Faculty Senate Meeting
09.18.09 • Delco Building • Room 217
3:00 pm

Attendance:
Agriculture & Human Sciences: Grace Goodie, Wash Jones
Architecture: William Batson, Tracey Moore, Arsenio Rodrigues
Arts & Sciences: George Brown, Jennifer Burke, Antoine Carty, Arouna Davies, Huajun Fan, Laurette Foster, Natali Hritonenko, Alphonso Keaton, DeLinda Marzette, Lee Mcgriggs, Dimitr Michev, Kevin Storr
Business: Venugopal Balijepally, Reginald Bell, Emmanuel Opara
Education: Clarissa Booker, William Hale, Lisa Hobson Horton, Lisa Thompson, Tyrone Tanner, El. Walter-Sullivan
Engineering: Warsame Ali, Annamalai Annamalai, Franklin Nkansah, Matthew Sadiku, Yonghui Wang
Juvenile Justice & Psychology: Ronald Server
Nursing: Eloria Simon-Campbell, Evelyn Whitley
Undergraduate Medical Academy: Max Fontus

1. Meeting was called to order at 3:05pm.

2. Website Update
Batson moved to approve sacs. Website. Foster Second. Motion carried.

Old Business
3. Dr. Lee Henderson’s Retirement Recognition
Vice Speaker Goodie provided an update on Dr. Henderson’s retirement celebration. Vice Speaker Goodie noted that the faculty senate approved to assist the University with retirement reception. Senator Mcgriggs chaired the committee.

Senator Mcgriggs stated that the reception will be Friday, October 16, during Homecoming in the Administration building. Carol Campbell is handling the logistics. Time and location will be announced.

Senator Arouna Davies moved to accept report. Senator Batson seconded. Senator Foster posed the question regarding future celebration of faculty retirees. Will a reception be the standard for honoring retiring faculty? Is this something the senate will continue to do?

Vice Speaker Goodie remarked that the decision to host a reception came out of the president’s and board of regents desire to contribute to something that would benefit Henderson’s early retirement. The Senate felt that it was obligated to host Dr. Henderson’s reception since he was instrumental in founding the senate. The Senate agreed to host Dr. Henderson’s reception since he was instrumental in founding the senate. It was not what we decided to do for all retirees.

Senator Foster noted that the point is that do we think it is important enough to honor our retirees? Is this something the faculty senate should do for all retirees? Do we need to add to it?

Vice Speaker Goodie stated that it might not be in our budget to do more of these. Senator Foster suggested we make a commitment to our retirees.

Speaker Brown asked if there was any more discussion. Senator Fontus asked, “what is policy related to retired faculty? Do we have something in our policy?” Speaker Brown responded that the faculty senate has not played a role in honoring retirees. We can raise that as a concern when priorities are discussed. Speaker Brown called for the question. Motion for accepting the Henderson Retirement Recognition Report was carried.

4. 2009 Faculty issues
Speaker Brown began by saying that meetings with president are not limited to executive committee. Some of these priorities will need to be put into a committee to investigate so that we present the right facts to the president. Speaker Brown asked the senate to review the priorities submitted over the summer so that the senate will decide what to pursue.

Senator Wash Jones asked about the survey we took in the summer and noted that the list does not reflect the added concerns. Discussion ensues. Senator Moore explained the results of the summer survey and the results included in the top three salaries: 1. Faculty Salaries as compared with Texas A&M; 2. Overload Compensation; and 3. Promotion and Tenure Committees. Senator Moore stated that she would provide a list of the additional priorities submitted following the meeting.

**Faculty Salaries**

Speaker Brown said if we wanted to start with the salaries? All agreed. Speaker Brown asked Senator Keaton, whom did the background research on faculty salaries within the A&M System, to speak about his findings. Senator Keaton stated that Texas A&M does compensate its faculty at a higher rate. Amongst the Universities within the system, Prairie View is ranked third in faculty pay. We not as bad as others but we are not comparable to Texas A&M.

Senator Burke asked if the comparative analysis was categorized by department? Senator Keaton replied that the data came from PVAMU website. Vice Speaker Goodie stated the reason for the disparity is that the outside funding allows for A&M to compensate professors more. It frees up funding.

Senator Storr stated that there is a disparity in pay among departments. This needs to be addressed. As an example in pay disparity, Senator Storr stated that he wrote grant that included hiring a post-doc assistant who could get paid more than him. What would encourage him to write a grant if an assistant would be paid more? Why would write grant. Senator Storr did not understand why newer faculty members get paid more?

Senator Burke stated that we have non tenure-track faculty started at same pay as tenure-track and that a study should be done to make the comparison amongst PVAMU faculty. Speaker Brown remarked that we need to create a committee to make a strong case to the administration.

Senator Burke moved to create committee, which was seconded by Senator Storr. Motion carried.

Brown appointed Senator Keaton as the chair and suggested to the committed to start meeting as soon as possible.

**Overload Compensation**

Speaker House opened the floor for discussion on Overload Compensation. Senator Jones asked if the newly created committee could address that issue? Speaker recommended the issues remain separate. Senator Carty asked how you get any research done if we teach overloads? Senator Davies concern was adjunct faculty are being paid more than full-time faculty. Speaker Brown reiterates the major concern and asks the senate if they are receptive to establishing a new committee or adding this to committee investigating faculty salaries? Speaker Brown reminded that he thought they are two separate issues.

Senator Foster suggested we have a separate committee because we are looking at salary, the amount that is determined by degrees, and contact and level at which the money may be applied. Senator Foster moved to create a new committee. Senator Keaton seconded. Motion carried.

Speaker Brown appointed Senator Carty as the chair. Speaker Brown stated that faculty members who are not senators are to be utilized as resources and may also serve on your committee.

**Promotion & Tenure Committee**

Speaker Brown explained that Promotion & Tenure Committees are required to have only tenured professors serving. Speaker Brown asked if this needs a committee assignment?

Senator Bell needed more evaluation. Discussion ensues. Senator Fontus did not understand the rationale to having only tenured faculty on P&T Committees. Speaker Brown stated that the system policy states the only tenured faculty can serve on P&T Committees. Speaker Brown noted that he received reports that Tenure Committee Chairs were outside of the college as well as outside of the discipline for the faculty being reviewed.

Senator Carty observed Department Heads and Deans have overridden the committee’s decision on tenure. He asked what was the purpose? Senator Foster responded that even if the department head overrules the decision the process still works.
Senator Carty moved for the meeting to be adjourned. Foster seconded. Meeting was adjourned at 4:15pm.

Senator Carty noted that compensation is a major concern. Once tenured, will he/she have the option for full professorship. Jones seconded. Carty noted that compensation is major concern. Once tenured, will the professor should be given a major compensation.

Senator Tannner suggested the body might want to address the issue of rank because it is spoken but not documented. Senator Tannner noted that a faculty member have been hired with the rank of Associate Professor without tenured status. Then that same faculty member, who thinks he/she can be promoted, does not qualify for full professorship because he/she does not have tenure. Senator Booker stated the need for clarity during the hiring process for new faculty to have their rank recognized and be eligible for promotion.

Senator Batson remarked that he came from a college where he received tenure where the process is much clearer. There was a two-year review, four-year review, and a final review. All tenure-track professors had a mentor. Senator Batson noted that he is struggling here with no policy.

Speaker Brown rebutted saying that we have a policy but our problem is implementation and we need to make recommendation to the president about strengthening the procedure. Senator Bell states that there should be a quality of life difference in terms of salary once promoted. At University of Houston, there is at least a $10,000 difference in salary when you are promoted. Senator Foster stated that there used to be a difference. Goodie remarked directives went to Deans to set forth specific requirements. If you do not have requirements in place, you may want to see your dean.

Senator Bell discussed his experience with the T&P process in the College of Business noting that it was very clear. He had informal mentors and the College of Business’s statement on the process was very clear.

Senator Tanner moved to create a committee to look at clarifying whether or not Associate Professor not tenured is denied option for full professorship. Jones seconded. Carty noted that compensation is major concern. Once tenured, will the professor should be given a major compensation.

Speaker Brown called for the question. Motion carried. Tanner is appointed head of the committee.

Summer Faculty Salaries
Speaker Brown opened the floor for discussion. Senator Batson stated that Senator Keaton’s committee could handle this issue. The duties should include: 1. PVAMU salary vs. Texas A&M salary, 2. Adjunct vs. Full time pay, 3. Overload compensation, and 4. Full-time teaching load reduced to 9 hours versus current 12 hours. Senator Bell stated that Summer Teaching is a separate contract. Senator Jones moved to allow the Faculty Salary Committee to handle the issue on Summer Faculty Salaries. Senator Burke seconded. Motion carried.

5. Speaker Brown opened the floor for more discussion. Senator Bell suggested that the meeting be extended to discuss more issues. Senator Booker asked if we could address meeting dates and times. Wednesdays were best for Senator Booker. Speaker Brown noted that he was a victim too since we did not get our schedules in time to adjust for the faculty senate meetings. I looked at then most senators could attend. Since most faculty were not assigned to classes after 2pm on Friday, then this would be a good time to have meeting. This was the first time we have had a quorum in months.

Senator Thompson asked if the issue of meeting date and time be opened up for a vote? Senator Burke moved to have meetings on Fridays at 3pm. Senator Bell seconded. Discussion ensues. Senator Tanner asked which Friday, every third, second, or fourth? Speaker Brown clarified that it would be every third Friday. Speaker Brown called for the question. Motion carried.

Speaker Goodies reiterated that at the Faculty Conference, Mr. Washington, VP for Auxiliary Services, mentioned that a transportation plan connecting the University to the NW Corridor would be implemented some time in the future. Senator Bell stated the other priorities concerning faculty from the College of Business would be emailed to the secretary. Senators Campbell and Whitley from the College of Nursing wanted their attendance to be noted and will also send an email to the secretary regarding issues brought to the table by Nursing faculty.

Senator Carty moved for the meeting to be adjourned. Foster seconded. Meeting was adjourned at 4:15pm.