

# **Prairie View A&M University Faculty Senate**

## **Meeting Minutes**

Friday, October 9, 2015 at 2:30 p.m.  
O'Banion Building, Room 123

### **Executive Committee in Attendance:**

M. Clay Hooper, Speaker; Gloria Regisford, Vice Speaker; Aisha Asby, Assistant Secretary; Michael Nojeim, Member at Large

### **Item I: Sign-In By College/School**

#### **College of Ag & Human Sciences**

#### **College of Architecture**

Lason Hines

#### **College of Arts and Sciences**

Orion Ciftja

Megan Collins

Victoria Godwin

DeLinda Marzette Stuckey

Quincy Moore

James Valles

#### **College of Business**

Qiang Fei

Sanzid Haq

Louis Ngamassi

#### **College of Education**

Clarissa Booker

Albert Johnson

Jasmine Hamilton

Douglas Hermond

Lisa Hobson

#### **College of Engineering**

Jorge Gabitto

Lin Li

#### **College of Nursing**

Pamela Cormier (TTVN)

Debbie Jones (TTVN)

Douglas Wakhu (TTVN)

#### **College of Juvenile Justice and Psychology**

### **Item II: Greetings & Call to Order**

1. Speaker Hooper called the meeting to order, with a quorum, at 2:41 p.m.

### **Item III: Senator Roll Call**

1. Senator introductions were made at the meeting location and at the College of Nursing.

### **Item IV: Speaker Updates** *(all comments were made by the speaker unless otherwise noted)*

1. On September 15, 2015, the Executive Committee met with President Wright and all of the vice presidents. Some highlights from the meeting include:
  - a. A university-level committee, including two senators, will review all practices and procedures related to commencement ceremonies and the General Student Assembly.
  - b. In response to the PriceWaterhouseCooper audit of administrative spending, the administration has identified \$1.3 million in savings on administrative spending that will be transferred to the academic side of the budget. The report is under review for approval by the system chancellor, and Senate leadership has requested a copy to determine whether the savings will come from upper-level administrative positions or mid-level administrative positions.
  - c. The administration has contracted with an external firm to conduct a comprehensive audit of the institution's enrollment management system and procedures.

- d. The administration was very receptive of three key Senate initiatives and promised collaboration and support for each of them: 1) incorporating faculty input in administrator evaluation processes; 2) implementing merit-based, multiyear contracts for non-tenure track faculty; and 3) exploring solutions to the low response rates for Student Opinion Surveys.
2. Three members from the executive committee (Regisford, Reeves, and Goodwin) will be attending Texas Council of Faculty Senate. In spring, committee chairs will be first to go.
3. Faculty luncheon in November (date to be determined) will open to all faculty to hear about senate initiatives and engage in two-way dialogue about issues concerning faculty.

#### **Item V: Budget Update**

1. Vice Speaker Regisford reported that \$4,894.40 of the Senate's \$5,000 budget remains, but that upcoming expenses include approximately \$1,500 in expenses related to the Fall meeting of the TCFS and approximately \$1,700 in expenses related to the Senate-Sponsored Faculty Luncheon. The Senate has a reserve account with about \$31,000, and the Senate leadership will look into how that account can be accessed.
2. Senator Booker suggested to make money available to sponsor faculty senator visits to other faculty senate campuses in order bring back ideas to our faculty senate. It was also proposed that money be appropriated for the different committees to carry out functions of each committee.

#### **Item VI: Approval of Previous Minutes**

1. Speaker Hooper requested that the minutes include the names of those faculty members who were inducted during the September 11, 2015 meeting. Senator Godwin motioned to accept the minutes with the addition of names of inductees; Senator Hermond seconded. The motion passed unanimously.

#### **Item VII: Committee Business**

1. *Committee Chair Responsibilities:* Speaker Hooper indicated that it is not necessary for a committee to report if the committee had not yet met. However, any committee that does not report will be expected to report at the following meeting. Reports should be action oriented, focusing on substantive actions the committee is taking or considering and what can be done by senate as a whole. Committees can use WebEx to meet.
2. *Approval of Committee Chairs and Special Positions:* The attached list of committee chairs and special positions was approved with unanimous vote.
3. *Ad Hoc Committee on Proposed Bylaws Revisions:* Senator Hamilton (chair) reported that the committee met on September 30, 2015 and October 7, 2015 to draft revisions that would clarify the existing language of the bylaws and make additions to codify the current practices of the Senate within the bylaws; one more meeting is necessary to finalize the revisions. All revisions are being made with an eye toward keeping the bylaws consistent with the Senate Constitution. The most significant change is the addition of language that codifies existing election procedures. Once the revisions are finalized, the next step is to collect signatures from ten senators on a petition to bring the revisions before the Senate for a two-thirds majority vote. Senator Hermond requested that a link to the Senate bylaws be included in the faculty handbook.
4. *Ad Hoc Committee on Administrator Evaluations:* Senator Hermond (chair) reported that the intent of the committee is to develop a set of procedures, consistent with recommendations from SACS and the AAUP (American Association of University Presidents), to incorporate faculty input into the regular review and evaluation of academic administrators. One step in this effort will involve a roundtable discussion between faculty members and academic administrators from different levels. The results of the effort should be an instrument (or instruments) for collecting input from faculty members on administrators' performance and procedures for incorporating that input into administrator evaluations. For each administrator, a committee of

key stakeholders will analyze the faculty's input and make recommendations based on it. The raw data from the survey instrument(s) (e.g., raw survey scores and verbatim comments) will not be made public, but the evaluation committee for each administrator will publish a summary of the survey's results and the committee's recommendations. Senators Hobson and Ciftja argued that it is important for raw data and verbatim comments to be shared publicly so that faculty members can safely voice serious concerns about a range of serious issues—like harassment, bullying, retaliation, and discrimination—and so that administrators can be held directly to account for those concerns. Senator Ciftja expressed concern that the process, as outlined, would lead to many important issues being “swept under the rug.” Speaker Hooper expressed sympathy with those concerns but explained that the outlined process, which is based largely on AAUP recommendations, is for incorporating faculty input into the formal, institutional procedures for administrator evaluations and that a more public survey, while it may have important uses, would not be incorporated into such procedures. Senator Hermond added that issues of bullying and harassment should be addressed through grievance procedures, and Speaker Hooper commented that Academic Affairs is in the process of reviewing grievance procedures in order to make them more open and fair.

5. *University Committee on Campus Carry Legislation:* Senator Haq (member) explained that, despite widespread objections, the purpose of the committee is to determine how university will implement the law. The senators on the committee (Haq and Nojeim) are advocating for as narrow an interpretation of the law as possible and request feedback from senators to take into the next meeting of the committee (10/14/2015). In a wide ranging discussion following Senator Haq's report, the general sentiment of the Senate was that, given the new reality created by the Campus Carry legislation, the university should initiate a discussion of how to ensure the safety of students, faculty, and staff. This would require either an expansion of the charge of the university committee or the creation of a new committee. Additionally, the general sentiment of the Senate was that Campus Carry should not necessarily be considered a permanent fixture and that the university should explore all legal means of challenging the legislation with the intention of having it narrowed, weakened, or repealed.
6. *Ad Hoc Committee on the Faculty Handbook:* Speaker Hooper reported that the faculty handbook is still under review by the provost.

#### **Item VII: Additional Announcements & Business**

1. More details forthcoming for the November faculty luncheon.
2. Speaker Hooper reported that he working with Vice President Bradford and Human Resources to clarify eligibility for the Employee Tuition Exemption Scholarship. Eligibility currently requires that one be in a “budgeted position” but it is not clear how many full-time faculty members this excludes from participation.
3. Speaker Hooper reported that he is in discussions with the provost to clarify procedures related to grade appeals.
4. The next Senate meeting is scheduled for November 13, 2015 at 2:30 p.m.
5. Senator Nojeim motioned for the meeting to adjourn. Seconded by Dr. Gabitto. Meeting adjourned at 4:16 p.m.

## **Faculty Senate Committee Chairs & Special Positions**

### **Committee Chairs**

Committee on Faculty Communications & Relations: **Gloria Regisford**

Elections Committee: **Michael Nojeim**

Committee on Recruitment, Retention, & Mentoring: **Emmanuel Opara & Clarissa Booker**

Committee on University Facilities: **Sheena Reeves**

Committee on Promotion, Tenure, & Due Process: **Pamela Cormier**

Committee on Compliance of Rules & Procedures: **Douglas Hermond**

Committee on Salaries, Benefits, & Budgets: **Albert Johnson**

Committee on Research and Faculty Development: **Jorge Gabitto**

Ad Hoc Committee on the Faculty Handbook: **Ronald Goodwin**

Ad Hoc Committee on Administrator Evaluations: **Douglass Hermond**

Ad Hoc Committee on Proposed Bylaw Revisions: **Jasmine Hamilton**

### **Special Positions and University-Level Committees**

PVAMU Committee on Tuition & Fees: **James Valles**

PVAMU Piper Award Selection Committee: **Sarhan Musa & M. Clay Hooper**

PVAMU Committee on Faculty Title Codes: **Sheena Reeves & Quincy Moore**

PVAMU Committee on Campus Carry Legislation: **Sanzid Haq & Michael Nojeim**

### **Unfilled Special Positions**

PVAMU Committee on Multiyear Contracts for Non-Tenure Track Faculty (2 positions)

PVAMU Information Technology Governance Committee

University Academic Council

Graduate Council

Commencement Review Committee