

**Texas Southern University**  
**Faculty Senate Meeting**  
**October 4, 2007**  
**Minutes**  
**(Revised 11/8/07)**

**Members Present:** Michael Zeitler (LABS), Ron Samples (Editor), Nina Saha (COE), Elsa Leggett (COE), Mildred Bright (COPHS), Marion Smith (Bus.), Mammo Woldie (Bus.), Howard Beeth (Asst. Secty.), Rambis Chu (Treas.), David Hansen (Bus.), Alex Swan (Chair), Lalita Sen (V. Chair), Emlyn Norman (LABS), Tommy Woods (LABS), Dianne Mosley (Secty.)

**Members Absent:** Salena Ahmed (LABS), Marian Ferguson (Library), Edith Wu (Law), Christopher Tymcack (Parliamentarian), 1 Senator (Comm.), 1 Senator (P. A.), 3 Senators (COPHS); 3 Senators (COST)

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 who made opening remarks and announced he would serve as parliamentarian in this officer's absence. He stated there are rules of order in individual folders provided to senators that he would like members to read and follow.

**AGENDA ITEMS:**

**Introductions** – Faculty Assembly/Senate officers and senators made brief statements of introduction including their academic interests and commitment to work of the organization.

**Strategic Plan** – Chair Alex Swan stated he believes the faculty needs a strategic plan that addresses issues of importance to the faculty. The plan would include who we are, what our mission is in the roles of teaching, research and service as well as a faculty profile. The plan, as Dr. Swan described it, would also include position statements on issues requiring a collective response. He asked that Senators get on the agenda of their college/school meetings to talk with faculty about their ideas and representing them in the Faculty Senate. This process would be used to obtain faculty input into position statements on issues of importance.

**Organization and Structure of the Faculty Senate** – Dianne Mosley (Secty.) presented a chart on fall 2006 and enrollment and apportionment of faculty senators. According to the Constitution of the Faculty Assembly/Senate, the Faculty Senate is comprised of 27 members: six elected officers (Chair, V. Chair, Secty., Asst. Secty., Treasurer, and Parliamentarian), one (1) representative from the Graduate School, one (1) representative from the Library, and not less than one (1) representative from each college/school. Nineteen senators are apportioned based on student enrollment from the previous fall semester. Based on fall 2006 enrollment figures, the 2007-2009 Faculty Senate is comprised of 4 Senators from Liberal Arts and Behavioral Science(s); 4 Senators from the College of Pharmacy and Health Sciences; 3 Senators from Science and Technology; 3 Senators from Business; 2 Senators from Education; 1 Senator from Public Affairs; 1 Senator from Communications; 1 Senator from the Law School; 1 Senator from the Graduate School ; 1 Senator from the Library, and six elected officers.

Dr. Mosley also stated she would like to have name tags for senators to wear at meetings to facilitate the identification process.

**Faculty Financial Matters** – Vice Chair Lalita Sen began by noting that the faculty has not received a raise in more than two academic years. She and Dr. Rambis Chu (Treasurer) will conduct a detailed salary analysis using CUPA data during the current academic year. The goal of this study is to raise faculty salaries to at least 90% of the national average which is what we were promised when we achieved across-the-board equity raises to 80% of the national average in 2001.

Dr. Swan stated that President Boddie told him when they met that there is 1.3 million dollars in the budget for faculty salary increases.

**Workload Policy Implementation** – Secretary Dianne Mosley gave a brief history of the new university workload policy that is presently being implemented in phases and began in 2006-2007 with faculty teaching doctoral level courses. The new workload policy will eventually result in a reduction in course load for faculty teaching graduate as well as undergraduate courses. This policy was conceptualized in the Faculty Assembly/Senate and several assembly/senate officers and faculty members served on the committee that developed the final version that was approved by the Board of Regents.

**Newsletter and Journal** – Editor Ron Samples discussed plans to publish an edition of the *Faculty Speaks* newsletter this semester. He plans to publish Dr. Swan's speech from the opening faculty meeting and will also publish findings from a study of TSU student retention and graduation recently conducted by a team of faculty members. Dr. Samples asked that faculty submit newsletter articles and other items for publication in this and other editions of the newsletter which he will attempt to produce in electronic form. He wants to include reports from each college/school as well as a roll call/attendance section.

Dr. Rambis Chu suggested a Faculty Assembly/Senate website be constructed where we can post information about the organization, etc. He may have some time to work on this website.

Dr. Samples introduced the idea that the Faculty Assembly/Senate could publish a scholarly journal. He asked for volunteers to work on the conceptualization and development of this journal. Dr. Beeth, Dr. Zeitlin, and Dr. Mosley will work with Dr. Samples on this project.

**Legislative Insights** – Dr. Swan told those in attendance that he had met with State Representatives Garnet Coleman and Sylvester Turner and they both agreed to attend Faculty Senate meetings in the future. He believes it is a good idea to have them come separately and they have agreed to come whenever he asks. Dr. Swan also stated he spoke with Chairman of the Board of Regents Glenn Lewis and he would also like to attend a meeting of the Faculty Senate. The Senate unanimously agreed to have Chairman of the Board Lewis attend the November, 2007 meeting.

**Resolutions Review** – Dr. Swan was informed there were a number of Senate Resolutions that were "floating around" and he would like to know where they are. Assistant Secretary Howard Beeth has copies of some of the resolutions and agreed to retrieve them and make them available to the Faculty Senate for review.

**Faculty Support System** – The concept of a faculty support system was introduced by Chair Alex Swan that would enable faculty to access services such as research assistants and other research services; clerical support; data bases and online services; resources for workshops, seminars and conferences; and funding for other types of scholarly activities. Dr. Swan spoke with President Boddie about this and he believes he can get it financed.

Volunteers were asked to serve on a committee to develop this concept more fully in terms of identifying services needed and constructing a plan for Assembly/Senate approval that will that will be submitted to the President for funding. Senators Elsa Leggett, Mildred Bright and David Hansen will serve on this committee and others may be asked to join. **Survey on Administration and Faculty Evaluation Instrument** – The annual survey on administration has not been conducted since 2005. The committee that administered the survey and prepared the report was headed by Dr. Howard Beeth who resigned. Dr. Beeth agreed to serve on the committee this year. An additional feature of the survey will be evaluation for the first time of department chairs who were recently given administrative status.

Dr. Mosley asked attendees if they were satisfied with the current faculty evaluation instrument; the group indicated unanimously that they were not. A committee was formed to make recommendations for revision of the instrument made up of the following volunteers: Professors Tommy Woods, Michael Zeitler, Dianne Mosley, and Nina Saha. **Faculty Manual** – The *Faculty Manual* revision process is currently underway in the Provost's office by way of the Dean's Council. Professor McKen Carrington of the Law School has been asked by the Provost to head the committee. The following faculty members volunteered to represent the Faculty Assembly/Senate in the process: Professors Emlyn Norman, Ronald Samples, Lalita Sen, Edith Wu (by proxy), and Rambis Chu. **Administrative Structure** – Dr. Swan stated he is passionate about restructuring the administration at TSU. He believes the university needs a healthy administrative structure which we presently don't have. Based on his research, there is no comparable institution where there is a Provost and an Executive Vice President. He said a great deal of responsibility is concentrated in the position of Provost and Vice President for Academic Affairs and that he has been careful to separate persons from issues in his analysis. He believes restructuring of some positions is warranted and the need exists for someone to champion academic affairs exclusively. We need to restructure the administrative and academic organization of the university. We need to look at that piece.

Dr. Mosley stated that she respected Dr. Swan's position but believes the Faculty Assembly/Senate might not consider restructuring of the administration to be its highest priority at the present time. Senator Emlyn Norman and Editor Ron Samples expressed a desire to look into the restructuring of the administration. Dr. Mosley stated her concern with getting into this issue at the beginning of the term was that over the past two years a great deal of Senate attention was given to going after persons in the administration that other persons didn't like. She stated we weren't able to make gains for the faculty because so much time was spent on this.

Dr. Swan said he believes we need an academic officer to champion our concerns and he is not comfortable that we have one. He gave as an example the fact that graduation rates and the role of faculty are being discussed and we may be blamed. He stated that we need someone to champion academic affairs exclusively. Senator Norman asked if we could discuss administrative restructuring with Board Chairman Glenn Lewis when he attends the November meeting. Dr. Swan said we should let him come first.

## CONCLUSION

Dr. Swan stated he would like to have an open session at the end of the agenda to provide any senator an opportunity to bring his or her issue before the membership. (This is referred to in the Constitution as New Business and Old Business and the privilege is also extended to members of the Faculty Assembly when they make a request to the Chair or Vice Chair to be on the agenda.) He informed attendees he would try to have a calendar ready for the next meeting. The meeting was adjourned at 4:35 p.m.