

Faculty Senate Retreat and Meeting
May 4, 2010
FAMU Teleconference Center

8:00 – 8:30 *Breakfast & Registration*

Breakfast was announced by Dr. Holder, followed by his greeting in lieu of Dr Renee Reams-Retreat Chairperson

8:30-8:40 *Opening Remarks*

Dr. Gwen Singleton, Vice-President of the Faculty Senate came forward to give greetings and opening remarks which she did by expressing her expectations for the retreat and entreating us to enjoy the activities today.

8:40-10:00 *Keynote Address*

Making Academic Progress in a Revenue-Neutral Environment

By

Dr. Henry Lewis III, Dean and Professor
College of Pharmacy and Pharmaceutical Sciences

Dr. Henry Lewis was welcomed by Dr. Holder. As part of his introduction of Dr. Lewis, Dr. Holder wanted the senators to know that Chancellor Brogan had another engagement so he could not come today, but he stated that we have someone just as good on campus.

Dr. Lewis came forward and commented that he had a different explanation of his invitation to speak. Dr. Lewis began by stating the topic of the keynote address: "Making Academic Progress in a Revenue-Neutral Environment."

Dr. Lewis opened with staggering statistics on which ethnic groups our future leaders will come from, graduate degrees earned by African-Americans, FAMU's student sources, 2008 college completion rates and Florida's depleted Trust Fund.

He presented 8 steps toward Academic Progress in a Revenue-Neutral Environment

1. The state will never fund excellence in Education.
2. Come to terms with the fact that it will be up to you and your academic colleagues to achieve excellence.
3. Think outside the academic box.
4. Go to where the money is... it is not in Tallahassee
5. Each Department and College must have a detailed Strategic Plan.

6. Write grants, write grants, write grants until you get funded.
7. Volunteer for Peer Review Panels with the Department of Education, National Institutes of Health, Nation Science Foundation, Endowment for the Humanities, Smithsonian, etc.
8. Associate and collaborate with winners.

After entertaining questions from the floor on FAMU's lobbying initiatives, Student/Faculty loans and free money for teachers, Dr. Lewis continued with his presentation. He referred to number 5 in the list, emphasizing Strategic Plans. Also stated was that we should go to www.myflorida.com and look at the Legislative budget online. Check out which state department is getting money. We were encouraged to seek contracts with the State to do some of the things they are funding. Dr. Lewis presented a book entitled the *Complete Guide to Florida Foundations*. He advised the faculty to comb through this publication and look for foundations giving out money. Dr. Lewis also recommended that units to set up advisory boards for their academic programs. He stated that advisory boards help your school and does not cost the school money. Another book recommended was *Florida State Grant Programs*. This book publishes funding opportunities for virtually every state department. Another suggestion from Dr. Lewis was that programs should work together. The example given was the joint PharmD/MBA program recently proposed. The final point stressed was number 8. Dr. Lewis quoted that "a homeless man cannot help you get a house". He stressed associating with people who have been there, done that. You will need feedback from outsiders, whether it is good, bad or indifferent. Keep writing until you get the grant. Take criticism and improve the grant until you get it. Many questions followed Dr. Lewis' presentation. Dr. Lewis stated that he would send a copy of the presentation to Mrs. Bruce in the Faculty Senate Office. Dr. Lewis concluded his presentation with this poem entitled "Equipment" by Edgar Albert Guest

.Figure it out for yourself, my lad,
You've all that the greatest of men have had,
Two arms, two hands, two legs, two eyes,
And a brain to use if you would be wise.
With this equipment they all began,
So start for the top and say "I can."

Look them over, the wise and great,
They take their food from a common plate
And similar knives and forks they use,
With similar laces they tie their shoes,
The world considers them brave and smart.
But you've all they had when they made their start.

You can triumph and come to skill,
You can be great if only you will,
You're well equipped for what fight you choose,
You have legs and arms and a brain to use,
And the man who has risen, great deeds to do
Began his life with no more than you.

You are the handicap you must face,
You are the one who must choose your place,
You must say where you want to go.
How much you will study the truth to know,
God has equipped you for life, But He
Lets you decide what you want to be.

Courage must come from the soul within,
The man must furnish the will to win,
So figure it out for yourself, my lad,
You were born with all that the great have had,
With your equipment they all began.
Get hold of yourself, and say: "I can."

10:45 *Break*

Dr. Renee Reams asked for names and departments for the drawing of prizes. Next, the retreat continued with Faculty Senate business.

11:00 *Faculty Senate Business Session*

A. Curriculum Committee- Dr. Maurice Edington

Dr. Edington presented the report from the Curriculum Committee. The committee recommended approval of the course name changes from the Department of Education and the new course for the Allied Health program. One question was raised by Dr. Joseph Johnson on the intent of the Department of Education in changing the name of the course. Dr. Edington stated that they are trying to bring the course in line with other courses. It was moved and second that the recommendations coming from the Curriculum Committee be approved. The motion carried. The next recommendation from the Curriculum Committee was for curriculum changes from the School of Journalism to modify the curriculum. It was motioned and second that the recommendations coming from the Curriculum Committee be approved. The motion carried.

B. Travel Awards-Dr. Roscoe Hightower

Dr. Holder reported for Dr. Hightower. \$18,000 dollars were spent in one year on travel awards. 2009-2010 had the same amount. Dr. Holder presented a recommendation from Dr. Hightower to limit the travel award to \$1,000.00 per

recipient. It was moved and seconded to approve the recommendation coming from Dr. Hightower. The motion carried. Dr. Holder thanked the committee for all the work they have done.

Also, Dr. Holder commented that the closing date for the 2nd half of the award is in September. The end of the Fall semester date was May 3rd. We were not presenting this, we proposed to the committee to extend the date to the 17th of May. Discussion on the proposed May 17th date ensued. Dr. Redda asked if 9 month faculty will have an opportunity to apply for Fall travel? It was stated that we only have one application now. Dr. Holder asked for a motion on the proposed extension. It was moved by Dr. Redda and seconded by Dr. Ashley that we extend the date to apply for Fall travel to May 17th. The motion carried.

C. Green Coalition-Dr. LaRae Donnellan

Dr. Donnellan greeted the members of the senate and began her presentation by stating that the FAMU Green Coalition has been very busy and productive this year. For her presentation she decided to focus on ***lessons learned***. From the report:

1. It is very difficult to change Standard Operating Procedures.
2. Students “just want to have fun,” but, to their surprise, once they receive information about the need to be sustainable, they often are persuaded to change their attitudes and behaviors.
3. Faculty and staff can play a major role in persuading students to change their attitudes and behavior to become more sustainable.
4. The “right” student leaders can help spread the sustainability message to others.
5. Thanks to the FAMU Green Coalition, FAMU is getting a reputation of being a sustainable campus.
 6. Many people still do not believe the climate crisis is real or that it needs to be addressed now.

Dr. Donnellan ended her presentation with a few sustainability facts and recommendations for 2010-2011.

Dr. Ashley asked how we rank among all universities. The response was that we are far behind other universities in sustainability.

Beth Lewis announced that in 2011 FAMU will host the 7th Annual Sustainable Conference. UF, UCF & others will be participating in the Green Living Expo. Summit at the FSU conference Center.

In Dr. Owens presentation, she stated that FAMU has joined the Association for Sustainability in Higher Education. Also the Council is submitting a strategic plan to raise our ranking in sustainability.

D. Teacher/Advisor of the Year- Dr. Perry Brown

(Dr. Perry Brown takes over this committee after the resignation of Dr. Latinwo) Reporting on Teacher/Advisor of the Year, Dr. Brown stated that there were 7 applications for Teacher of the Year and 1 for Advisor of the Year. 5 of the 7 were recommended and 1 name was submitted for the Advisor of the Year. The committee members present were asked to stand and be acknowledged. Many questions were raised on the process used to select which names will be submitted. The components stated included: teaching effectiveness, supervision, community involvement, letters of recommendation and research/scholarly participation. Dr. Brown stated that there are a number of areas which could be tweaked for the next year. Dr. Joseph Johnson cautioned the committee over two elements. 1) students evaluating faculty and; 2) the advising part.

Several statements were made concerning small departments and the advising criteria required. Also, mentioned was the fact that Tenure and Professional tract faculty are automatically excluded by the criteria. After the discussion, Dr. Holder said that he thinks that we need to go back to the beginning, the Board of Regents mandate to do this. We are at the point now where we can make these awards. Another comment was made that many faculty in CESTA are not eligible for apply for the award.

Dr. Stallworth reported on the advance teacher of the year. The advance teacher of the year must have been a previous teacher of the year recipient. Dr. Kenta K. Redda was chosen unanimously as the case professor of the year.

After the presentations on teacher and advisor of the year, Dr. Kenta Redda addressed research awards. He stated that the Researcher of the year was processed and he thanked all administrators and the faculty senate president. Dr. Redda also reported that Dr. Robinson funded the program. In this report,

Dr. Redda stated that the document was approved on September 15, 2009. There were 18 nominations, 16 applied. The award categories were:

Distinguished Researcher	1
Research Excellence	3
Emerging Researcher	3

On April 23, 2010, all were recognized and presented with awards and plaques at a banquet. Concluding, Dr. Holder stated that there were some concerns about the document and the committee would be spending the summer revising it.

E. Administration Evaluation – Dr. James Muchovej

Dr. Muchovej presented the form to be used to evaluate Deans, the Provost and the President. He stated that response is voluntary. Dr. Holder asked for approval of the document. Questions were raised. First, what happens to the results. Dr. Muchovej stated that the results will be given to each administrator. Dr. Johnson raised questions on #8 and #11 on the form. Another question asked was if the evaluation can be used for chairs and division heads. It was stated that division heads are not administrators. Dr. Holder responded that the instrument will belong to the faculty senate and may be used by anyone. The questions and concerns over the form continued until Dr. Holder stated that Dr. Muchovej has presented this instrument; let's have him bring it back to the first faculty senate meeting for approval. It was motioned and seconded to have Dr. Muchovej tweak the administrator's evaluation form and bring it back to the first faculty senate meeting for approval. The motion carried.

12:00 *Lunch & Presentations*

A. Dr. James Ammons-Briefing

Dr. Ammons thanked everyone for the opportunity to address the faculty senate. He stated that we had one of the best commencement exercises ever. It was really a great weekend. Two of the highest ranking Naval officers were on campus. Admiral Mike Mullen, gave the commencement address for the morning session and Anika Noni Rose gave the address for the afternoon session.

Highlights of Dr. Ammons remarks included:

- A proposal to the Navy to increase the ROTC program at FAMU.
- The budget has just been completed. The Governor still has to decide if he will sign it or call for a new session.

- We will have access to Stimulus Money through June 30, 2011. At the end of this year non-recurring and stimulus dollars will be gone and we have to collect money from our students.
- In PECO construction, we have 23 million dollars to build the next phase of the Pharmacy building. We need 26 million. We will go back next year for the rest.
- 8.5 million dollars is needed for the Rural Minority Health Program in Crestview. A 40 sq. ft. building has been given to FAMU in Crestview, across from the City Hall. This space will include our Dental Program.
- We are losing Senator Lawson after 28 years. We are already looking forward to the next session. Number one is funding for the Dental Program. Number two is to get legislators to have an appreciation for the public workers.
- We have gotten an invitation to come and visit with some legislators. We need the legislators to recognize faculty. We keep learning that next year is going to be worst than this year. We are going to push for raises next year.
- We have two priorities, salaries and the Dental School. We will also continue to work to get the facilities and renovations we need.
- On the student side, I really want to commend the faculty for our applications. We received over 9,000 applications for next year. If they all come, we don't know what we will do. It is looking good because of you, the faculty.
- The number of Merit Scholars has increased. The ACT and SAT scores are rising again. We are working on recruitment, retention and graduation.
- We have far too many of our students living off campus. We now have the money to begin construction in the fall of 2010 on Sampson and Young Halls. Also, an 800 bed apartment style new facility will be built at the site of the old Polkinghorne Village. We expect this to be completed in 2012. Next, we will begin with the renovation of our women complexes.
- The last item is the use of technology on campus. We are investing heavily in technology and faculty development. Distance Learning is coming! President Obama in his desire to know what we need is paying a lot for us. The Federal Government's role in higher education has increased. There is more support for Technology and Title III. To aide in Healthcare Reform, the President got an additional 2 billion dollars in

Title III. We want to say that we did something huge with this money. This concluded Dr. Ammons' remarks.

The first question for President Ammons came from Dr. Muchovej. He stated that the 8.4 million dollars in stimulus money will cease in 2011. The question is have we made plans to deal with the 8 million dollar loss? The President responded that we will have to make some tough decisions. Our priorities are first to balance the budget. He also said that we must maintain 5% in reserve, maintain our commitment to teach our students, and maintain health and safety on the campus. When we go beyond the basics, we must decide how to do without those things which are not mission critical. The President also said that for the next year's loss/cuts we have to have priorities. We must make decisions on letting people go and doing things not mission critical.

Dr. McGee – In terms of new programs, are we going to push for a degree program in Vet Medicine. The President responded that Medical programs are new and rising. We have some strength in our health fields.

Dr. Smith from Education asked for a date for the new Education Building.

The President said that we must move Arts & Sciences out of FAMU DRS.

Dr. P. Brown asked with our recent melt down, how can we as a faculty gain more confidence in technology? The President stated that we are building on the infrastructure and we are going to continue with technology as a high priority.

Following the President, Dr. Cynthia Hughes Harris was asked to make comments to the senators.

B. Dr. Cynthia Hughes Harris-Comments

The Provost thanked the faculty for all that they do. She stated that she is with us when she can be and she wants to get more Deans and faculty to attend.

Further remarks included:

- Commencement reinforces why we do what we do. Last August we admitted over 12,000 students and the faculty taught them well under difficult situations.

- Because of your efforts we have had multiple accreditation reviews and program site reviews.
- Sabbatical report-19 faculty members have been approved for tenure this year. The Faculty Senate gave out awards for research and teacher of the year. We can always revisit how we do it.
- Don't forget that Faculty Planning is a part of the retreat. Please note that we will have a mini-Faculty Planning session this afternoon and on tomorrow.
- We never stopped planning during this budget year. We will keep moving. What are our goals?
 1. Distance Education-We will launch 3 distance Education Degree programs. The key is that they will be able to go in January.
 2. International Programs and International opportunities have been on hold. We want to increase that. International Education, research and service.
 3. Retention-We are recruiting students. We are getting students in and getting them out. We must make sure that the students are taking what they need to take. We have had the change of major fair. Next, we are going to get "one stop shopping"
 4. Mandatory freshman seminar-We are working on a 14 week seminar to tell all the students the same thing.
 5. New Programs on the horizon-The Dentistry Program, a Masters in Bio-Medical Sciences, Post Bachelor Program to get ready to enter Dentistry and Vet Med is on the list too. We need to identify a key name in Vet Med education for a consultant. All of this is really dependent upon partnership.

Dr's Muchovey, McGee, Donnellan and Ashley had question for the Provost.

Dr. Muchovey questioned the Provost on creating an advisory council out of users for Information Technology. Dr. McGee asked about having advisors and co-advisors in General Education. Dr. Donnellan spoke about contracts and starting time. This session ended with the final comments and question from Dr. Clyde Ashley. Dr. Ashley said that both the President and the Provost talked about dedicated faculty and the budget. He said that internally, morale is a problem. He wanted to know what we can do internally?

All suggestions and comments were noted by the Provost. She suggested a task group to look at the problems. She said that she liked the idea that we need to recognize faculty and encouraged the faculty to come up with

another proposal on how to do it. This concluded the comments from the Provost.

C. Dr. Maurice Holder

Dr. Holder asked President Ammons to join him up front. He stated that the first Gold Medallion was presented in 1993 to Dr. Fred Humphries. Since then we have presented 6 awards. Today, the seventh Gold Medallion is being presented to Dr. Mary Diallo. The second recipient is Mr. Rudy Slaughter. Both came forward to receive their plaques presented by Dr. Holder and President Ammons.

Dr. Holder stated that the last item for today before we transition to the New Pharmacy building is to present all the faculty senators with certificates of appreciation. Dr. Holder also complimented Atty. Phyllis Smith and Atty. Tshaka Randell for their outstanding attendance record at the faculty senate meetings this academic year.

Respectfully submitted,

Jeneice W. Smith
Faculty Senate Secretary

Rebecca Bruce
Faculty Senate Office Manager