

**Texas Southern University
Faculty Senate Meeting
November 1, 2007
Minutes**

(Revised 12/2/07)

Members Present: Tommy Woods, Emlyn Norman, Michael Zeitler (LABS); Edieth Wu (Law); David Hansen, Marion Smith (BUS); MacJohn Akpaffiong, Andrea Shelton (COPHS); Nina Saha, Elsa Leggett (COE); Rita Saylor (Grad); Alex Swan, Chair; Lalita Sen (V. Chair); Dianne Mosley (Secty.); Howard Beeth (Asst. Secty.); Rambis Chu (Treas.); Christopher Tymczak (Par.); Ron Samples (Ed.)

Members Absent: Salena Ahmed (LABS); Mildred Bright, Arum Jadkar (COPHS); Mammo Woldie (BUS); Marian Ferguson (Library); 3 Senators (COST); 1 Senator (PA); 1 Senator (COM)

The meeting was called to order in Rm. 227 of the Thurgood Marshall School of Law Building at 3 p.m. by Chairman Alex Swan. No agenda for this meeting was distributed to attendees, however, copies of a working agenda from the previous senate meeting were available.

BUSINESS ITEMS:

Administrative Assistant at Lanier House – Chairman Alex Swan has spoken with the director of human resources about replacing administrative assistant Monterrey Curlee. He learned an unsigned and undated letter was submitted to the office of compliance stating Ms. Curlee's performance hasn't been evaluated for more than two years and this constitutes non compliance with rules and regulations of the office. Chairman Swan stated he has no plans, at this time, to evaluate Ms. Curlee's performance.

Faculty Manual Revision Committee – Chairman Swan stated the Provost indicated to the Dean of the Law School that he should activate the Faculty Manual Revision Committee. Dr. Swan obtained names of members of this committee from the Provost's office but was unable to ascertain the date the committee was constituted. He said Asst. Provost Henry North is responsible for administrative oversight of committee composition but he doesn't have a date the most recent Faculty Manual Revision Committee was constituted. Dr. Samples has an email from the Provost with the date the committee was constituted that he will try to locate. Dr. Samples was an administrative appointee and a faculty appointee to this committee which indicates a problem in the composition of the most recently constituted Faculty Manual Revision Committee that must be resolved. Senator Edieth Wu noted that Dean McKen Carrington was chair of the Faculty Manual Revision Committee in 2002 when the most recent revisions were made and expressed the belief that the date indicates the need to reconstitute the membership and leadership of the committee.

It was moved by Dr. Sen and seconded that a new Faculty Manual Revision Committee be established. It was pointed out that according to the constitution administrative representation on this committee is appointed by the President (not the Provost) and that the Faculty Assembly elects 5 members and the President appoints 5 members to serve on the 10 member Faculty Manual Revision Committee. The motion passed unanimously.

Faculty Strategic Plan – Chairman Swan is putting together a strategic plan that includes goals and objectives for each of the following faculty performance areas: teaching,

research/scholarship, and service. He has identified one goal and several objectives for each area and will distribute these to senators/faculty for their input when he has finished. **Faculty Speaks and Journal** – Editor Ron Samples plans to get an issue of the Faculty Speaks Newsletter out by semester’s end. He plans to include sections on graduation and retention rates; faculty manual provisions and revisions; reports from colleges/schools; editorials; commentaries and position statements among other items of interest to the faculty. The proposed journal is to be refereed and will focus on academic, analytical and philosophical matters. The committee will work on both projects.

COMMITTEE REPORTS:

Faculty Support Committee – Senator David Hansen is chairing this committee and met with committee members Elsa Leggett and Mildred Bright. They will communicate with faculty to obtain information about their research and other academic needs. They will survey faculty to identify commonalities and differences regarding research and other academic needs. The committee will compile information for a report including recommendations.

Faculty Salary Committee – Vice Chair Lalita Sen reported she is ready to conduct the salary study as soon as she receives CUPA data and current faculty salary data from Provost Wilson and Asst. Provost North who want written notice from Dr. Swan that the data will be used to conduct a study. She will begin the study as soon as the data are obtained.

Dr. Swan expressed the belief that when the University has “off years” when there are no funds for faculty raises, faculty members should receive credit for their productivity in those years when funds become available. He asked Deans to put salary increases in their budgets but they were hesitant to do so because they said the Provost would resist if there were no available funds. The Provost makes decisions about salaries; the Academic Vice President would accept salary recommendations of Deans but the Provost would not. Dr. Swan stated the duties of Provost, Vice President for Academic Affairs and Vice President for Student Affairs, all of which are held by Dr. Bobby Wilson, conflict with one another. He said a “schizophrenic relationship” exists between the duties of Provost and Senior Vice President for Academic Affairs and he thinks we need to address this.

CONCLUSION:

Chairman Swan stated that Dr. Vera Hawkins was elected senator from communications but since she is an interim department chair she will have to be replaced with someone who doesn’t hold an administrative position. Dean Herrington from public affairs discussed with Dr. Swan the intent for Dr. Michael Adams to serve as senator from their school. The Provost said Dr. Michael Adams is employed in an administrative position and Dean Herrington was asked to hold another election for senator.

Dr. Swan received a request to hold the December 6, 2007 Faculty Senate meeting in the New Science Building after a scheduled event there. Several members of the Senate expressed the desire to resume meeting in the Lanier House for a variety of reasons. The consensus was reached to hold the December 6, 2007 Faculty Senate Meeting in the Lanier House. A brief discussion was held regarding needed repairs and renovations at the Lanier House.

Dr. Sen reminded the group that a Faculty Assembly meeting needed to be called to elect members to the hearing committee and other committees.

The meeting was adjourned at 4:30 p.m.