

Prairie View A&M University
Faculty Senate Meeting Minutes

Friday, February 12, 2016 at 2:30 p.m.
O'Banion Building, Room 123

Executive Committee in Attendance:

M. Clay Hooper, Speaker; Gloria Regisford, Vice-Speaker; Sheena Reeves, Secretary; Ronald Goodwin, Parliamentarian

Guests in Attendance:

Dr. Forest Smith

Item I: Sign-In By College/School

College of Ag & Human Sciences

School of Architecture

Juanita Jimenez

College of Arts and Sciences

Orion Ciftja
Megan Collins
Victoria Godwin
Michael Royster
James Valles

College of Business

Qiang Fei (TTVN)
Emmanuel Opara

College of Juvenile Justice and Psychology

College of Education

Clarissa Booker
Sonia Boone
Jasmine Hamilton
Douglas Hermond
Lisa Hobson
Albert Johnson

College of Engineering

Sarhan Musa
Jorge Gabitto (TTVN)
Lin Li

College of Nursing

Pamela Cormier (TTVN)
Debbie Jones (TTVN)
Douglas Wakhu (TTVN)

Item II: Greetings & Call to Order

1. Speaker Hooper called the meeting to order with a quorum at 2:50 p.m.

Item III: Senator Roll Call

1. Senator introductions were made at the meeting location, from those viewing via TTVN and at the College of Nursing via TTVN. Dr. Forest Smith was a guest attendee.

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

1. The compensation study is moving towards a conclusion. Questions about the merit system were asked by the consulting firm. A phone call is expected within the next week.
2. The Writing Center has not been functioning all year since funding was not approved. Senator Johnson explained that if the center is not open it is not helping the students. Several senators mentioned that the Writing Center is a point of emphasis for recruiting and is included in the syllabus of every course. Senator Goodwin asked if changing the budget source will help the functioning of the center. The Speaker explained that the funds originated in a Title III project

and that the three year funding period has ended. The Speaker is waiting on an update from President Wright regarding this matter.

3. Speaker opened the floor for discussion on reimagining the General Student Assembly. Senators Godwin and Valles agreed that our students should not miss a class day. Senator Musa suggested moving the assembly to early evening; however, Senator Johnson mentioned that some of the students work in the evening. Senator Hobson mentioned that the SPIT Knowledge sessions are in the evening and that the university has a good attendance record for these sessions. The senator suggested the assembly have a similar model. Senator Hamilton asked the purpose of the assembly because understanding the purpose will aid in the development of a resolution. The senator requested no action until this is resolved. The topic was tabled until the senate representative to the University committee returned.
4. There is concern that the appeal process does not include proper faculty senate representation. Upon investigation of the concern, Senator Hermond revealed that the appeals committee must contain a senate representative if one is requested. The senator further stated that the policy requires administration to conduct a committee within 2-3 weeks of the appeals notice and to appoint 2-3 members of the faculty senate on the committee. This information is included in the faculty handbook; however, the handbook is currently under revision.
5. The upcoming Texas Council of Faculty Senates (TCFS) will be held February 26-27, 2016. The Speaker asked for volunteers from the committee chairs and executive committee. Senator Hobson volunteered to attend the meeting.

Item V: Budget Update

1. No update

Item VI: Approval of Previous Minutes

1. Senator Wakhu motioned for the approval of the minutes with a second from Senator Godwin. The previous minutes were approved by the full senate representation. (23 votes)

Item VII: Discussion of Proposed Resolution on Recruitment Service

1. A joint committee was formed to assess the need for a resolution in the area of recruitment as an expectation in faculty performance and promotion reviews. Eleven individuals attended the joint committee meeting and derived a resolution to present to the entire senate body.
2. Senator Opara questioned whether the resolution draft should have begun in his committee. The speaker explained the issue existed in the promotion and tenure process and started in the promotion and tenure committee. The joint committee meeting invitation was sent to members of the promotion and tenure committee, the executive committee, and the committee on retention, recruitment, and mentoring in an attempt to have input from all three committees.
3. Senator Musa questioned the 12 month evaluation period for 9 month employees.
4. Senator Hermond asked if it is appropriate to include all disputable evaluation items in this resolution. The Speaker suggested that the senate keep recruitment as a separate issue.
5. Senator Hermond moved to accept the resolution as written with a second from Senator Musa. The resolution was approved unanimously. (24 votes)

Item VIII: Academic Master Plan & Faculty Luncheon

1. Administration has hired Pappas Consulting to test the PVAMU's academic climate and to develop an academic plan for the next 5 years. The Speaker is a member of the University committee for the process. The Speaker discussed the possibility of merging the faculty luncheon

to coincide with a meeting with Pappas. All senators were encouraged to complete the climate surveys. Possible luncheon date is during the week of February 29, 2016.

Item X: Committee Updates

1. Approval of New Special Positions – Senator Hobson was appointed to the Academic Affairs Technology Council and Senator Reeves was appointed to the Hiring Committee for the Director of University College. Senator Johnson motioned that the positions are approved. Senator Opara second. All senators present approved the appointments. (19 votes)
2. Committee Action Reports
 - a. Recruitment, Retention, and Mentoring – Senator Opara printed a handout on current university recruitment and retention efforts by colleges. The senator informed the body that much work is needed to increase the retention of our students.
 - b. Senate Elections – Senator Nojeim created a document showing available seats for the upcoming election. The Speaker requested assistance from the colleges without representatives on the committee. The committee has representatives from Arts and Sciences (Nojeim), Education (Booker), Business (Ngamassi, Fei), Engineering (Musa), and Nursing (Jones). Representatives are needed for Juvenile Justice and Agriculture and Human Sciences.
 - c. Facilities – Senator Reeves discussed the issue of vaping in classrooms and buildings. Senator Nojeim reviewed several policies and found that vaping is prohibited based on a Texas penal code. Senator Jimenez investigated the issue of recycling bins on campus. Currently, the university does not have a vendor willing to travel to the campus to collect the material. Senator Jimenez will contact student government to see if senate assistance is needed.
 - d. UC Director Hiring Committee (Reeves) – A total of 51 applications was submitted for the director position. The committee is in the process of reviewing applications and preparing for phone interviews.
3. No other Committee Business mentioned.

Item XII: Additional Comments & Business

1. Performance evaluations
 - a. Senator Musa questioned the requirement of industry work in evaluations and stated that faculty members should not be required to do work while on sick leave. What are a faculty member's rights in this situation?
 - b. Senator Valles voiced concern over the new evaluation guidelines as the new evaluations will be more stringent than the previous years. Current standards state that the departments may not use the standard for the evaluation. Speaker Hooper suggested that the faculty be presented with clarity of measurement items.
 - c. Senator Musa stated that performance issues should be an open floor issue with the senate body and not with a committee.
 - d. Senator Gabitto mentioned an issue with having a lack of SOS results hurting merit.
 - e. Senator Godwin mentioned that evaluation scores will be lower in the new system; therefore, the department heads can deny merit raises. Senator Musa mentioned faculty anticipates the merit raises as a livelihood.
 - f. Senator Musa also commented that individuals are rushed to sign merit increases and evaluations in 5 – 10 minutes. Faculty should not be forced to sign these forms. What should be an appropriate time frame for faculty members to reply to these forms?

- g. Proposed Resolution: Faculty cannot be forced to work during periods of sick leave.
 - h. Speaker Hooper will discuss these issues in administrative meetings in the next few weeks.
- 2. Senator Ciftja motioned for the meeting to adjourn. Senator Collins seconded the motion.
Meeting adjourned at 4:20 p.m.

Resolution
of the
Prairie View A&M University Faculty Senate

12 February 2016

Whereas, faculty members engage in a wide range of teaching, scholarly, and service activities that contribute to the enrollment and retention of students; and

Whereas, faculty members typically do not have the type of dedicated training or experience in recruitment and marketing that is required of professional college recruiters; and

Whereas, recruitment efforts can be hampered by the participation of recruiters who either lack confidence in their recruiting ability or are unwilling participants in the recruitment process;

Now, therefore be it resolved, that while faculty members should be encouraged to engage in recruiting activities and should be fully supported and appropriately rewarded for doing so, recruitment should be defined by the institution as an optional form of faculty service and should not be singled out on Faculty Performance Evaluation instruments as a required form of service with the effect of penalizing faculty members who decline to engage in recruiting activities.

M. Clay Hooper
Speaker of the Faculty Senate

Gloria Regisford
Vice Speaker of the Faculty Senate