



PRAIRIE VIEW A&M UNIVERSITY

A Member of the Texas A&M University System

Faculty Senate Meeting

January 21, 2015 at 1:00pm
O'Banion, Room 123

MEETING MINUTES

Executive Committee Members

Clement Glenn, Speaker
Emmanuel Opara, Vice Speaker
M. Clay Hooper, Secretary
A. Jan Taylor, Asst. Secretary
Gloria Regisford, Member-At-Large
Ross Wienert, Member-At-Large
Pamela Cormier, Member-At-Large (TTVN)

Special Guests in Attendance

Felicia Nave, Provost and VP of Academic Affairs
Betty Ricks, Associate VP for Academic Fiscal Affairs
Sarina Phillips, Associate Provost
James M. Palmer, Associate Provost
James A. Wilson, Associate Provost

Item I: Sign-In By College

College of Ag & Human Sciences

Teneinger Abrom-Johnson

School of Architecture

Juanita Jimenez

College of Arts & Sciences

Orion Ciftja
Jeffery Freeman

College of Business

Qiang Fei

College of JJPY

Aisha Asby

College of Education

Douglas Butler
Clarissa Booker
Albert Johnson
Douglas Hermond

College of Engineering

Jorge Gabitto
Sheena Reeves

College of Nursing

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

Item II: Invocation by Dean Lewter

Item III: Greeting & Call to Order

1. Speaker Glenn called the meeting to order, with a quorum, at 1:11pm.
2. Opening Remarks: Speaker Glenn reiterated the theme of "Transforming PVAMU into a Learning Community that Cares," emphasizing the importance of cooperation, coordination, collaboration, and communication.

Item IV: Senator Roll Call

Item V: Approval of Previous Minutes

1. Senator Ciftja moved to pass the October minutes without revision. Senator Wakhu seconded. The motion passed unanimously.

Item VI: Special Update and Q&A with Provost Nave

- a. Provost Nave introduced the Academic Affairs leadership team, including new Associate Provost, Dr. Serena Philips, and explained that their presence before the Senate was an extension of their tour of all academic units to open lines of communication between the faculty and the administration. She then opened to floor to questions and comments.
- b. Senator Booker expressed concern that there were no women on the Senate committee to select a Piper Award nominee and that the committee's selection had not been revealed to the full Senate. Provost Nave assured the Senate that her team places a premium on diversity and transparency in all proceedings and did not mandate that the Piper selection remain secret. She also mentioned that the calendar and process for selecting a Piper Award nominee needs to be improved in future years.
- c. Speaker Glenn asked for an update on the committee for evaluating vendors for the upcoming faculty compensation study. Provost Nave explained that Secretary Hooper and Senator Johnson are faculty representatives on the vendor selection committee and that, once a vendor is selected, the study should take three to four months, including compiling compensation data and conducting focus groups with faculty members and administrators. The vendor will then recommend a compensation philosophy and implementation plan that will begin by the fall term of 2015. Senator Hermond asked if the administration is serious about making adjustments to meet the recommendations of the vendor. Provost Nave responded that the implementation of the new compensation philosophy might be gradual, but that the administration's goal is make salaries fair and as competitive as possible given the constraints of the institution's budget. Senator Gabitto asked if the study will address the type of internal equity issues that have been noticed by accreditation bodies. Provost Nave responded that the study will address internal equity but in a way that does not cancel out merit-based differentiations over the course of faculty members' careers. The study will be a starting point for addressing issues of salary compression, but a long-term approach will be necessary.
- d. Speaker Glenn noted that during recent merit raise cycle, there was a common perception that some colleges received a larger merit raise pool than others. Provost Nave explained that each academic unit received a collective 2.5% raise to be distributed according the discretion of the department head with the approval of the dean, though no individual faculty member could receive more than a 5% raise. Senator Ciftja noted that in the Department of Chemistry and Physics (and in other departments in the College of Arts & Sciences) everyone got a 2.5% raise without regard to merit, which has discouraged hardworking faculty members from continuing to try to exceed expectations. Provost Nave explained that department heads sometimes take a compassionate approach to merit raises because the State of Texas does not cost-of-living adjustments to salaries. Secretary Hooper asked if there is a formal process for appealing merit raises. Provost Nave explained that appeals should begin with the department head and then proceed to the dean and then provost if unresolved.
- e. Member-At-Large Cormier noted that the compensation formula for Nursing faculty teaching clinical practicums is not responsive to the actual workload demands for those courses. Provost Nave conceded that the administration may need to reconsider how the practicum credits are coded. She added that overload pay is set at \$2000 for an undergraduate course and \$2500 for a graduate and increased proportionally for courses worth more credit hours, so the issue is whether the course is coded properly for the number of hours. Senator Hermond asked who determined the policy that overload pay is less than what an adjunct faculty member would be offered to teach the course? Provost Nave responded that the overload compensation policy was created by the university is consistent with the policies at other schools.
- f. Senator Booker mentioned that Education students are charged course fees with no understanding of what the fee is for. Provost Nave explained that fees used to be tied to specific courses but now there is a single, universal course fee, the revenue of which is distributed to all departments. Provost Nave noted that students are assessed \$8,000 in fees, which she considers to be excessive.
- g. Vice Speaker Opara asked who is responsible for decisions about who receives summer teaching

assignments. Provost Nave explained that such decisions are made at the department level and that department heads are starting to use SOS ratings and data on pass/fail rates to make such decisions.

- h. Senator Freeman expressed the need for a new course hour calculation for applied lesson music classes in order to comply with recommendations from accrediting bodies and alleviate serious workload concerns. Provost Nave responded that the process for such changes must go through the dean and that administrators need cooperation and input from faculty to make good decisions about workload issues.
- i. Secretary Hooper asked for an explanation of the academic master plan and the Senate's role in developing it. Provost Nave explained that the academic master plan represents an attempt to take a strategic approach to developing academic programs. External agencies are involved in gathering data and developing a plan for academic programming that takes into consideration projections of workforce trends over the next five years, ten years, etc. She asserted that all stakeholders should be involved in developing the master plan but that external consultants will help determine what process should look like.
- j. Glenn: Plan in place to maximize state funds under formula funding? Nave: Yes, incentives for having TT faculty teach lower level classes. Must have better understanding of formulas. Staffing of positions (how many TT) set at department level. Faculty development: Sometimes TT faculty are not the best faculty for certain classes. Glenn: Chancellor's office will conduct workshops for maximizing formula funding. Nave: This has been done, last Spring. New legislative session makes changes; workshop not especially helpful. Glenn: Elizabeth Noel has expertise that can be used.
- k. Senator Regisford noted that the \$1000 promotion raise not an adequate performance incentive. Provost Nave assured the Senate that President Wright is currently reviewing the promotion raise policy and noted that it was President Wright himself who first implemented the policy.

Item VII: EC Report on Meeting with TAMUS Chancellor Sharp

- a. Secretary Hooper reported that TAMU System Chancellor John Sharp, in his meeting with the Senate Executive Committee, expressed a deep interest in the faculty compensation study and wished to be updated on its outcomes. Chancellor Sharp also explained that the purpose of the PriceWaterhouseCooper audit of administrative spending was to curb the trend of an increasing imbalance in administrative spending in relation to academic spending. All TAMUS campuses are charged with finding savings in upper administration spending and passing those saving on to the academic side. Chancellor Sharp also explained that the single most important thing for PVAMU to do in order to increase its allocation from state's funding formula is to recruit junior college transfers. Finally, Chancellor Sharp assured the EC that state mandates regarding enrollment increases are designed to operate as incentives rather than punishments for enrollment performance.
- b. Senator Gabitto asserted that most of the excessive administrative spending comes from the higher level administrative positions, with 45% of the institution's salary budget being spent on positions from the level of dean and up. Speaker Glenn noted that Chancellor Sharp emphasized that savings from the PriceWaterhouseCooper audit were to come from reorganization at the upper levels of administration. Secretary Hooper noted that there has been some disparity between the chancellor's comments on administrative reorganization and the provost's, with the provost seeming to emphasize saving within mid- and lower-level administration.
- c. Vice Speaker Opara noted that Chancellor Sharp wants to commit \$40 million to expand the Chancellor's Research Initiative (CRI). Senator Hermond asked if the existing CRI funds have actually been used. Senator Ciftja noted that three CRI projects were approved for PVAMU in the first round but only the Physics project is actively moving forward. Senator Ciftja added that the College of Arts & Sciences does not adequately incentivize research, and Member-At-Large Regisford expressed agreement. Senator Hermond suggested that PVAMU's internal process for accessing research funds is too cumbersome.
- d. Speaker Glenn noted that Chancellor Sharp is open to establishing direct communication with the

Faculty Senate in order to stay informed of faculty needs. Speaker Glenn suggested that Senate members should lead efforts on the college level to assess critical academic needs so that a comprehensive list might be sent to the chancellor.

Item VIII: Committee Reports

1. *Committee on Faculty Communication & Relations:* Member-At-Large Regisford (chair) reported that the committee intends to distribute a Senate Newsletter in February and will help to coordinate a faculty luncheon on April 29th in the MSC.
2. *Representative to the University Academic Council and Graduate Council:* Senator Butler reported that there were no UAC meetings after the initial fall meeting. Secretary Hooper noted that the UAC is supposed to meet twice a month and suggested that inquiries be made regarding its inactivity. Senator Butler reported that the Graduate Council has reviewed curriculum proposals by Mathematics and Educational Leadership and, in an attempt to streamline the proposal process, is currently developing a standard template for curriculum proposals based on undergraduate template. He added that Dean Akujobi has a pool of scholarship money for graduate students.
3. *Committee on Faculty Research & Development:* Senator Butler (chair) reminded the Senate body that applications for mini-grants are due by 1/20. He also noted that Dean Akujobi will be invited to the Senate's February meeting.
4. *Committee on Enrollment, Retention, and Matriculation:* Speaker Glenn (chair) reported that 836 students, mostly from developmental courses, had completed student profile forms to provide information that will help the committee develop a plan to improve retention, including a mentoring and coaching program for students and faculty. Senator Hermond asked if, given Chancellor Sharp's comments, the Senate should formally request that PVAMU establish a more robust recruiting program among community colleges. Speaker Glenn noted that PVAMU currently has articulation agreements with several local community colleges and that PVAMU will soon host a luncheon for local superintendents to help boost recruitment efforts.
5. *Committee on Compliance of Rules & Procedures:* Senator Hermond (chair) assured the Senate body that the committee will meet soon to review its mission and gather information about formal grievance policies. Secretary Hooper suggested that information about the grievance process be included in the next Senate Newsletter.

Item IX: Additional Business

1. Secretary Hooper announced that Senate's Ad Hoc Selection Committee for the Piper Award Nominee had selected Dr. Quincy Moore (Biology) and that President Wright will officially nominate Dr. Moore for the statewide award.
2. Senator Ciftja reported that at her recent meeting with the faculty of the College of Arts & Sciences Provost Nave addressed the issue of excessive administrative spending but also commented that as the current administrative hiring freeze is lifted there will be an initial emphasis on filling mid-level managerial positions with faculty hires to follow after.
3. Senator Gabitto moved to adjourn the meeting; Senator Butler seconded. The meeting was adjourned at 3:30pm.