Minutes for the 43rd Faulty Senate Meeting  
Monday, October 7, 2019  
Kenney Hall, 70-421-Distance Learning Center  
4:00-5:00 pm  
UPDATED

Opening & Welcome  
Dr. Bill Ndi, president of Faculty Senate, called the meeting to order at 4:05 pm. He reminded the body that we are here to support our collective well-being not individual interests. He also noted that the Board of Trustees (BOT) met a few weeks ago, and as faculty trustee, he did “due diligence” to make the Board aware of our concerns regarding pay inequity. He would be pleased if during his tenure, this important issue is addressed. The report from the ad hoc committee is item number six on the agenda, so he assured the body that pay inequities will be discussed then. He invited the body to review the minutes from last month’s meeting. Minutes were emailed to all senators prior to the meeting though at least two senators did not receive the email.

While people read the minutes, Dr. Ndi noted that while meeting with the BOT, he suggested that the FS meet once during the summer. He also raised the issue of recruitment since the lines have been blurred as to who should recruit new faculty. Human Resources (HR), in some cases, has taken over this role. Dr. Ndi asserted in the BOT meeting that HR should do administrative tasks, but recruitment should be left to the department and/or colleges. HR cannot have this authority or by the time they authorize a new hire, the faculty has moved on to take a new job. As an aside, Dr. Ndi also shared with the group that only one semester has he taught a 4/4 class load. His schedule has been “overload, overload, more than overload.” (at least 5/5 teaching load) He suggested that we recommend the Provost and BOT examine this hiring practice and HR.

Minutes for the September meeting were approved.

Attendance (Roster Attached) Thirty-two (32) present

Dr. Ndi brought snacks and beverages for the body and invited everyone to get refreshments while those who had not yet read the minutes did so. The body took time to read and review the minutes. Dr. Ndi asked if there were any objections, suggestions, corrections, or modifications to the minutes. It was moved and seconded to approve the minutes from the September 2019 meeting.

Committee Chair Updates

Dr. Ndi reminded the body that both Faculty Senate members and non-members are eligible to serve on the committees. Only members are allowed to vote, however. (Reminder: Members for the Academic Affairs and the Academic Personnel Services Committees are selected by deans.) Faculty in attendance were asked to select the committees on which they would like to serve. They were urged to contact committee chairs if they had not already done so.
The Faculty Senate has six (6) standing committees:

**Academic Affairs Committee** (Senator Zanice Bond, Chair)
Each dean is asked to recommend a faculty member to serve on this committee. The committee is complete, but one name from Agriculture is pending. The first task for the committee included signing approval sheets for Fine Arts classes that had been submitted a few years ago but never officially signed. Packets from Dean Carla J. Bell in the School of Architecture were approved. The packets Dean Jeelani submitted for the Master of Veterinary Science College of Veterinary Medicine; Master of Integrative Public Policy and Development in collaboration with CAS, CBIS CAENS were approved. Thus, the committee had thirteen (13) expedited proposals to review. All applications have been approved and submitted to the provost. Two (2) signature forms for social work were also submitted and signed today as well.

**Academic Personnel Services Committee** (Senator Fan Wu, Chair)
The committee has been formed and has representatives from each school/college. The timeline for promotion and tenure packets is pending. Last year the deadline was the first Friday of November; however, the deadline has not been determined for this year. Once Dr. Wu has the timeline ready, he will distribute it to the academic deans. Faculty who plan to submit packets should contact their dean as the deans will have the information.

**Research and Graduate Studies Committee** (Senator Jay Bhuyan, Chair)
Only one person has signed up for this committee. Please contact Dr. Bhuyan as the committee is still being formed.

**Continuing Education and Outreach Committee** (Senator Yvette Essounga, Chair)
The committee of three (3) has already met once this month. The committee plans to partner with the community representative at the School of Business to help facilitate the excellent ideas they are considering. The goal is to promote more community outreach so that the “town/gown” divide is reduced. The committee plans to complete a project before this semester ends. Both middle and high school starts are a part of the target audience so that they will be more aware of and familiar with TU. Ideally, TU will become students’ first choice. The aim is to develop good will/good faith as TU and the community interact. Gary Queen, who is over the BTW Summit, is a new contact person for the committee. He has lots of contacts in the community. Dr. Ndi added that we hope to take “our gowns into the town and our town into the gowns.”

**Grievance Committee** (Senator Eunice Samuel, Chair)
The chair reported that there are no grievances to date. Faculty members were asked to sign and add contact information to the Grievance Committee membership roster. Some faculty signed up during the September meeting; however, Ms. Samuel was unable to attend last month’s meeting and would like to update the list of members. She circulated a sign-up sheet for interested faculty. Dr. Ndi reminded the body that this committee is one of the pillars of the Faculty Senate as
problems from different levels—(departmental and administrative included) may be brought to this committee.

**Instruction Committee** (Senator Emma Haley, Chair)
Dr. Haley is back after being in a car wreck. The committee meets monthly to discuss techniques/methods to improve the instruction on campus. The goal is to have a member from each college on the committee so the instruction techniques (student-engaged/student-centered) are university-wide. The committee is interested in best practices. Dr. Haley asked interested faculty to see her after the meeting. The committee still needs members.

**Committee Selection**
Faculty members were asked to sign the committee sign-up sheets being passed around or to meet with (or email) committee chairs after the meeting.

**Ad Hoc Committee**
During the September meeting, an ad hoc committee was formed to respond to the hacked/leaked email that revealed gross salary discrepancies at TU. This committee was formed to address what was referred to as a “hot, hot, hot topic” since the email revealed such inequities in faculty pay. Senator Li Huang, Dr. Kerry Evans, and Dr. Gebhard volunteered to serve on this committee. Dr. Gebhard, former executive secretary of Faculty Senate and a faculty member at TU for over 25 years, read the draft of the resolution to the body. Dr. Gebhard thanked the committee and Senators Ndi and Bond for feedback on the resolution. It will express the will of the faculty. It will assert that we have certain recommendations that must take place to promote the well-being of the university and its faculty. Dr. Gebhard read the resolution. (See Attached) The committee shared the first draft with the body. (hard copies distributed). Dr. Ndi suggested a round of applause. The body applauded. Dr. Ndi noted that people were “dragging their feet” about joining the committee during the September meeting.

The body was reminded of the collective power we have and that we are not to accept inequity as “that’s just the way things are [here].” Dr. Ndi noted that any injustice not fought against means it is being encouraged. The body was reminded that it is our duty to respond and to address issues that impact faculty. Dr. Ndi noted that he would like to exert his executive privilege as he would really like to see representation on the committee from each department of the university. Even if faculty members do not have a problems and nothing is wrong in respective colleges, faculty may bring their own ideas. So, by the time the document/resolution is presented to the BOT, it will “not just a handful of individuals." After Dr. Gebhard read the resolution and it was distributed to the body, faculty members engaged in a discussion.

**Discussion Highlights:**
Should members from each department be a part of the ad hoc committee? The Faculty Senate already represents the entire faculty, and the committee is receiving feedback from Senators and faculty members in attendance.
We are in a right-to-work state, but we acknowledge our freedom of opportunity. Freedom of association was never taken from the Constitution of the United States, so we should take advantage of this right. Dr. Ndi suggested that each department get together once a month to strengthen the social fabric. He suggested interfaculty meetings. He also noted that the University has an Interdisciplinary Seminar.

Dr. Ndi is still waiting for faculty from other departments to participate. He reminded the body that “We are in it together.”

**Adjuncts** Read Alabama Labor Law—There are adjuncts at TU who teach four classes. Should this be considered full-time? (If they teach three classes [per semester], should they be considered full-time? Adjuncts should not teach more than two classes/semester. Let the University decide who an adjunct is. How does the university define adjunct?

As a body, FS can vote on a resolution to be forwarded to the provost, president and BOT. They (administrators?) have decided on the pay scale. A faculty member stated that they don’t think they (administrators who determine pay/salaries) are going to do anything about it unless they are pressured. Our collective voice will send a strong message. This solidarity will be reflected in the committee’s resolution, one emanating from the FS. Perhaps the FS has another suggestion? A Senator suggested that we meet once or twice again/the draft needs more ideas. If the body thinks they (the senator) is “not getting ti right let [them] know.”

If TU is not willing to fix the situation, the faculty should think of strategies to respond to inaction. Tuskegee University needs students; this is true. However, if only the faculty in this room left, it would cause a tremendous burden on the university. The point is that both faculty and students are important parts of the TU family. One senator noted that they were told in essence—you’re smart, you’re credentialed—you don’t like it—you can find another job. Other member recalled a similar public message from the last administration. A professor asked if we have a timeline since, as professors, we could potentially revise and revise—and never send. The ad hoc committee’s goal is to have a final draft ready for the November meeting so that the Senate may submit the resolution to the provost and the president before submitting to the Board of Trustees (BOT).

The BOT meets in January, and this resolution should be on the agenda. Our Faculty Senate president will be attending this meeting, representing the faculty. The Faculty Senate (as a body) will vote on the resolution. The goal is to have the resolution unanimously accepted. This sends a strong message. Faculty members were invited to email suggestions to Dr. Gebhard or Dr. Kerry Evans so that when the committee meets again, they will be able to incorporate specifics and/or other details/information to the document. One professor noted that they learned about a NAVY program in which students will make about the same money as we do per month without an undergraduate degree. The faculty member thought this was a “really shocking example.” Another faculty senate member noted that we should show in the document that the body is aware of such terms as salary regression and salary compression. Pay inequities are applicable for all colleges.
A senator suggested: Let’s table it. Let’s take our time. Let’s call for diverse voices/for different voices. “The boat cannot be moving and they leave us on the bank saying one day we will cross.” If FS votes on the resolution—doesn’t that show support? Why do we need more voices? The Faculty Senate is our collective voice. A Senator suggested that in some departments, pay inequities are not as vast. They cited, for example, Business and Engineering might not have the same problem as CAS. A professor in Engineering noted that they make 20-30% less than the average, and there have been nor raises. One professor noted that they have brought in a million dollars in grant money. The University takes a considerable cut, yet they have not received a raise. With a trembling and distraught voice, a Senator remarked, “It is frustrating. Nobody cares.” A Senator who has been at TU for seven years noted that this issue has been discussed before. It has not been resolved. It needs to be resolved very quickly. The body was again advised to set up a timeline. Bring it to management. This issue is affecting faculty morale.

What about plurality of voices? Add more specifics. Who is making salary decisions? One person gets equal or more than another’s salary—administrators know this. Let’s make a deadline. Let’s elaborate a little more and prepare the resolution for submission. We were told last year that they were investigating this [salary issue]—last year! What were the results? “Nothing’s gonna happen.” We need a timeline. For what? For both the draft and the BOT.

When will the administration see the document? The Faculty Senate president will forward it to the Provost. The resolution does not need to be “super long.” We represent the “plurality of voices.” The Faculty Senate is saying this: pay inequities are unacceptable and action must be taken immediately/within a timely manner. Another faculty member noted that we need a timeline. Our administration needs a heads up. The resolution will be sent to the Provost. Why not the President too? Asking for retroactive pay might be a good “negotiating strategy” noted a recently hired faculty member who said, “It’s heartbreaking to hear these stories.” The Resolution is grounded in research and will provide recommendations, examples, and details. Again—the FS represents the voice of the faculty. The faculty is saying this as group.

**Pay Raises:** The Chief of Staff said we are getting pay raises. One Faculty Senate member observed that even looking at last month’s check with a “magnifying glass”—there was no raise. Faculty members are an essential part of the TU community. TU would be in trouble if just the faculty in this room were no longer here for some reason. The university would suffer. Our students would suffer. TU would be in big trouble. The Faculty Senate should work as a group. We should stand our ground. Again, please “send a line or two to Dr. Gebhard” if you have additional details/information that should be added to the resolution. Is there a mechanism in place for raises? Once you are hired are you expected to have the same salary for years?

**Distance Education Presentation: Mrs. Jacqueline McArthur**

Ms. Jacqueline McArthur, our guest speaker, noted that there is a push for more online degrees. She stated that she is very blunt and one should not ask for her opinion if they do not want the
truth. She has a social work background. She was told that the goal was to have 10-15 online degree programs within a year. There was pressure to make this happen. She was instructed to “make them [faculty] do it.” She noted that she was in no position to make faculty complete these courses. She stated that some faculty members have said to her that some department heads will be angry if they learn the [faculty members] are engaged in online training. A faculty member who teaches two online classes in the summer will receive their full salary. Dr. Ross was in London, and she was still able to teach her online classes. Dr. Fox, whom Ms. McArthur was sure would never even complete the training, ended up being a successful online teacher.

There have been lots of issues with training in the past. Some professors started and never finished. Some have said the training is too hard. Some faculty at the meeting had begun the training and then stopped because of the difficulty. Also, one faculty member who taught online at another institution was responsible for the academic content only—not the technical/computer-related parts of online teaching. Mrs. McArthur challenged that claim [training too difficult] by asking if these professors ever asked her for help—if they ever came to her. She later shared that students and parents complain, but there has never been a formal grade appeal. Miss Holston, Dr. Fox, Dr. Hayes, all who teach online, were all asked to make comments. All declined.

After a detailed talk about distance education, Dr. Ndi reminded her about the possible stipends for faculty who complete the online training. She said she has funds, and if she promises to pay someone, she will honor that promise. She asked faculty to email her with suggestions. Some faculty asked about the faculty stipend amount. What amount will the faculty member receive? Ms. McArthur said that faculty who have already completed the training might not be too happy since they were not compensated for completing the training. “More afoot online classes in the fall or spring.” If someone is interested in teaching, please contact Ms. McArthur. A Senator asked if they would be paid for an overload if they taught four traditional/face-to-face classes plus an online course. Ms. McArthur said that would be an overload and overload pay would apply. She also noted that some professors might prefer release time rather than money. Some universities offer $6,000 to professors who teach online. That will not be the case here though. She stated that there will be a summer bridge program for students whose ACT scores were below TU’s ACT cut off number. So, more classes/professors will be needed.

Dr. Ndi thanked the faculty for coming to the meeting and thanked Ms. McArthur for her presentation and for allowing us to use the space. The meeting was adjourned at 5:25 pm.

Submitted by
Dr. Zanice Bond
Executive Secretary
12 October 2019