



# PRAIRIE VIEW A&M UNIVERSITY

A Member of the Texas A&M University System

## Faculty Senate Meeting

September 12, 2014 at 3:00pm  
E. E. O'Banion Building, Room 123)

### MEETING MINUTES

#### Executive Committee Members in Attendance

Clement Glenn, Speaker  
M. Clay Hooper, Secretary  
Ross Wienert, Member-At-Large  
Pamela Cormier, Member-At-Large  
Gloria Regisford, Member-At-Large  
Ronald Goodwin, Parliamentarian

#### Item I: Sign-In By College

##### College of Ag & Human Sciences

##### School of Architecture

##### College of Arts & Sciences

Ananda Amarasekara  
Orion Ciftja  
Jeffrey Freeman  
Michael Nojeim  
A. Jan Taylor

##### College of Business

Qiang Fei  
Sanzid Haq  
Yi Zhang

##### College of Education

Douglas Butler  
Douglas Hermond

##### College of Engineering

Jorge Gabitto  
Lin Li  
Lijun Qian  
Sheena Reeves

##### College of JJPY

Aisha Asby

##### College of Nursing

Douglas Wakhu (ITVN)  
Antonea Jackson (ITVN)  
Keshea Britton (ITVN)

#### Item II: Invocation by Speaker Glenn

#### Item III: Greeting & Call to Order

1. Speaker Glenn called the meeting to order, with a quorum, at 3:15pm.
2. Opening Remarks: Speaker Glenn stressed his theme for the upcoming year of Senate activity: "Transforming PVAMU Into a Learning Community That Cares." He emphasized the need for communication, collaboration, coordination, cooperation among all stakeholders in order for this transformation to happen.

#### Item IV: Senator Roll Call

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

1. Member-At-Large Cormier motioned to approve the minutes from the previous meeting (May 2, 2014) without revision. Member-At-Large Wienert seconded. Without discussion, the Senate voted unanimously to approve the minutes.

## **Item VI: Executive Committee (EC) Report on Its Meeting with President Wright and VPs**

1. Secretary Hooper reported on the main topics discussed on August 26 at a meeting between the EC and President Wright and his executive team consisting of all Vice Presidents.
  - a. *Salary Equity Study:* In response to a Senate proposal sent to President Wright on April 28, 2014 (and available as an appendix to the Senate's April minutes), steps have been taken to initiate a comprehensive salary equity study conducted by an external firm. Proposals have been received from three different firms, and the EC received assurances that a study of faculty salaries will be completed during the Fall 2014 term. The study of staff salaries will be delayed until the completion of an ongoing audit of administrative and staff positions by PriceWaterhouseCooper. Within the two equity studies (faculty and staff), PVAMU's salaries will be compared to those within its peer institutions. Provost Nave and Vice President Bradford assured the EC that the equity studies will be conducted with full transparency, and Provost Nave promised to send the three proposals to the EC. The proposals had not been received by the time of the Senate's September meeting.
    - i. Senator Reeves asked if the faculty equity study will reveal salary disparities between the various colleges within PVAMU. Secretary Hooper indicated that it should, though the Senate should play a role in making sure that it does.
    - ii. Senator Hermond asked if the Senate would have input into how the study is conducted. Secretary Hooper explained that the EC asked for full transparency so that the Senate can review the methodology and make recommendations.
    - iii. Member-At-Large Wienert asked if there was a specific deadline for the completion of the faculty study. Speaker Glenn assured the Senate that he would push for a specific deadline during an upcoming meeting with the president.
2. *University Academic Council (UAC):* In response to a Senate proposal sent to President Wright on March 18, 2014 (and available as an appendix to the Senate's April minutes), the UAC has taken steps to improve its compliance with its existing bylaws and, at its next meeting, will consider certain bylaw revisions recommended within the Senate proposal. These revisions were recommended with the intention of ensuring that the UAC is a faculty-led governing body. Secretary Hooper did not have enough information to guarantee that the UAC is in full compliance with its existing bylaws, but he assured the Senate body that the UAC's term limits are now being enforced.
3. *Formula Funding:* The Texas state legislature has established funding formulas that stress outcome-based measures rather than just enrollment-based measures. Some universities have taken advantage of the formulas to maximize its state funding allotment, but PVAMU has not been particularly successful. During the meeting Speaker Glenn pointed out one important component of the funding formula which puts extra weight on courses taught by T/TT faculty. Secretary Hooper suggested that the Senate use this fact to push for a reversal of the trend toward heavier usage of adjunct faculty to teach lower- and even upper-level courses.
4. *Hiring Practices:* During the meeting, the EC expressed concerns about hiring processes, particularly for executive-level administrators. The EC pushed for a stronger role for faculty, codified within a formal set of procedures for hiring high-level administrators; but President Wright was hesitant to embrace this idea. Since the meeting further concerns have arisen related to the search for a new Associate Provost. Within that search, there is only one finalist, there is no senator on the search committee, and the announcement of a public meeting with the finalist was sent out only five hours before the meeting.
  - a. Senator Nojeim motioned that the Senate send a letter of inquiry to President Wright regarding the issues with the Associate Provost hire; Senator Haq seconded. The motion passed unanimously.

5. *Faculty Workload & 2013 Dean's Council Reports*: During the meeting President Wright expressed his concern with workload issues and asked that the Senate work toward providing recommendations that his executive team can consider. The EC reminded the president's executive team that the Dean's Council had produced a workload report in the Fall term of 2013 that recommended workload reductions for faculty members who could demonstrate research output on a semester-by-semester basis. The Senate received this report in the Spring term of 2014 and expressed some concerns about, but there has been no movement of any kind on the Dean's Council report. Provost Nave clarified that there were also Dean's Council reports regarding online courses, student opinion surveys, and faculty title codes; but they were never delivered to the faculty for feedback, so there has been no movement on them. The EC asked that all four reports be sent to the Senate so that the process of dealing with these issues can be reset. Provost Nave agreed to send the reports, but they had not been sent by the time of Senate's September meeting.
6. *Overload and Summer Pay*: During the meeting the EC raised the issue that overload pay for T/TT faculty is lower per course than adjuncts' per course salary. Provost Nave admitted that she is not entirely sure of the rationale for this. The EC also pointed out that summer pay rates are much lower than nine-month pay rates. Provost Nave responded that summer pay comes from a separate budget and cannot be tied to a faculty member's regular salary. President Wright reiterated his call for constructive recommendations from the Faculty Senate.
  - a. Senator Hermond suggested that any Senate proposal regarding overload pay should take into consideration the overload policies of other institution.
  - b. Senator Butler expressed concerns about a rumor that faculty would be required in the future to document how their 40-hour work-week is spent (aside from in-class hours and office hours). Senator Hermond and Speaker Glenn explained that the Interim Dean of the WRG College of Education has already tried to implement this policy. They communicated their suspicion that the policy idea originated within the Educational Leadership program and is not a campus-wide initiative (as they were told), but also suggested that the Faculty Senate keep its eye on the issue.
7. *Additional Discussion*
  - a. Senator Haq asked if there had been any study of administrator salaries. Secretary Hooper mentioned that there is currently an audit of administration and staff positions being conducted by PriceWaterhouseCooper that should take administrative salaries into account. Senator Butler explained that the University Climate Survey conducted by the Senate in 2013 had resulted in a few personnel changes within the administration. Senator Hermond asked if there is any regular, systematic way in which administrator performance is evaluated. Speaker Glenn replied that there is not.
  - b. Speaker Glenn explained that President Wright's blue ribbon committee on student recruitment and retention has developed action plans that will be implemented. He stressed that the Senate should be involved in developing and implementing best practices for retaining and graduating students from the lower end of the socioeconomic scale.

**Item VIII: Special Election for Assistant Secretary, UAC Representative, and Liaison to the Office of Government Relations**

1. Assistant Secretary – Dr. A. Jan Taylor, Department of Music & Theater, College of Arts & Science
2. Representative to the University Academic Council – Dr. Douglas Butler, Department of Curriculum & Instruction, College of Education
3. Liaison to the Office of Government Relations – Dr. Michael Nojeim, Division of Social Work, Behavioral, & Political Science, College of Arts and Science

**Item VIII: Committee Sign-Up**

1. The chairs of the various Senate committees have been established as follows:

- a. Committee on Promotion, Tenure, and Due Process – Member-At-Large Cormier (new)
- b. Committee on Enrollment, Retention, Matriculation, & Mentoring – Speaker Glenn (continuing)
- c. Committee on Student Recruitment – Vice Speaker Opara (new)
- d. Committee on University Facilities – Member-At-Large Wienert (continuing)
- e. Ad Hoc Committee on the Faculty Handbook – Parliamentarian Goodwin (new)
- f. Committee on Compliance of Rules & Procedures – Senator Hermond (new)
  - Secretary Hooper asked if this committee handles grievances filed by faculty members. Speaker Glenn responded that grievances go to the Committee on Promotion, Tenure, & Due Process. Senator Hermond argued that the Committee on Promotion, Tenure, & Due Process should only consider grievances related to promotion and tenure. Secretary Hooper agreed and suggested that grievance committees could be assembled on an *ad hoc* basis. Speaker Glenn suggested that the EC take up the matter at its next meeting.
- g. Committee on Salaries, Benefits, & Budgets – Speaker Glenn has approached Senator Johnson about chairing this committee but has not received a response.
- h. Committee on Faculty Relations & Communications – Member-At-Large Regisford (new)
- i. Committee on Faculty Research & Development – Senator Butler (continuing)
- j. Committee on Committees – Secretary Hooper (continuing)
- k. Committee on Senate Elections – Senator Reeves (new)

**Item IX: Additional Business**

1. Speaker Glenn announced that a luncheon is tentatively planned for September 24 to welcome new Senate members and thank former members for their service.
2. Speaker Glenn announced that the next Senate meeting will take place on October 17.
3. Senator Haq motioned to adjourn the meeting, and Senator Butler seconded. The meeting was adjourned at 5:14pm.