students positive or negative we will take it into consideration and you will get your grade in a timely matter. Other institutions are using this evaluation form. I used it when I was Dean across the street and I told my faculty to do it and it worked out well.

Q: Senator Daniel Georges-Abeyie: One more quick comment. We all have used the paper format. One of the questions on the format is whether or not you respond in a reasonable length of time to student in terms of a test. I do not think it is reasonable to tell a student that part of the evaluation is dependent on the evaluation of me. Meaning, that I'm going to build this in, you respond quickly I respond quicker. That is not a reasonable response. Whether other universities are using it or not in my perspective and I have been around as long as you, but here obviously. That is not a reasonable response. And built into the evaluation tool, we look at the response in terms of testing. Now we are building in our component. It is almost like a punishment.

R: Provost Sunny Ohia: You are talking about the tool itself.

Q: Senator Daniel Georges-Abeyie: There needs to be a different tool.

R: Provost Sunny Ohia: Well.

Q: Senator Daniel Georges-Abeyie: I can only say what I believe.

R: Provost Sunny Ohia: The faculty just went through a faculty lead effort to revamp the tool. If you did not like it, you should have spoke about it at that time.

Q: Senator Daniel Georges-Abeyie: I did speak up. It is not that.

R: Provost Sunny Ohia: You said it at that time?

Q: Senator Daniel Georges-Abeyie: I did speak up. I said it in the unit. In addition, I am talking about the response by students. I do not think you can have a negative response because a student does not return something on time or quickly. I am concerned, not so much about the instrument itself, but how the instrument is used. That said, will every person have a high evaluation. That is my concern.

R: Provost Sunny Ohia: Okay, I told you from my own experience that the online evaluations do work. But they have to be tied to some kind of reward to encourage students to do that. I told you what I did. I did. So, it is not too far away from here. Encouraging students turn in evaluations. So they can get the grades in a timely manner. So the n, let not spend are whole time speaking about the n. So there could be other ways to encourage students to do it, I do not know. So, I am speaking about my personal experience.

Q: Senator Vera Hawkins: In terms of using faculty evaluation in terms of tied to merit pay.

R: Provost Sunny Ohia: No, this is just one of those things.

Q: Vice Chair Hawkins: What data are we talking about? In other words, if you were evaluated last year, in May. Are we talking about using the Spring 2012 data? So, starting where at what point?

R: Provost Sunny Ohia: The last academic year.



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Q: Vice Chair Hawkins: What if you do not have that for the last academic year?

R: Provost Sunny Ohia: What I am hoping is you can still have one done. It is not too late to do one, because the data should be there. Your teaching, your dossier, your research, scholarship should be there. Your service activities should be there.

C: Chair Saneifard: If you have a change, complete the evaluation. For those that have not completed the evaluation. Complete the evaluation.

C: Provost Sunny Ohia: ?

The study is necessary to determine salaries. We want this to be done by every recipient.

Q: When is the evaluation and raise evaluation to be completed?

R: Ombudsman

C: Senator Mammo Woldie: I am the chairman of the faculty senate salary committee. We shared information about the salary equity study and the concerns that bothered the committee in regards to the study that was conducted, because the institutions that were selected most of the salaries were low. This is problem and the committee went back and forth with administration. Instead of being done by discipline, it has been all lumped together. The hope was for they study to be completed by discipline and by rank.

R: Provost Sunny Ohia: Why don't you share the entire thing with all of them. They can go back and look at how the areas were selected. The ideas that were going to take each and every discipline are impossible, because no two universities may have the exact same disciplines and is the exact same type of university. At best, if you look at this scientifically, it is not pure science. But if you look at it on what is the best estimation. You can have an idea. Then share the entire thing with them.

C: Senator Mammo Woldie: I will. The comparison shows the only discipline that has a low salary is in COST. I am questioning the study.

R: Provost Sunny Ohia: In the heart of the academy, I respectfully disagree. But we have to start somewhere. In my opinion this is a good place to start. But, we have to have some type of benchmark. Salary adjustments were made without any benchmarks. This is an attempt to have at least some kind of serious scientific study to determine who receives it. But remember, the study is one thing, but what is actually done in the process of implementing the changes is another.

Q: Senator Lalita Sen: An implementation study should essentially be benchmarked by the different schools. Tier 1 research institution versus research institution. That should be the benchmark. (Complete statement was inaudible)?

R: Provost Sunny Ohia: The president responded that it does not include Deans or Department chairs. The Dean will not make the decision. It will be the department chair. Ask the Department chair how they are going to divide everything. You know your department program is accredited. Talk to them, it is your right.



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Q: Senator Lalita Sen: How are you going to calculate the 3 percent given to each school?

R: Provost Sunny Ohia: It is simply 3 percent given to each school. Hopefully over the next three years the equity can catch-up and get everybody to equity if we continue to move through the process.

C: Chair Saneifard: The President said he must see equity first. I am pleased to see the 85 percent.

C: Senator Mammo Woldie: We are starting with low salaries. This is not right. The 3 percent is too low.

R: Provost Sunny Ohia: We have a good start. There is nothing we can do to spread things out equally. There may be a different way to look at a study. As much as possible with the resources we have let us make sure this equity is distributed appropriately.

C: Senator Alexis Brooks de Vita: This is new information to me about the deadline and that faculty can go back to the department chair and say that they were not evaluated last year and this is important to my salary equity. So perhaps a notice can be sent so all faculty members so they can be aware.

R: Provost Sunny Ohia: The faculty senate can send that information out to the faculty. Faculty can come together and demand information of their department Chair.

C: Vice Chair Hawkins: There are Chairs that don't know what AACP is. They have no idea what Cooper Data is. They have no idea what implementation really means. That is truthful. Maybe we can help them to put a training session in place.

R: Provost Sunny Ohia: I have recommended to the Deans that all permanent Department Chairs and Interim Chairs should all make sure they undergo professional development so they understand what it means to be department chair. But if they do not know, all of the individuals that are sitting around this table know what it means. The departmental meetings are the place to start. To educate new chairs or interim chairs these are the things in effect are well fare and these are things that we want you to pay attention too.

Q: Vice Chair Hawkins: We have to take more responsibility in our own self direction. All of this is to be done in a month?

R: Provost Sunny Ohia: This is a very serious thing. We will look at an extension.

C: Chair Saneifard: All of the faculty will have the opportunity to be evaluated. Faculty senators should go back and let everybody know that all faculty members should be evaluated.

Q: Senator Bettye Desselle: Will the consultants come back and give another study of data so that can be the starting point? Or are we going to use this data and use that to go forward?

R: Provost Sunny Ohia I don't know what we will do due to the changes of data. I do not know whether we can afford to hire consultant or whether we will do it in-house.

C: Provost Sunny Ohia: One quick pitch here before I leave. It is about the Ombudsman's functions and whether it should be a position in the faculty manual. We have one for the students. I am suggesting we have one for the



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faculty senate. That position was put in place. The question was raised on whether the faculty Ombudsman is an administrator. I am providing information that the Ombudsman at most institutions is not an administrator. I am willing that the person is put in the faculty manual and if you guys so agree. The person will report to both the president and the faculty chair dual reporting roll.

C: Chair Saneifard: The faculty ensemble would have to approve the position and whether it should be placed in the faculty manual. We have to do a study to see how people are handling it. At this time it is not in the faculty manual.

Approval of the 6 September 2012 Senate Meeting Minutes

Secretary J. Kenyatta Cavil distributed paper draft copies of the September 2012 minutes to Senators, Vice Chair Hawkins moved minutes be accepted and Senator Mammo Woldie seconded the minutes. Chair Saneifard approved the minutes without any discussion.

Chair Saneifard: Introduces the newly elected Executive Faculty, Senator Vera Hawkins as Vice Chair, Senator Robert Ford as Parliamentarian, and Senator J. Kenyatta Cavil, Secretary

Senator Chair Rasoul Saneifard: Introduction of senators from each academic unit and visitors.

C: Chair Saneifard: A couple of senators asked me can visitors attend this meeting. I do not have a problem with that. Anybody else attending this meeting must have acknowledgement from the Chair of the Senate or Vice Chair of the Senate or at least send a letter notifying us that they are attending the meeting.

C: Chair Saneifard: Regarding compensation for the Faculty Speak

Q: Senator Lila Ghemri: ?

R: Chair Saneifard: ?

C: Senator Lalita Sen: That is within our rights.

C: Senator Diane Mosley: The compensation for officers of the faculty ensemble senate is provided for in the constitution and bylaws. If it was to be change and an additional officer was added to that would apparently require an amendment to the constitution.

R: Chair Saneifard: Then it has to go to the entire faculty ensemble.

C: Chair Saneifard: Committee Reports

C: Senator Mammo Woldie: We had a meeting with President Rudley. The committee was disappointed with the meeting. There was a question with the quality of the salary study. One major issue was with the peer institutions that were selected for the salary study.

C: Vice Chair Hawkins: What can we do at this juncture to counter this study? Can we at least go on the record with that or can the committee continue with the study? Can we go on with additional recommendations? Can we put a stop with anything and if so, how?



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A: Senator Mammo Woldie: It is up to the senate. I cannot say one way or the other on what we should do. I am sure the senate will tell us.

C: Senator Robert Ford: Can I make a recommendation? I am assuming the committee will file a report as a result of your work and it should reflect your findings relative to the integrity of the study. So why don't we do that first? Is that something that would take a long time? Then let the Senators review it and then, we would be in a better position to take a position or stance.

Q: Senator Lila Ghemri: Can we see the report so we can appreciate one way or the other?

R: Mammo Woldie: We have to compile our findings. We can send a copy to be distributed to the faculty senate.

Q: Vice Chair Hawkins: What are your recommendations?

C: Senator Bettye Desselle: We will complete everything in the report and then disseminate it.

C: Senator Sharlette Kellum: Not our report, but the consultants' report. Can it be released for review?

C: Senator Lila Ghemri: Review the 85 percent level of the consultants' study.

C: Senator Bettye Desselle: Our own work from the Salary Equity Committee, nobody ever really looked (Administrators) at our report or were interested in it.

C: Senator Daniel Georges-Abeyie: I believe the entire consultants' study must be reviewed. I want to see the study and see what the real in the study. The Cooper numbers are always the lowest numbers in the industry.

C: Senator Sharlette Kellum: The institutions compared to us are not good matches for the study.

C: Senator Daniel Georges-Abeyie: We cannot get a good comparison.

C: Senator Sharlette Kellum: We do not know. We do know what they actually did.

C: Chair Saneifard: Let's just release the information in the study.

Q: Vice Chair Hawkins: May I have one follow-up? I want to make sure this is clear. Are you saying that our president did not want to hear the hard work you put into the study?

C: Senator Bettye Desselle: The president did not look at our report at all. I believe that we have had many discussions before the consultants started. In fact it was ideas from this faculty senate that caused him to want to do a study in the first place. And so once he had the study done, I think that was enough for him to decide what type of salary should be distributed to the faculty. So, I am not sure he was not wanting or he did not mean it that way. Mr. Dickens did offer to take the work we did.

C: Vice Chair Vera Hawkins: My suggestion is that we ask the president to come before us and discuss the report and any of the recommendations that come out of the committees' work. It does not have to be before October 1 to



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give you time. The reason I am saying this if we are trying to make decisions between now and the first of October about people's salary it is important that it is reviewed.

C: Senator Chair Rasoul Saneifard: We will invite President Rudley to discuss the report with us.

Committee Reports

C: Senator Lila Ghemri: Election Report. The committee met three times. The meetings were to set-up the date and receive the nominations. Dr. Jackson received the nominations, helped with the voting booths and covered the cost to hire election officials for the elections.

C: Chair Saneifard: A request for senators to serve on ad-hoc committees.

Old Business

C: Chair Saneifard: Made a request to move to Old Business and provide information on University Grievance Committee Action.

Comprehensive Assessment

C: Senator Robert Ford: In our first executive committee meeting, I introduce a concept that grew out of the recent assessment orientation meeting. How many went to assessment meetings that were required for your college on a certain day? I listened intently and the only thing that came to mind was that yes faculty should be assessed. But we can only be successful if our support systems are also well developed, timely, and efficient. What come to mind to me is tutoring, internet service, and Black Board. We cannot be as effective as we could if those services are not functioning properly. I believe that assessment, and I went back and looked at SACS statements on assessment. SACS agrees with me in the sense that assessment has to be comprehensive across the institution. It is not just faculty. I think somewhere along the line we have to insist on a more comprehensive assessment system that takes into account the linkage between teaching and learning and the support mechanism that will have an impact on our success. And I suggested a committee to look at this notion of comprehensive assessment. Because I have not heard very much about how we are assessing as an institutions' other areas of the university that will have an impact on student learning outcomes. Am I clear at all and does this resonate with anybody? Five senators raised their hands.

C: Senator Karma Sherif: Agrees that this does affect the institution and will serve on the committee.

Q: Senator Cheng Feng Lin: Volunteered to serve on the committee

C: Senator Lalita Sen: Added additional commentary in support of the committee.

C: Senator Robert Ford: We want to look at different areas and how effective they are in helping our students succeed.

C: Chair Saneifard: Issued a request for individuals to serve on committees. Dr. Jackson paid \$1,200 for the faculty election.



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C: Chair Saneifard: **Acknowledge** Dr. Jackson and committee's action to complete the election process in less than a month (Dr. Sheriff, Dr. Opolot, Dr. Ghemri and Dr. Jackson).

C: Vice Chair Hawkins: Who can vote? Something was brought to my attention about voting, yesterday. That the librarians that have been normally able to vote and were told that they were not able to vote and adjuncts that came to me that thought they were able to vote, but could not vote. Who can vote?

C: Chair Saneifard: Adjuncts are not part of the voting process, visiting professors cannot, also faculty members that are holding administrative positions cannot vote, that is in our by-laws. Librarians, I will check on that.

C: Senator Robert Ford: Some have faculty ranks and some do not have faculty ranks which would make the determination,

C: Chair Saneifard: Closed with words from chair.

No New Business

Adjourn Meeting

C: Chair Saneifard: Other business?

C: Senator Mammo Woldie: moved to close the meeting and Senator Lila Ghemri seconded the motion.