

NORFOLK STATE UNIVERSITY
FACULTY SENATE COMMITTEE MINUTES
April 8, 2008 – 9:00 a.m., HBW Suite 550

Members Present: Joseph C. Hall (President) and Cassandra Newby-Alexander (Secretary)
Guests Present: Carolyn Meyers (President, NSU)

I. Call to Order

A. Joe Hall opened the meeting by thanking Dr. Carolyn Meyers for meeting with the Executive Committee

II. Concerns and Reports from the Faculty Senate

A. Hall began the meeting by expressing concern about the recent **Distinguished Faculty Awards** results

1. Hall was concerned that the results suggested bias because for the second year, all the awardees were from the School of Science and Technology
2. Because Clarence Coleman was supervising the process, Hall indicated that he asked him to come before the Faculty Senate at its next meeting to explain the process to the Senate
3. Hall indicated that the parameters of the awards and the process involved appeared unclear and perhaps flawed.
4. Carolyn Meyers stated that she knows that the University of Virginia gives awards to faculty and students and that her desire was to duplicate a similar process at NSU
5. Hall said that he did not think that those involved in selecting awardees were intentionally biased, but that the results were questionable.
6. Meyers stated that she thought the problem with this process also has to do with the failure by the University to have an overall research plan.

B. The **Faculty Salary Group** was another issue of concern, according to Hall.

1. Hall indicated that the Senate's Working Group was going to suggest a revamping of how merit pay is allocated and wanted the President's support.
2. Hall noted that Wold Zemedkun, using the ideas first posed by William Alexander, had suggested to the Working Group that 1% should be given for extraordinary work (merit pay) while 3% (or whatever the state increase is per year) would be given to those fulfilling their job responsibilities.
3. Meyers indicated that she liked that idea and will look forward to reading the Faculty Salary Working Group's final report.

C. The newest Working Group organized by the Faculty Senate, according to Joe Hall, is the **Departmental Standards group**, headed by Ron Jones.

1. This group is currently assessing the current standards in departments, such as whether departments have published standards for tenure, promotion, and excellence.
2. Hall noted that there is a general lack of adherence, by deans and department chairs, to hiring and salary policies.

3. Hall said that the Senate agreed with Meyers that all departments needed to have standards that clearly articulate what is expected of faculty to be tenure-ready and what is expected of them during their post-tenure term.

D. University Review Committee

1. Hall indicated that he will shortly send the University Review Committee report to her.
2. Hall said that there are several concerns about this Committee:
 1. Several of the current school members assigned to this committee have not attended meetings;
 2. One elected member to this committee suddenly resigned, citing scheduling conflicts, although this person had previously accepted the nomination;
 3. The group elected a chair who is not effective and typically calls meetings at the last minute. Moreover, there are scheduling conflicts with 2 or more hearings scheduled on the same day, resulting in a long wait time for complainants.
3. Hall suggested that the Committee needs to develop clear procedures to avoid these issues, which he is encouraging.

E. Exposure by the President in the larger community

1. Hall communicated concerns by the Faculty Senate, retired faculty, and others that Dr. Meyers is not out in the broader community. For example, retired professor Floyd Miller, a member of the 200+ Black Men, expressed concern that Dr. Meyers has not attended their meetings.
2. Meyers indicated a willingness to meet with this and other groups. She wanted Faculty Senators to arrange these opportunities.

F. Other Concerns

1. Cassandra Newby-Alexander suggested that the Wilder Center (under the control of University Advancement) should have a professional events director.
2. Meyers indicated that she is looking into restructuring how the Wilder Center operates.
3. Hall expressed concern about how too many people are “back-hired” at the administrative level (duplication of jobs because one person hired in a position is incapable of doing the full job, so another person is hired to do the work of the first person).
4. Meyers said that she planned to arrange meetings between Yatish T. Shah, the new Provost, the Faculty Senate Executive Committee, and the Working Groups as a way to open dialogue.
5. Meyers also noted that she will be making a presentation to the faculty about Light Rail. She wants faculty to be more involved in supporting the university.

III. Adjournment

- A. With no further items on the agenda, the meeting was adjourned.