

Jackson State University

Faculty Senate Newsletter

Message from the Faculty Senate President

- Focus on the cause, not the symptoms.
- Faculty Shared Governance is at the root of most faculty concerns.
- If you recognize a need, help fill it.
- Respect for others is a form of self-respect.

We are a society that deals with symptoms rather than causes. Most visits to the doctor result in pills and prescriptions to address the symptoms with very little if any discussion of the causes. We treat one set of symptoms with pills that produce more symptoms as a result of the side effects. When we focus on the cause or root of the symptoms we will be more likely to correct the symptoms. This is an analogy that can also be used in addressing issues of concerns at JSU. Our president, Dr. Meyers, visited colleges and listened to our issues and concerns. In the session I attended faculty voiced very succinct and valid concerns; however, I heard no mention of "faculty shared governance," yet most of the issues and concerns are rooted in a lack of sufficient faculty involvement in decision making that impact us. We have the option of trying to correct each incident or symptom, and they will multiply, or we can put more time and energy into making sure that current shared governance policies are being implemented.

The primary governance body on the campus with the responsibility of making sure faculty's shared governance rights are upheld is the Faculty Senate. Regard-

less, of what one may think of the Faculty Senate it is all we have. Therefore, it is the responsibility of each faculty member to make sure it is the best that it can be. The Faculty Senate can only be as strong as the faculty at JSU. Disparaging remarks about the Faculty Senate is the same as talking about yourself if you are faculty. If you can see the need, then you are responsible for doing what you can to make it better. Yes, you do have the option of just addressing your individual needs and concerns, but in the end you will still be impacted by the overall image and treatment of faculty on the campus.

Finally, frustration can lead to non-productive behavior. The best approach when we disagree with administration or each other is always one of respect.. We must look for common ground and work from there. We are at a point in our development now that makes this an easy accomplishment. So let's vow to respect each other in deeds, and not just words. Peace and Blessings, Mahasin C. Owens-Sabir

Get involved in the Faculty Senate and make a difference.

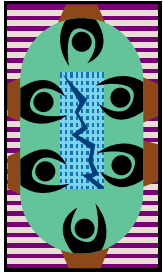
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Faculty Handbook by Dr. Jean Claude Assad

The Handbook Committee was appointed by plurality vote of the JSU Faculty Senate during its September 2010 meeting. The committee consists of Drs. Assad, Farrah, and Ginn. The committee was charged to do the following: 1) Review the latest draft of the handbook, posted on the Office of Academic Affairs web page; 2) Collect comments from the faculty and include such comments in the document; 3) Offer revisions to the posted draft; and 4) Present a report to the

Senate at its October meeting. The committee presented its report in the form of electronic/video to the Senate.. The committee was asked to include sections of the handbook that address responsibilities of vice presidents, deans and administrators considered as part of the faculty. The revisions were submitted to the OAA. We are committed to follow the requests of the Senate until a document, which truly and fully represents faculty rights and interests can be published.



A Meeting of Minds.

Executive Committee's Meeting With President Meyers

Faculty Senators decided what issues the Executive Committee would present to President Meyers during their first monthly meeting with her. The primary emphasis was on the implementation of University policies, procedures and guidelines already listed in the current "Faculty Personnel Policies and Procedures" manual.

Faculty Shared Governance - Visible support for basic rights

of faculty, such as involvement in "class schedules," "curriculum," "discipline of faculty/staff/students," and adequate committee representation (2002; 79);

Interim Positions - Annual assessment of interim positions "subject to review and the faculty's recommendation as to continuation" (2002; 18).

The following two issues were also presented to the president:

Faculty Budget Lines - Restoring frozen faculty budget lines, including those that were removed, which have led to a shortage of faculty in some departments.

Budget Cuts and Salary Equity - Streamlining administrator positions, and redistributing funds to bring more equity to faculty salaries.

Document Faculty Shared Governance Violations

Words have no power unless they are acted upon. The words in our current Faculty Personnel Policies and Procedures manual have been there to protect us since 2002, and they will also be included in the new handbook. If we want to get the benefits available to us as faculty we must do our part to make sure those words are put into practice.

You have heard the saying - "You have not because you ask not," so let's ask that adopted policies and procedures are implemented.

We hold ourselves down when we accept practices that contradict the handbook. Faculty can resolve many problems by working collectively to hold our administrators accountable and making sure they follow adopted policies and pro-

cedures. The most effective way to do this is to first bring such violations to their attention. Effective administrators will resolve these issues satisfactorily. Others will have to go through a process that involves documenting the violations. Please contact your department Faculty Senator for additional information and assistance.

The handbook is our guide to how to protect our interest.

Your Issues and Concerns

Submit your issues and concerns and we will do our best to get answers.

Q. What about retaliation when faculty report shared governance violations?

A. Unfortunately, this fear is real

in its consequences, and faculty in departments with the most violations will most likely be subjected to the most retaliation. Ideally, in a climate where Shared Governance is practiced it is easier, but we must deal with what is. It is the Faculty

Senate's responsibility to take the frontline positions and champion your causes. Therefore, we will submit the violations without revealing names. We will also do everything we can to protect faculty from retaliation.



We will look for fairness and balance.

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2010 - 2011 Faculty Senate Executive Committee

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Faculty Senate Homepage
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Spotlight on You

Highlights Faculty Accomplishments

Send us your accomplishments so we can recognize you for your hard work.

Dr. Carolyn Myers, President of JSU, is the person we would like to spotlight in this issue. There is a quite sense of disbelief among faculty that we have a president who came in from day one and hit the ground running championing our causes. We have been underpaid, which is synonymous with unappreciated, for so long that many have accepted it as what goes along with working at JSU for most faculty. So imagine our surprise when Dr. Myers said very little, but just went to work asking anybody who will listen, for faculty raises at JSU. She always speaks

softly, but obviously the words are being heard because there are positive indications that her goal will be accomplished.

So if you have not seen Dr. Meyers on campus, look around at IHL or the Legislature's chambers, and you will probably find her there speaking up for us. We are elated to have you here Dr. Meyers, and we feel the currents of positive change taking place at JSU. The Faculty Senate is ready to do whatever we can to assist you wherever we are needed.

