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

Attendance:
Agriculture & Human Sciences:
  - Tracey Moore
Architecture:
  - George Brown, Jennifer Burke, Al T. Burrs, Antoine Carty, Jeffrey Freeman,
  - Laurette Foster, Lee McGriggs
Arts & Sciences:
  - William Hale, Doug Hermond (for Claissa Booker), Lisa Hobson-Horton, E. Walter-Sullivan
Education:
  - Warsame Ali, Annamalai Annamalai, Yonghui Wang
Engineering:
  - Venugopal Bali, Reginald Bell
Juvenile Justice & Psychology:
  - Eloria Simon-Campbell, Isaac Lee-Smith, Evelyn Whitley
Nursing:
  - Lee McGriggs
Undergraduate Medical Academy:

Meeting was called to order at 3:15 pm

Adoption of minutes
Senator Carty moved to accept minutes. Annamalai seconded. Moore stated that Senator Jones sent in corrections. Motion carried.

Old Business
Comparative Analysis of Faculty Salaries
Senator Keaton was not present to give a report.

Overload Compensation Policy
Senator Carty spoke with a few more people regarding overload compensation and there was not much difference from last time. In chemistry and biology, the contact hours are different from the credit hours. Most of those he spoke with agreed that it would be good to pay professors the same amount as adjuncts. One department head suggested that we could try to make contact hours into credit hours. Another professor stated that even though we pay adjuncts more, they may not be gaining any benefits. Another professor said he can make more money teaching at Cy-Fair college after 5 pm, Brown entertains questions and discussion. Senator Burke questions if there was a comparative analysis done with how other universities are handling overload. Senator Carty replied no. Senator Burke stated that it is important to do an analysis and is willing to assist.

Speaker Brown noted that at the TCFS meeting in Austin, other faculty members at various schools are having the same problem. Speaker Brown also read in Chronicle of Higher Education, they approached the issue from a different angle. An adjunct wrote a paper discussing pros & cons of the situation. Senator McGriggs suggested that a further study should be done.

Promotion and Tenure
Senator Tanner was not present to give a report.

University Plan to Develop a Research Infrastructure for Faculty
Senator Fontus was not present to make a report. Speaker Brown asked Senator Bell to give an update. Senator Bell noted that he did not bring the questions asked of Dr. Wright by the faculty senate. He further explained that we had 6 questions that President Wright graciously discussed. Dr. Wright admitted the biggest discrepancy in pay was at the associate level. We did tell him that we would make a recommendation based in fact.

Speaker Brown added that President Wright did bring up in the discussion increasing salary for Tenure & Promotion.
Senator Bell stated that Deans are empowered to give as much as a 6% increase. $10,000 is a benchmark for promotion to Associate and $15,000 for Associate to full is a starting point. After the study with Senator Keaton, we will end up doing a percentage to recommend.

Senator Burke asked if Senator Keaton has the salaries for 4 other institutions. There can be a comparative analysis for different schools and within the college. Senator Bell did not have confidence in comparing Prairie View with other schools. Just stay within Prairie View, Senator Bell explained we would make this comparison as a part of the analysis. We are hoping to have a 5-10 million dollar pot to help address salary compression issue. Hopefully this will help with looking at this issue only every 10 years.

Senator Brown added that as of yesterday Keaton has not received the salary information from the Vice President of Business Affairs.

Senator Bell questioned if we made the formal request as the president asked. Speaker Brown will follow up with Senator Keaton. Senator Bell asked if we ever sent the questions to the president? Speaker Brown was not sure if the questions were sent but stated that we will make sure the president will get a copy.

Dr. Hermond (fill-in for Senator Clarissa Booker) stated that in terms of the recommendation about salaries being increased from associate to full if you look at percentages, if it is a percentage increase and the person is on the low end, then that percentage would still put them on the low end.

Senator Bell responded that the first issue is separate from the salary. The first issue is salary compression. For example, if an Associate is making $60-70,000 and the price to purchase someone with same credentials is $80,000 then we have been getting new talent with more money than those who have been here for 8 years. We will do a study that will create a regression and slope and each person's salary will have a multiplier adjustment to bring salaries closer together. We will make a recommendation to president to keep the university from being a salary compression university.

Senator McGriggs moved to accept. Burke seconded. Motion carried.

Scheduling of Faculty Instructors...
Senator Burke stated that she just looked at the assignment of classrooms. It was a big issue that faculty wanted classes assigned at the beginning of the semester. Speaker Brown added there was another element in which faculty did not know what classes they were teaching until the beginning of the semester. Senator Burke stated that created a conflict for faculty. Senator Burke reiterated that the committee just looked at the space management issue. Some faculty stated they had difficult getting from one class to the next.

The committee met with Mr. Larry Raab and the handouts are from him. This is last year's space management information from THECB and A&M University. University budgets are tight and flat and they would go down again this year. As mandated by the THECB, 65% class should be full and 75% of lab should be full. If we do not meet these standards, THECB will get tighter on usage. Also, we have a 102 classrooms and 61 teaching labs and the university is only using 32% of our classrooms. The departments also wanted to have their own buildings. Mr. Raab stated in the meeting that in order to utilize the classrooms, we have to share the buildings. Now in addition classrooms are beginning to be scheduled to hold meetings for various organizations and clubs. This will be built into classroom schedules. However, they are not taking priority. Senator Walter-Sullivan stated that organizations should meet after 5.

Senator Burke stated that after academic classes and labs are assigned, then the clubs will be assigned. Senator Freeman asked about security especially in Hobart- Taylor in the music department. These special rooms need to be lock-downed. Senator Moore explained that organizations usually have to get security to unlock reserved rooms. If they do not have the correct paperwork, then the rooms will not be opened. Senator Brown stated that it would be good that locked classrooms are opened by security. In addition, the labs are being over used. Student organizations have also destroyed the technology in a certain room in the New Science Building. Mr. Raab has refused to approve the Dean of Arts & Sciences from replacing the technology.

Senator Burke responded that there is need to incorporate security. Every one of the classrooms automatically locked at Cy-Fair College. This would help with security. The committee will address that as well.

Senator Burke stated that some colleges change their hours and it messes up the schedule. Speaker Brown stated that everyone should communicate with the people scheduling classes. What do you do as a faculty member if you have one

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class in one end of the campus and you have to go to the other end for the next class. Go to coordinator first and then to the registrar.

Senator Walter Sullivan asked Senator Burke if she have questions for Mr. Raab or was she just gathering information. Senator Burke had questions about classes being closed and buildings being locked but primarily she was on an information-seeking mission. Senator Walter-Sullivan stated that she is sure that different departments do it differently but when she worked with the coordinator, classrooms were scheduled based on availability. For example, if the College of Education has the Delco building, then no one should schedule classes until that college has finished. Then when we begin to coordinate, the 2nd thing that we looked at was age. Who was infirmed? Are their classes on first floor? You can put a hold on scheduling classes until dean has approved the schedule.

Senator Foster added that some classrooms are locked from 8 to 5. If you cannot find someone who will unlock the door, then your class is out of luck. Senator Burke stated that it is not university policy to wait for the colleges to complete their registration. Senator Walter-Sullivan said that becomes a problem when my classes are full and my class is assigned to Juvenile Justice on the 3rd floor. For the first 2.5 weeks of school we had to find someone to unlock the door. Senator Burke stated this is not a policy and according to Mr. Raab, all classes are supposed to be open.

Speaker Brown stated that Senator Burke would love to have people join the committee. We need input. We have made some recommendations to the President and we have informed him that we will make more. For example, I made a recommendation to the president. I saw about 4-5 weeks ago, that we would have issue for exams and students who were going to Birmingham. I thought the university needed to make modifications so that students would be able to complete the semester. In March, we will have the same problem. There is a tournament in Shreveport. Last year the teams left on Tuesday going into midterm. At least the university did make an adjustment to the schedules. The administration will make adjustments when necessary.

Speaker Brown reiterated that we have always had space issues. People who are making reports are doing so without the right data. 32% utilization is wrong. The labs are supposed to be special purpose. If the administration is not counting them as special purpose, then that will look bad. Spec purpose means that you only have to assign one class in the lab. So they will also count the space on agriculture farm as classroom space. Our responsibility is to make recommendations to the president because he has responsibility of success or failure here. He will see that he needs to correct some of the procedures.

Senator Carty posed the question: If you have class from 1 – 150 and another professor has 2 – 250 in the same room, to whose benefit are those 10 minutes? Speaker Brown stated that it was a good question. You cannot schedule class more than 50 minutes. The coordinating board only puts a restriction on the minimum amount of time. Most department heads are not interested in students getting more time. I have asked my department head for more time for that reason.

Senator Walter-Sullivan responded saying that she thought the 10 minutes were for her if she were coming in to prepare for the next class. Speaker Brown added that the 10 minutes is for student and faculty to get to the next class. Speaker Brown noted that the next class needs to start at 10 after the hour. For example, a while ago a faculty senator, Dr. Wayne asked for a change in the scheduling of final exams because there was not enough time between each exam. The time between exams was increased from 10 to 30 minutes.

Senator Bell remarked that he taught for a year at Purdue and it had a policy that the time between classes that stated the first 5 minutes belonged to teacher in the class that is ending and the next 5 minutes belong to the next teacher using the classroom. Senator Walter-Sullivan added that is why I thought the time was for me. Speaker Brown remarked that the issue needs to be explored in your committee. Is that enough time to clear room and the new faculty member to prepare for the next class.

Senator Mcgriggs moved to accept the report. Senator Bell seconded. Motion carried.

Executive Committee Meeting with President
Speaker Brown noted that Senator Bell gave good overview of what happened at the meeting with the President. Speaker Brown felt positive that the president would take our recommendations. He seemed to be serious and he took notes. We need to talk about the next meeting we need to have with the President in January before classes get started. The week before possibly on the 8th would be a good time. The third Friday is the 15.

New Business
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QEP Team Presentation

Senator Moore presented the outline for the QEP and its Marketing Committee. The committee has chosen a signature iREAD slogan for each college. Senator Moore is requesting that the senators get feedback on the slogans for other members of their respective colleges. If the college approves of the slogan, then indicate so in the feedback and give suggestions on images they would like to see of their colleges in the promotion of the QEP. If the colleges do not approve of the designation, vote on one that would be more appropriate and send it back to Senator Moore. The deadline is set for January 4, 2010.

Dr. Hermond stated that he would like to have more time for input. Senator Bell stated that the words are not set in stone. Senator Moore suggested that senators can communicated through email for feedback. Senator Bhalipjally stated that it would be best to present this information during the faculty meetings. Discussion ensues.

Senator Annamalai suggested the week before school begins would be a good time for the deadline. Senator Walter-Sullivan stated that this will be an intense time for registration. Speaker Brown added that it would be a good idea for the colleges to have a meeting regarding all issues of the faculty senate. We also have to consider production time for the marketing materials so we cannot give much more time for debate.

Senator Bell stated that he liked the words and perhaps the committee should pick an acronym that reflects some of the best research right now, which is in the North Pole. Perhaps we can incorporate the “deep ice” notion of the research.

Senator Burke noted that she liked the idea of the acronym “we read to do other things”. Conceptually, students in the Arts & Sciences read to do almost all of these words in the slogan. Can we use more than one?

Senator Foster suggested moving the date to the Jan19th. Senator Moore agreed and extended the deadline to the 19th.

Senator Bell thought it was important to start putting a time-table on some of issues the committees are addressing. We will be a ship without a rudder. We need to set deadlines for things to get done.

Recommendations to the President

Speaker Brown stated that we should meet before we make any more recommendations to the President.

Other Faculty Issues

Speaker Brown needed to appoint a chair for the elections committee. For the past three years, we have been slow in getting these things going. Speaker Brown appointed Senator McGriggs to be chair of the Nominating Committee. We need a faculty senator from each college on that committee. Bell will represent the College of Business, Annamalai will represent the College of Engineering and Burke will represent Arts & Sciences.

Senator Burke commented that now is a really good opportunity to meet with colleges in January to find out about other issues. Senator Bell stated we do that consistently in the College of Business. We will disseminate to all. We make it plain to the college of business.

Senator Carty asked if it was possible to have someone speak to the senate. The guest wants to address the senate on his research. Speaker Brown responded that it was possible.

Senator Annamalai asked about the status of the website. Senator Moore stated that she had gone through the site builder training and will be working to update the pages that Mr. Asghar created for the senate.

Senator Burke moved to adjourn the meeting. Senator Bell seconded.

Meeting adjourned at 4:30pm

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