



PRAIRIE VIEW A&M UNIVERSITY

A Member of the Texas A&M University System

Faculty Senate Meeting

November 21, 2014 at 3:00pm
Delco Building, Room 217

MEETING MINUTES

Executive Committee Members in Attendance

Clement Glenn, Speaker
Emmanuel Opara, Vice Speaker
M. Clay Hooper, Secretary
Ross Wienert, Member-At-Large
Pamela Cormier, Member-At-Large (phone-in)
Ronald Goodwin, Parliamentarian

Item I: Sign-In By College

College of Ag & Human Sciences

Teneinger Abrom-Johnson (ITVN)

School of Architecture

Juanita Jimenez

College of Arts & Sciences

Innocent Aluka
Ananda Amarasekara
Orion Ciftja
Michael Nojeim

College of Business

Yi Zhang

College of Education

Douglas Butler
Clarissa Booker (TTVN)
Albert Johnson
Douglas Hermond

College of Engineering

Jorge Gabitto
Lin Li
Sheena Reeves

College of JJPY

Aisha Asby

College of Nursing

Douglas Wakhu (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 3:21pm.
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 Nojeim moved to pass the October minutes without revision. Parliamentarian Goodwin seconded. The motion passed unanimously.

Item VI: Special Report from the Liaison to the Office of Government Relations

- a. Senator Nojeim reported that he met with Mayor Frank Jackson (PVAMU's Government Relations Officer) on October 22, 2014. With the Texas legislature opening a new session in January, Mayor Jackson is developing a proposal related to the STEM disciplines and requests collaboration with relevant faculty members. Senator Nojeim reported that President Wright presented a report to the legislature's budget committee stressing the importance of infrastructure developments. President Wright's report noted that PVAMU salaries rank high among HBCUs.

Item VII: Special Report on the Meeting of the Texas Council of Faculty Senates (TCFS)

- a. Parliamentarian Goodwin reported on the Fall meeting of the TCFS, which was held on October 24, 2014. The Council passed four key resolutions:
 - 1) That the Texas legislature increase funding for the Texas Education Opportunity Grant Program that helps underprivileged students attend Texas colleges.
 - 2) That the Texas legislature fully fund the Hazelwood Act, which was designed to help Texas veterans attend college but has thus far remained unfunded.
 - 3) That the Texas legislature increase funding for full-time students in state institutes of higher education by 25%.
 - 4) That the Texas legislature refrain from passing any legislation that will overturn present prohibitions on carrying concealed weapons on university campuses.
- b. Senator Hermond asked that, prior to future TCFS meetings, the Senate leadership make effort to learn what resolutions will be considered so that 1) the Senate's representatives at the TCFS meeting can vote on resolutions with the input of the full Senate and 2) the Senate can communicate its own initiatives to the TCFS.

Item VIII: Special Report from the Ad Hoc Selection Committee for the Piper Professor Award Nominee

- a. Secretary Hooper reported that Associate Provost Palmer requested that the Senate be involved in selecting a nominee from PVAMU for the Piper Professor Award, a prestigious statewide award conferred by the Minnie Stevens Piper Foundation. Secretary Hooper explained that Associate Provost Palmer was assigned the task of identifying a nominee on short notice; he expressed his regret that the selection process was undertaken on an abbreviated timeline but gave assurances that he would work closely with the Faculty Senate to improve the process in future years. On this year's abbreviated timeline, the selection process was structured as follows:
 - 1) Application packets were solicited from recent finalists for the President's Faculty of the Year Award and from faculty members recommended by the deans of each college.
 - 2) An ad hoc Faculty Senate committee chaired by Secretary Hooper assessed the applications based primarily on their evidence of excellence and innovation in teaching and secondarily on evidence of excellence in research and service.
 - 3) Based on its assessment, the committee submitted a written recommendation to Associate Provost Palmer and President Wright.
- b. Senator Booker expressed concerns about a lack of diversity on the Senate's selection committee (Secretary Hooper and Parliamentarian Goodwin were the only two senators able to participate on the committee). Secretary Hooper explained that he invited a broad range of Senators to participate on the committee but that the short timeframe made it difficult for many Senators to participate. He

excluded from his invitation any senators who might have applied for the nomination, and of the 22 invited senators, only Parliamentarian Goodwin was able to participate. Senator Reeves confirmed that many senators, including many female senators were invited to join the committee but were unable to for various reasons. Senator Ciftja insisted that the selection process needs be improved in future years. Secretary Hooper reiterated that Associate Provost Palmer was very grateful for the Senate's participation as is committed to working with the Senate to improve the selection process in coming years.

Item IX: Special Report from Speaker Glenn's Meeting with Provost Nave

- a. *Compensation Study*: Speaker Glenn explained that the Request For Proposals (RFP) for the Compensation Study has been revised and is due to be distributed to potential vendors on Monday, 11/24. The revised document has been distributed to all senators, and the Senate can provide a response to the document before it is distributed. Member-At-Large Wienert noted that the revised document includes none of the recommendations submitted by the Senate. Secretary Hooper confirmed this observation. Speaker Glenn suggested that these observations be included in the Senate's response to the revised RFP. He also communicated Provost Nave's assurances that the Senate will be represented within the vendor selection process. Senator Hermond pointed out that while the selection process is important, the selected vendor will be bound to operate within the parameters set forth within the RFP, so it is crucial that the RFP reflect the Senate's priorities as closely as possible.
- b. *Faculty Handbook*: Speaker Glenn reported that Provost Nave will review the Senate's revisions to the handbook and provide feedback after the Thanksgiving break.
- c. *Hiring Practices for Administrative Positions*: Speaker Glenn reported that Provost Nave responded to several Senate concerns about the process for hiring upper-level administrators, particularly as related to the recent search for an Associate Provost.
 - 1) Provost Nave asserted that it is normal for the search committee to only provide a five-hour advanced notice for open meetings with finalists. Speaker Glenn suggested that a five-day advanced notice would be more appropriate, but Provost Nave only agreed to a three-hour notice.
 - 2) Provost Nave explained that there were three applicants for the Associate Provost but only one candidate met the minimum requirements. Secretary Hooper asked if the provost explained why there were only three candidates and why the search proceeded without Senate representation. Speaker Glenn explained that he had been notified of the first meeting of the hiring committee but was unable to attend due to health concerns. Secretary Hooper asserted that this does not excuse the administration from proceeding without a Senate representative on the search committee. Secretary Hooper also asked what process the Speaker used to appoint himself to the search committees for both the Associate Provost hire and the Dean of the College of Education hire.

Senator Gabitto noted that the process for hiring administrators is flawed and that faculty participation is pointless if the faculty's input is not given significant weight. Senator Hermond pointed out that when the hiring process is rushed, it is ineffective and undemocratic. Senator Ciftja expressed his agreement with Senators Gabitto and Hermond and noted that the hiring process for administrators is always conveniently rushed while departments are forced to follow strict procedures when hiring faculty members. Vice Speaker Opara agreed with these sentiments and noted that the Senate's focus should be on fixing the process in the future.

Secretary Hooper moved that all Senate appointments to administrative hiring committees go through the EC rather than be made unilaterally by the Speaker. Senator Ciftja seconded the motion. Speaker Glenn recommended that the motion be amended to include appointments to all university-wide committees. Secretary Hooper amended the

motion as recommended. In discussion, Senator Booker asked why Speaker Glenn should be asked to cede his authority to make appointments to university-wide committees. Speaker Glenn asserted the he holds the power of appointment but will cede that authority if it is the wish of the Senate. Secretary Hooper pointed out that, according to the Senate Constitution, the power of appointing senators to university-wide committees resides with the Committee on Committees, not with the Speaker. Speaker Glenn tabled the motion until the Senate Constitution can be properly reviewed.

Item X: Committee Reports

1. *Committee on Promotion, Tenure, & Due Process:* Member-At-Large Cormier (chair) reported that she is exploring the possibility of holding meetings via teleconference calls.
2. *Committee on University Facilities:* Member-At-Large Wienert (chair) reported that the Department of Music is moving forward with building plans to take advantage of grant money designated for improving its facilities. Member-At-Large Wienert also confirmed that he had been appointed to the university's Facilities Naming Committee.
3. *Committee on Committees:* Secretary Hooper noted that the Committee on Committees had reviewed its mission as articulated within the Senate Constitution, which explains that the Committee on Committees "shall nominate appropriate individuals from the faculty to serve on any university-wide committee."
4. *Committee on Senate Elections:* Senator Reeves (chair) reported that the committee is in communication with the Office of Institutional Research regarding information necessary for conducting the scheduled reapportionment of the Senate body. Senator Booker asserted that elections committee members should not place their own names on every ballot.
5. *Representative to the University Academic Council and Graduate Council:* Senator Butler explained that the Graduate Council has bylaws and that they will be distributed to the members of the Committee on Committees for review.
6. *Committee on Faculty Research & Development:* Senator Butler (chair) asked that Dr. Akujuobi, Dean of the Graduate School and Vice President for Research, be placed on Senate agenda.
7. *Committee on Student Recruitment:* Vice Speaker Opara (chair) explained that the automatization of the recruiting process in College of Business should provide model to other units. Senator Wakhu asserted that the committee's focus should not just be on the College of Business but should also take into consideration the recruiting successes of other colleges. Senator Hermond remarked that there is a disparity in recruiting resources across colleges and explained that the College of Education, in particular, has no budget for recruitment. Speaker Glenn reassured the Senate body that the university has a task force in place to address such issues.
8. *Committee on Enrollment, Retention, and Matriculation:* Speaker Glenn (chair) reported that the administration is developing a student mentoring program through University College to help incoming students as well as a faculty mentoring program through Center for Teaching Excellence to help faculty members meet needs of their students.
9. *Rules & Procedures:* Senator Hermond assured the Senate body that the committee will meet soon to review its mission.

Item XI: Additional Business

1. Senator Ciftja requested that time be set aside on future meeting agendas for senators to bring forth issues from their colleagues.
2. Senator Booker requested that the Senate send a letter of bereavement for Evelyn Thornton.
3. Senator Wakhu moved to adjourn the meeting; Senator Gabbitto seconded. The meeting was adjourned at 4:59pm.