

Faculty Senate Newsletter



2016-2017 Executive Committee

New Executive Committee members Kitty Warsame (Member-At-Large; College of Education) and Douglas Hermond (Member-At-Large; College of Education) vow to represent faculty interests fully and faithfully as members of the Senate leadership.

[CLICK HERE TO VIEW THE FULL EXECUTIVE COMMITTEE](#)

Recent Actions & Updates

Compensation Study Resolution

In response to the Compensation Study completed by Sibson Consulting last Spring, the administration increased promotional raises and instituted a 2% raise for all T/TT faculty. On Oct. 14, 2016, the Senate passed a resolution detailing four proposals for additional actions in response to the study. These proposals include:

- 1) defining a "competitive" salary as one that falls with 5% of the median for the faculty member's discipline and rank;
- 2) automatically reviewing the compensation for faculty who fall below the competitive range;
- 3) implementing procedures for salary appeals based on equity concerns;
- 4) recalculating median salaries every three years.

[CLICK HERE](#) to view the full resolution.

Tenure/Promotion Resolution

On Oct. 14, 2016, the Senate passed a resolution advising that the revised procedures for tenure/promotion exclude any language allowing for a tenure or promotion decision to be made on grounds of financial exigency or academic restructuring and, instead, include language specifying that such decisions must be based on merit only.

[CLICK HERE](#) to view the full resolution.

Policy/Procedure Reviews

Academic Affairs has recently distributed to all faculty three draft documents regarding policies and procedures related to fixed-term employment (i.e., multiyear contracts for non-tenure faculty), revised faculty position titles and descriptions, and faculty workload requirements. Faculty have been asked to review those documents and provide any feedback through their department/division heads. If you wish to pass your feedback through the Senate in addition to your department, email it to [Speaker Hooper](#) by 5pm on Monday, Nov. 1. If you have not received the documents in question, contact your department/division head.

New Senators in 2016-2017

Since its May 2016 meeting, the Senate has inducted the following new members:

Teneinger Abrom-Johnson; Beverly Copeland; Doris Morgan-Bloom; Max Winshell Fontus; Baomei Lin; Tabitha Morton; Toneisha Taylor; Kevin Riles; Arshad Alam; Mohammed Hussein; Kitty Warsame; Michael Gyamerah; Nabila Shamim; Yonghui Wang; Joseph Dickson; Immaculata Igbo



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Senate Leadership

Speaker

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Vice Speaker

Dr. Michael Nojeim
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Secretary

Dr. Jasmine Hamilton
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For information about the full Executive Committee, go to:

<http://www.pvamu.edu/facultysenate/committees/executive-committee/>



Next Senate Meeting:

Nov. 11th, 2:30-4:30pm
E. E. O'Banion Building
Room 123

The Senate Newsletter is provided by the Committee on Faculty Communications & Relations: Gloria Regisford (chair), Orion Ciffja, Victoria Godwin, Megan Collins, Jasmine Hamilton, Michael Nojeim, Clay Hooper, & James Valles.