



Faculty Senate President's Newsletter

NSU Faculty Senate President Launches "Faculty Senate President's Newsletter"

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Faculty Senators, Shared Governance Committees, Officers, FS **PRESIDENT's** BOV Report 5+

Special points of interest:

- "The purpose of the newsletter is to keep faculty members abreast of Faculty Senate related activities"
- "2011 Officers and Senators were duly installed"

This is the first in a series of newsletters published and distributed by the President of the Norfolk State University Faculty Senate, Dr. Archie W. Earl. The purpose of the newsletter is to keep faculty members abreast of Faculty Senate related activities in which he is involved.

In this edition, Dr. Earl reports on some of the activities in which he has been in-

involved since January 1, 2011. This newsletter also includes information about the Faculty Senate Executive Committee, of which he is Chair, and some of the other committees that the Faculty Senate is responsible for staffing. Rotating department chairships and routine yearly evaluation of department chairs and deans are also discussed in this issue.



Dr. Archie W. Earl, Norfolk State University Faculty Senate President, Editor-in-Chief (awearl@nsu.edu)

2011 Faculty Senate Officers and Senators Installed

In December 2010 new Norfolk State University Faculty Senate Officers were elected. The following individuals were elected to the indicated offices for a second term: Dr. Archie W. Earl, President; Dr. Cathy Jackson, Secretary; and Dr. Glendola Mills-Parker, Treasurer.

The newly elected, first-time, officers are Dr. Geoffroy de Laforcade, Vice President, and Dr. Carl B. McGowan, Assistant Secretary. New, first-time, 2011 Senators include Dr. Sharooz Moosavizadeh, Prof. Doris Edmonds, and Dr.

Jacquelyn D. Jones. Other Senators, that served a full or partial term during 2010 and continued into 2011 include: Dr. Sami Abbasi, Dr. Curtis Blakely, Mrs. Erica D. Knighton, Dr. Joy A. Cooley-Doles, Prof. Damani J. Drew, Dr. Cyntrica N. Eaton, Dr. Marvin D. Feit, Dr. Walter Golembiewski, Dr. Ronald C. Jones, Dr. Suk-Hee Kim, Dr. Michael Kozhevnikov, Dr. Sandra P. Mathis, Dr. Aliecia McClain, Dr. Aberra Meshesha, Prof. Chinedu G. Okala, Dr. Leroy Salary, Prof. Arnetta R. Sherrod, and Dr. Karen E. Tatum.

All 2011 Officers and Senators were duly installed at the first Faculty Senate meeting of 2011. Each will receive an official certificate of installation signed by the Faculty Senate President, Dr. Archie W. Earl.

The Faculty Senate meets the third Tuesday of each month, at 12:30 p.m., in the Honors Conference Room, on the third floor of LBB.

Virginia Higher Education Advocacy Day



"Food for Thought"

On January 13, 2011, Dr. Earl attended VHEAD, the Virginia Higher Education Advocacy Day, on Capitol Hill, in Richmond, Virginia, along with faculty senate presidents of other colleges and universities in Virginia. Dr. Ronald Thomas and Dr. Amelia Ross-Hammond, of NSU, were also in attendance. Together, the faculty senate presidents and others visited State of Virginia delegates and senators from voting districts across Virginia. They discussed with the delegates and senators some of the present and future higher education bills and resolutions.

Status of Upcoming Post Tenure Review Proposal

The Faculty Senate and its PTR Committee are diligently working on a new post tenure review policy proposal. The Committee has elected a new chairman, Dr. Geoffroy de Laforcade, the newly elected Vice President of the Faculty Senate. The proposal is still in-committee. It is expected that, at our next Faculty Senate meeting, the proposal will be presented to the Senate for vetting and a vote. The Senators will first vote on whether or not they, as representatives of their departments, approve of the proposal. After that, they will vote on whether the policy should be sent to the faculty for their vote. If the proposal is sent to the faculty and the majority of the faculty members, that vote, accept it, the PTR Committee will meet with the Handbook Amendments and the Evaluation committees to incorporate the proposal into the Handbook Amendments. The entire package will, then, be presented to the Senate and the faculty for their review and vote. Once approved, it will be forwarded to the Provost's Office, for administrative input. It is anticipated that the final version will be forwarded to the BOV by its May meeting.



"Food for Thought"

Rotating Department Chairs

Please don't forget to remind your department chair and members (and dean, if you feel so inclined) that **your department chairship is supposed to rotate every three years.** According to section 3.2.2, page 15, of our **2007 Teaching Faculty Handbook**,

"Department chairs shall serve on a rotational basis for a three-year term and may serve" a maximum of "two consecutive terms...", if "reelected...by departmental faculty".

The three-year rotational system was implemented to give each qualified member of your department his or her chance to be chair. The end of a department chair's 3rd year is usually June 30. To assure a smooth transition, departments, in consultation with their dean, may hold their elections now, if they so desire. If your department chair's term is expiring as of June 30, 2011, a new election must be held, even if your present chair is eligible for reelection. For more details, please read sections 3.2.2-3.3.2, pages 15-17, of the **2007 Teaching Faculty Handbook**. A searchable copy of the **2007 Teaching Faculty Handbook** is available at the Faculty Senate Website:

<http://www.nsu.edu/facultysenate/pdf/2007TeachingFacultyHandbook.pdf>

Please help us in this effort to ensure that our **three-year rotating chair**

"To catch the reader's attention, place an interesting sentence or quote from the story here."

policy is being followed in your department and that each person within your department, that has earned the right to be its chair (by virtue of their years of service in your department, their academic rank, their tenure status, and/or other departmental criteria), has the opportunity to be it. As always, thank you for your continued help in this effort.

Annual Faculty Evaluation of Department Chairs

Department chairs are supposed to be annually evaluated by their respective faculties. According to section 3.2.6, page 18, of our **2007 Teaching Faculty Handbook**:

"The school dean shall be responsible for...ensuring the annual faculty evaluation of the department chair, and...monitoring the three-year review and election by secret ballot for the department chair.

The faculty will evaluate the chair's administra-

tive and leadership capabilities each year as part of the departmental faculty evaluation process. A summary of the chair's evaluation will be given to the school dean."

All departmental faculty members should be given the opportunity to participate in the process. Aggregate and disaggregate data, according to faculty members' academic rank, tenure status, employment status (adjunct vs. full-time), type of contract, and years of service should be reported. Controls must be put in place to make sure that no faculty member has the opportunity to submit more than 1 evaluation for his or her chair.

Annual Routine Faculty Evaluation of Deans by Their Respective Faculties

School and college deans are supposed to be routinely evaluated by their school or college faculty members. For some rea-

son, this has not been done in recent years. To make sure that it is done this year, the Faculty Senate will be doing an independent evaluation of the deans through our departmental Faculty Senators. According to Section 3.2.8, "Evaluation of Academic Deans", of our **2007 Teaching Faculty Handbook**,

"Evaluation of academic deans will be consistent with the procedures outlined in the Administrative and Professional Handbook. However, faculty input may be provided via the Faculty Senate."

At our most recent Faculty Senate meeting, I appointed an *ad hoc* committee to meet and make recommendations on exactly how it will be done and what instrument will be used. The purpose of the evaluation is to try to help the deans, to let them know their areas of strength and areas in which they need improvement, from a faculty member's perspective. We plan to use the evaluation as an opportunity to help the deans become better deans. Once the committee decides on an instru-



"Food for Thought"

"Deans and department chairs are supposed to be annually evaluated by their respective faculties."



"Food for Thought"

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www.nsu.edu/facultysenate

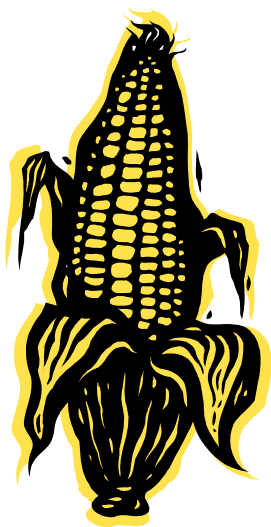
Norfolk State University Fac-
ulty Senate President's News-
letter

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"Parental involvement may be the
key to student success."



"Food for Thought"

ment, we will distribute it to the deans for their feedback and suggestions for revisions. After we come to an agreement with the deans, we will administer the instrument, collect, and analyze the results and share them with the Office of the Acting/ Interim Provost and the deans. It is hoped that everyone will be supportive of this effort. We want to give each and every faculty member of the respective dean's school an opportunity to evaluate his or her dean.

Results of Petition Drive

The majority of faculty members that participated in the Faculty Senate's Petition Drive, felt that the BOV and the BOV's presidential election committees have been adequately advised of the consequences of them trying to deny the NSU Alumni Association, the NSU Student Government Association, the NSU Retirees Association, and the NSU Faculty Senate our right to vote for our next president. They felt that the President of the Faculty Senate should issue a statement and stop trying to help the BOV and its presidential search committees "see the light".

On January 26, 2011, President Earl release the following statement to a local newspaper:

The Faculty Senate Executive Committee wrote the Rector a letter in February

2010, advising him and, we presumed, the BOV that the Faculty Senate, as the representative voice of the faculty, expected to play a significant role in the selection of our next president. We met with the Rector in-person in May 2010 and reiterated our position. At that meeting the Rector informed us that they also plan to exclude the NSU Alumni Association, and the NSU Student Government Association, from being able to cast a vote for our next president. We all advised the Rector that the Faculty Senate must be allowed to play its role as a voting member of the committee that screens the candidates and recommends the finalist to the BOV. He said that he would take it into advisement. I advised him that the Student Government Association and the Alumni Association should be allowed to play their usual roles too. Since then, I have written many letters and emails to the Rector, the BOV, and the Presidential Search Committee advising them that searching for a president and appointing a president are two different functions. and that the Law of the Code of Virginia only gives the BOV the authority to appoint the president, after the search is conducted and the person is selected, and that they are therefore acting outside of the Law of the Code of Virginia. I have also informed them that they are in violation of the AAUP 1966 statement on college and university government and the policies of shared governance contained in the University's SACS accreditation document. All of this has done no good. At our October 2010 Faculty Senate meeting, I called for a "Calling, emailing, and

letter writing campaign to state legislators and the governor, calling for the IMMEDIATE recall of NSU BOV", a vote of "no confidence" for NSU BOV, and a PEACEFUL DEMONSTRATION in front of Harrison B. Wilson Hall and the Capitol building in Richmond. The senate, instead, voted to poll the faculty as to whether we should continue to try to advise the BOV or issue a statement and let the BOV continue on its path of excluding the NSU Faculty Senate, the NSU Student Government Association, the NSU Alumni Association, and the NSU Retirees Association from voting for our next president. Recently, in a petition poll of the NSU faculty, the majority of the faculty member that voted indicated that, at this time, I should issue a final statement on the matter and should not take any more steps to try to advise the BOV or the BOV's search and selection committees of the error of their ways. So that's what I'm doing today. From now on, my efforts, the efforts of the Faculty Senate Executive Committee, and the efforts of the Faculty Senate will be geared toward taking the steps necessary to make sure that this does not happen in the future. This concludes my remarks.

SHARED GOVERNANCE: ACTIVE AND ENGAGED FACULTY
COMMITTEES KEEP THE UNIVERSITY RUNNING SMOOTHLY

Below is a list of Faculty Senate committees that the Faculty Senate Executive Committee is responsible for staffing and monitoring.

University-wide Faculty Senate Committees

Committee	Executive Committee Member Responsible for Staffing
1. Constitution and Bylaws	Dr. Cathy M. Jackson, cmjackson@nsu.edu
2. Economic Status of the Profession	Dr. Ronald Thomas, rethomas@nsu.edu
3. Elections and Nominations	Dr. Ronald Thomas, rethomas@nsu.edu
4. Evaluations Policies and Procedures	Dr. William Alexander, whalexander@nsu.edu
5. Grievance	Dr. Ronald Thomas, rethomas@nsu.edu
6. Handbook	Dr. Cassandra Newby-Alexander, cnewby-alexander@nsu.edu
7. Newsletter	Dr. Cathy M. Jackson, cmjackson@nsu.edu
8. PTR Committee	Dr. Glendola Mills-Parker, gmills-parker@nsu.edu
9. Shared Governance	Dr. Hailu Abatena, habatena@nsu.edu
10. Study and Welfare	Dr. Archie W. Earl, awarel@nsu.edu
11. University Review Committee	Dr. Hailu Abatena, habatena@nsu.edu
12. Website	Dr. Archie W. Earl, awarel@nsu.edu
13. Executive Committee	Dr. Archie W. Earl, awarel@nsu.edu

SHARED GOVERNANCE COMMITTEES: JOINT ADMINISTRATIVE/FACULTY COMMITTEES

Below is a list of joint administrative/faculty committees that the Faculty Senate Executive Committee is responsible for monitoring and providing Faculty Senate representatives.

Committee	Executive Committee Member Responsible for Staffing
1. Academic Computing & Communications	Dr. Geoffroy de Laforcade, gdelaforcade@nsu.edu
2. Academic Credits & Standards	Dr. Hailu Abatena, habatena@nsu.edu
3. Admissions/Recruitment	Dr. Ronald Jones, rjones@nsu.edu
4. Assessment Advisory Committee	Dr. Cassandra Newby-Alexander, cnewby-alexander@nsu.edu
5. Athletic	Dr. Cathy M. Jackson, cmjackson@nsu.edu
6. Building, Facilities and Aesthetics	Dr. Glendola Mills-Parker, gmills-parker@nsu.edu
7. Commencement/Convocation	Dr. Cathy M. Jackson, cmjackson@nsu.edu
8. Curriculum & Instruction	Dr. Archie Earl, awearl@nsu.edu
9. Emeritus Nominating Honorary Degree	Dr. Archie Earl, awearl@nsu.edu
10. Eminent Scholar	Dr. Hailu Abatena, habatena@nsu.edu
11. Executive Council	Dr. Cassandra Newby-Alexander, cnewby-alexander@nsu.edu
12. Executive Parking	Dr. Ronald Thomas, rethomas@nsu.edu
13. Faculty-Student Grievances and Judicial	Dr. Carl B. McGowan, cbmcgowan@nsu.edu
14. Health Services and Health Programs	Dr. Ronald Thomas, rethomas@nsu.edu
15. Homecoming	Dr. Cathy M. Jackson, cmjackson@nsu.edu
16. Library Services	Dr. Ronald Jones, rjones@nsu.edu
17. Parking Appeals	Dr. Geoffroy de Laforcade, gdelaforcade@nsu.edu
18. Performing Arts Reception	Dr. Glendola Mills-Parker, gmills-parker@nsu.edu
19. Research Council	Dr. Hailu Abatena, habatena@nsu.edu

KNOW YOUR FACULTY SENATOR

Below is a list of our 2011 Faculty Senators and their departments.

2011 Norfolk State University Faculty Senators

Name	Office	Phone	Department	Email Address
Abbasi, Sami	129A	823-8320	Management and Decision Sciences	smabbasi@nsu.edu
Blakely, Curtis	218 BEB	823-9260	Secondary Education and School Leadership	cblakely@nsu.edu
Knighton, Erica D.	LBB	823-2307	Library (Information Services)	edknighton@nsu.edu
Cooley-Doles, Joy A.	129C BMH	823-9439	Psychology	jacooley@nsu.edu
de Laforcade, Geoffroy	155C BMH	823-2080	History	gdelaforcade@nsu.edu
Drew, Damani J.	JMH	823-2811	English and Foreign Languages	djdrew@nsu.edu
Earl, Archie W.	176B BMH	823-9564	Mathematics	awearl@nsu.edu
Eaton, Cyntrica N.	320F RTC	823-9451	Computer Science	cneaton@nsu.edu
Edmonds, Doris	173C BMH	823-9465	Sociology	dedmonds@nsu.edu
Feit, Marvin D.	114B BMH	823-8735	School of Social Work	mdfeit@nsu.edu
Golembiewski, Walt	420L RTC	823-8081	Technology	wtgolembiewski@nsu.edu
Jackson, Cathy M.	211 JMH	823-2442	Mass Communications and Journalism	cmjackson@nsu.edu
Jones, Jacquelyn D.	215C BMH	823-9410	Nursing	jdjones@nsu.edu
Jones, Ronald C.	113 JBB	823-9430	Allied Health	rjones@nsu.edu
Kim, Suk-Hee	110 BMH	823-8668	School of Social Work	shkim@nsu.edu
Kozhevnikov, Michael	410D RTC	823-0055	Engineering	mkozhevnikov@nsu.edu
Mathis, Sandra P.	BEB	823-9109	Special Education	spmathis@nsu.edu
McClain, Aliecia	204 WSB	823-2511	Chemistry	amcclain@nsu.edu
McGowan, Carl B.	225A BMH	823-8870	School of Business	cbmcgowan@nsu.edu
Meshesha, Aberra W.	207B BMH	823-9581	Political Science	ameshesha@nsu.edu
Mills-Parker, Glendola	203 GM	823-8071	Health, Physical Education & Exercise Science	gmills-parker@nsu.edu
Moosavizadeh, Shahrooz	177B	823-8970	Mathematics	smoosavizadeh@nsu.edu
Okala, Chinedu G.	302 ELH	823-2872	Fine Arts	cgokala@nsu.edu
Salary, Leroy	118 WSB	823-8771	Physics	lsalary@nsu.edu
Sherrod, Arnetta R.	218 WSB	823-9040	Biology	arsherrod@nsu.edu
Tatum, Karen E.	280 JMH	823-8891	English and Foreign Languages	ketatum@nsu.edu

KNOW YOUR 2011 FACULTY SENATE OFFICERS

Below is a list of our 2011 Faculty Senate Officers

2011 Faculty Senate Officers

Officers	Email
Archie W. Earl, Sr. , Ed.D., President	awearl@nsu.edu
Geoffroy de Laforcade , Ph.D., Vice President	gdelaforcade@nsu.edu
Cathy M. Jackson , Ph.D., Secretary	cmjackson@nsu.edu
Glendola Mills-Parker , Ed.D., Treasurer	gmills-parker@nsu.edu
McGowan, Carl B. , Ph.D., Assistant Secretary	cbmcgowan@nsu.edu

KNOW YOUR FACULTY SENATE EXECUTIVE COMMITTEE

Below is a list of the members of the Faculty Senate Executive Committee

2011 Norfolk State University Faculty Senate Executive Committee Members

Name	Faculty Senate Office or Committee	Email Address
Earl, Archie W., Chairman	President & Faculty Salary Issues Research	awearl@nsu.edu
de Laforcade, Geoffroy	Vice President	gdelaforcade@nsu.edu
Jackson, Cathy M.	Secretary	cmjackson@nsu.edu
Mills-Parker, Glendola	Treasurer	gmills-parker@nsu.edu
McGowan, Carl B.	Assistant Secretary	cbmcgowan@nsu.edu
Wall, Curtiss E.	Immediate Past President	cewall@nsu.edu
Abatena, Hailu	Shared Governance	habatena@nsu.edu
Newby-Alexander, Cassandra	Faculty Handbook	cnewby-alexander@nsu.edu
Alexander, William H.	Faculty Evaluation	whalexander@nsu.edu
Thomas, Ronald	Grievance	rethomas@nsu.edu

The Norfolk State University Faculty Senate

If you're not already a member, JOIN TODAY!

“We’re Working Hard for YOU!”

Most Recent PRESIDENT's Report of the PRESIDENT OF THE FACULTY SENATE

(Dr. Archie W. Earl, Sr.) to the BOV*

March 25, 2011 BOV Meeting

SOME KEY PRESIDENTIAL CONCERNS AND SUGGESTIONS

Status of Forthcoming Post Tenure Review Proposal:

The Faculty Senate and its PTR Committee are diligently working on a new post tenure review policy proposal. The Committee has elected a new chairman, Dr. Geoffroy de Laforcade, the newly elected Vice President of the Faculty Senate. The proposal is still in-committee. It is expected that, at our next Faculty Senate meeting, the proposal will be presented to the Senate for vetting and a vote. The Senators will first vote on whether or not they, as representatives of their departments, approve of the proposal. After that, they will vote on whether the policy should be sent to the faculty for their vote. If the proposal is sent to the faculty and the majority of the faculty members, that vote, accept it, the PTR Committee will meet with the Handbook Amendment and the Evaluation Committees to incorporate the proposal into the Handbook Amendments. The entire package will, then, be presented to the Senate and the faculty for their review and vote. Once approved, it will be forwarded to the Provost's Office. It is anticipated that the final version will be forwarded to the BOV by its May meeting.

Lessons of the Economic Downturn and Statewide Budget Cuts:

The faculty salary issues workgroup submitted its final report on intra-departmental salary inequities in April 2008. It's now almost 3 years later and those salary inequities have still not been addressed. The administration was supposed to set aside about \$150,000 per year (as a salary inequities settlement fund) to help eliminate inequities. A recent check with the former Provost, Dr. Shah, revealed that this has not been done.

The economic downturn and statewide budget cuts have shown us that we had the money, all the time, to eliminate faculty salary inequities (due to salary compression or other reasons), but just did not choose to do it. We still have the opportunity to do something about them and bring the salaries of those faculty members that have been treated inequitably up to where they should be. But, to do it, we need to take action now. We cannot keep making up excuses for inaction on this issue. We need to admit that those faculty members were treated unfairly, apologize to them, and do what's necessary to make amends. We need to issue a directive for an independent rendering to determine which faculty members have been treated inequitably, throughout the entire University. Those faculty members, at least, need to be compensated for the difference between what they made over the past five years and what they should have made, if they had not been treated inequitably. Faculty salaries of past and present inequitably treated faculty members must immediately be brought up to where they should be. After this is done, transparent salary scales should be developed, by the department, by the school or college, and/or by the University at-large. There must be transparency in salaries henceforth and forever.

As painful as it is, and as difficult as it is, we must address these salary issues now, immediately, during this period of so called economic downturn, budget cuts, and revenue shortfalls. To continue to not do so is uncon-

scionable. We cannot afford to stand idly by while so many faculty members continue to be treated unfairly and not receive equal pay for equal work. To not do so now can only shackle us with bigger more serious problems in the future and a higher price tag to eliminate them. Remember the old saying, “A stitch in time, saves nine.”

Recommendations of Other Faculty Workgroups:

There is a need to fully implement the recommendations of other faculty workgroups also. The recommendations of all of the faculty workgroups, formed under former President Carolyn W. Meyers, can be found at www.nsu.edu/facultysenate, the Faculty Senate website, under “Important Documents”.

OTHER PRESSING PRESIDENTIAL CONCERNS AND SUGGESTIONS

Cost of Living Adjustments, Institutional Peer Groups, Tuition, and the Univ. Foundation:

The University must make sure that its faculty members’ salaries keep pace with the cost of living. Every satisfactorily performing faculty member that the University retains from year-to-year must receive a cost of living adjustment, when there is an increase in the cost of living. Faculty members at NSU are only being paid 70% of the salaries of the higher education institutions in its peer group, by the State of Virginia. Students’ education, chiefly, comes from the faculty. Because of that, it is only logical that one would expect that at least part of each student’s tuition would be used to pay faculty salaries. If that’s not the case at NSU, it should be. At many universities in the Commonwealth and across the country, their university foundation chips in money for faculty (and administrative) salaries. Why hasn’t Norfolk State University’s foundation stepped up to the plate, in this regard?

Unfair and Unjust Treatment of Senior Faculty:

When the University decides to phase out a program or change its direction and wants to get rid of full-time, tenured, full professors, it is unethical and, most probably, illegal for it to do it by trying to stress the professors out by giving them strange, unreasonable, and/or excessive workloads, or treating them hostile, so that they will get mad and quit. Such behavior, by the Institution, is unethical, inhumane, unfair, and unjust, to say the least. Such individuals have served the University commendably, have given the University a significant portion of their professional careers, and played a significant role in helping the University achieve the stature that it now enjoys in academia. Instead of employing such unethical, unfair tactics, as mentioned above, the University should sit down with the professor, explain to the professor what has happened and try to negotiate a buyout of his or her contract, very much as it would the contract of a president or other administrator with which it wants to separate. The professor must not be required to make his or her decision about the buyout under duress or threat of termination

The Plight of Adjunct Faculty at NSU:

There is no standardization of adjunct pay at NSU. Some adjuncts have been working for us for many years and have reported that they have never gotten a raise. Adjuncts should be paid descent wages and should receive some compensation for benefits, at least, on a prorated basis.

Other Ongoing Concerns:

There are ongoing concerns about accountability of administration in following procedures and policies. There are also interim positions that have as yet to be filled following a proper search (such as the Dean of Liberal Arts).

* (This report was emailed to each BOV member, directly, by Dr. Archie W. Earl, Sr.)