

Faculty Senate Minutes
Tuesday, February 21, 2012
3:00 p.m. – 5:00 p.m., Lee Hall Auditorium
Presiding, Dr. Narayan Persaud, Faculty Senate President

Officers (Present)

Dr. Narayan Persaud, President
Mr. James Muchovej, Parliamentarian
Dr. Cynthia Davis, Secretary

Senators (Present)

Dr. Roscoe Hightower
Dr. Charles Magee
Dr. Tshaka Randall
Dr. Lekan Latinwo
Dr. David Jackson
Dr. Narayan Persaud
Prof. Thomas Pugh
Dr. Angela Thornton
Dr. LaRae Donnellan
Prof. Kandy Woods
Dr. DeEdgra Williams
Ms. Ernestine Holmes
Dr. Ngozi Ugochukwu
Dr. Gwendolyn Singleton
Dr. Nazarius Lamango
Dr. Elizabeth Davenport
Dr. Desmond Stephens
Dr. Carl Moore
Dr. Brenda Bryant

Dr. Bettye Grable
Dr. Ebenezer Oriaku
Dr. Cynthia Davis
Dr. Frances Stallworth
Dr. Mary Diallo
Dr. Kyle Eidahl
Dr. Lewis Johnson
Prof. Beth Lewis
Dr. Elijah Johnson
Prof. Aurelia Alexander
Ms. Jeneice Smith
Dr. Gloria Aguilar
Mrs. Almeta Washington
Dr. Lambert Kanga
Prof. Chao Li
Dr. Angela Murphy
Dr. Rufus Ellis
Dr. Hudson Nwakanma

Senators (Absent)

Dr. Adrian McCollum
Dr. Peter Kalu
Dr. Gervin Robertson
Dr. Christopher Ikediobi
Dr. Uloma Onubogu
Dr. Marcia Owens

Dr. Gary Paul
Lt. Diana Hess
Dr. Endya Stewart
Dr. Renee Reams
Dr. Pat Broussard

Senators (Excused)

Dr. Dreamal Worthen
Dr. Edward Jones
Dr. Adrienne Cooper

Ex-Officio (Voting) (Present)

Dr. Uche Ohia
Dr. Lauren Sapp

The meeting began at 3:18 p.m.

Opening Remarks

In his opening remarks Dr. Persaud emphasized that February is Black History Month, but that the campus does not reflect the history. "There are no banners of Dr. Martin Luther King Jr. or any other Black men and women who changed the course of American history he said." He cited a quote from Harriet Jacobs's book, *Incidents in the Life of a Slave Girl*, about a mother who was taken to the auction block with her seven children. The mother was sold to one man in town, and the children were sold to a slave trader who would sell the children to the highest bidder. Dr. Persaud then reflected on an experience he had 15 years ago while mentoring at Texas Street Apartments. A 4 year old girl asked Ms. Andrea to take her to jail so that she could see her 23 year old father, who was in jail for a drug offense. Today that little girl would be 19 or 20 years old. He wonders where she is today. Her life reminds him of "the continuation of Blacks' struggles in the course of America's history, yesterday's Black history, today's Black history, an everyday American history which we at FAMU cannot afford to ignore."

Approval of February 21 Meeting Agenda

The Agenda for the February 21st meeting was approved at 3:25 p.m.

Approval of January Minutes

The minutes for the January meeting were approved pending corrections

Administrative Remarks

President Ammons thanked Dr. Persaud, Dr. Worthen, the faculty, staff, the Leadership Team and Dr. Holder. He asked everyone to join him in a minute of silence for Dr. Patricia Due, an FAMU alum and civil rights leader, Terrence Hunt, a CESTA grad and President of the Dallas-Ft. Worth FAMU Alumni Association, and the family of Robert Champion. The President noted that he is continuing to work with the Board of Trustees in managing the surface of issues from the death of Robert Champion. The Crisis Management Team is in place to ensure that the University continues to operate. Investigations are still ongoing. We have not received any additional information from the Orange County Sheriff's Office. The Board of Governors has requested documentation regarding the institutional controls of the Marching 100.

The administration has announced the FAMU Anti-hazing Research Initiative. There will be meetings on February 22nd and 23rd in the Provost's Conference Room in Foote-Hilyer. President Ammons said that he has temporarily suspended student organization membership and intake until fall 2012. He emphasized that this only involves intake. Organizations can continue to meet with existing members. Those organizations affiliated with colleges and schools can be removed from suspension after review. He is not getting rid of the Music Department. The administration is cancelling the Summer 2012 Band Camp.

Dr. Ammons brought attention to FAMU's ranking in a number of areas. He also recognized that a number of units have upcoming accreditation visits this year. Beginning this coming weekend, the College of Architecture would be hosting an accreditation team. SACS would also be here to look into the Physical Therapy program and how we are assigning and using "incomplete" grades and withdrawals. There is concern that we have been using the protocols inconsistently. Students have been submitting information to external entities and SACS sees these as inconsistent with the mission of accreditation.

Last Friday we hosted the Florida region Alumni Conference and kicked off the 125th Tour. Former art professor Chester Williams designed a torch inspired by the eternal flame. This torch will travel across America and will return on October 23, to celebrate “125 years of Excellence”. FAMU also has designed a 125th Anniversary Commemorative Lapel Pin; go to www.famul25.com to get information and how to be a supporter. Dr. Ammons announced that he will be meeting with the Faculty Senate councils at 3:00 p.m. the next day. He is very excited about what has been going on with the Councils.

President Ammons opened the floor for questions.

Dr. Persaud asked about the budgetary situations debated in the Florida House and Senate.

President Ammons stated that it is very fluid and it is changing every day. The House cut the SUS \$140 million. The Senate cuts are higher at \$400 million. The Governor is not in favor of tuition increases which have been almost automatic over the last four years. If an 8% base tuition increase is passed more likely that the Governor will veto. The Board of Governors expected to request a 15% increase. Cuts specific to FAMU from the House is targeted at \$5 million. The Senate proposes to cut FAMU by \$11 million to the base budget. We just restructured after 7% cuts and the loss of stimulus dollars resulted in the layoff of staff. Even with the 15% increase in tuition, if the Senate version prevails, we cannot make up the budget cuts through a tuition increase. Without an increase in tuition the budget will be devastated. Right now the funding for the Pharmacy program in Crestview seems to be ok. Construction and hiring is done for that project and everything seems to be ok. He will keep us posted. He is hoping that by the end of the Session, the Legislature will find a way to invest in higher education instead of digressing as it has been doing over the last few years.

Dr. Latinwo asked how the budget will affect the restructuring of the College of Arts and Sciences and if it is advisable to wait until we have a budget.

Dr. Ammons is unsure when the Legislature will finish, hopefully by the second week in March. The Legislature may have to come back for a Special Session after that. He hopes the plans for restructuring can proceed. If the budget requires it, we may have to stop it. After four years of deep cuts, the talk about Florida becoming a great place for jobs is not realistic if we continue to face deep cuts.

Dr. Latinwo expressed concern regarding the prioritization of the PhD programs in STEM areas and the restructuring of the College of Arts & Sciences. The lion's share of the budget request was for hiring faculty in STEM. We have to strengthen Biomedical Sciences but also strengthen our preparation of students in the Health Sciences. Our #1 priority is strengthening the PhDs in the Biomedical Sciences.

Dr. Davenport asked President Ammons to comment on Governor Scott's budget review of the SUS institutions reserve funds for state use. President Ammons stated that FAMU has \$40 million in reserve funds. All SUS institutions are required to maintain reserves. We have not had any final indication of how much of the reserves the Legislature will take, but it's part of the budget decisions. This year is the 2nd year that we did not get PICO funds for construction, maintenance etc. We are blessed that we have not had any hurricanes (roof damage etc.).

Dr. Davenport asked how much money we have above the mandatory reserve limit.

Dr. Ammons stated that he would get the information to Dr. Persaud.

Dr. Holder stated that he had been to ACFS and had just come from writing to colleagues. He stressed that we have to be more proactive. He is concerned about where we are going to be after the clouds have lifted. He is more interested in beyond the clouds and what our plans are to put our best foot forward. There should be a commission on what we are going to do.

Dr. Ammons stated that we have a Strategic Plan that has been approved by the Board of Trustees under Dr. Holder's administration that details where we want to be in 2020 and beyond. We must stay focused on research etc. according to that plan. At the end of the day all higher education institutions will be evaluated on productivity. We will review the plan again this spring and summer and will encourage the involvement of the entire campus community. We may have to tweak the Strategic Plan and we may decide to revise it so that we stay on course. We must stay focused on what we are doing in the classrooms and the labor force. The Governor did not proceed on the tenure issue and will have to do an environmental scan of issues impacting FAMU and other Florida institutions.

Dr. Persaud emphasized that legislature issues do not go away, they come back in 3-4 years again to haunt us.

Continuing Business

Dr. Grable reported that the Faculty Welfare and Relations Council met on Monday, February 20th. Dr. Persaud met with the Council members regarding the Council's goals. Several topics were brought up by Council members (1) the on-time payment of faculty members and adjuncts; (2) the assignment of overloads to regular faculty; (3) the allocation of funding for faculty development opportunities; and (4) the importance of updating ethical policies that include discussions about the various types of harassment training and equal opportunity issues.

The Research Committee is responsible for selecting the Teacher of the Year, Advanced Teacher of the Year, and Professor Emeritus. The members are hoping that Dr. Perry Brown will stay the Chair of the committee.

Dr. Diallo expressed concern about the Professor Emeritus committee review process. It took so long one year that the chosen professor refused the award. She has previously brought this concern to Dr. Persaud's attention to this situation.

Dr. Persaud stated that he recalls Dr. Diallo bringing this to his attention two months ago and that he will seek clarification.

Dr. Holder echoed Dr. Diallo's concerns and stated that one Professor died before getting the recognition.

Dr. Persaud responded that Dr. Grable committees are working to ensure that the ball would not be dropped. We do not want to side line anyone. She will be up and running soon.

Dr. Grable thanked everyone for their concerns. Dr. Hines has informed her that she is committed to maintaining her chairmanship of the committee.

Dr. Eidahl stated that Information Technology committee met last week and addressed some of the broader issues. The priorities identified include (1) a strategic plans for technology on campus, in the classrooms and PeopleSoft; (2) the direction of distance learning; and (3) looking at where we are heading from the administrative standpoint.

There was a request a contact list of IT Committee members so that faculty can forward their questions.

Dr. Muchovej asked if there was any way to communicate to EIT that they need to be a service component to the faculty, where we tell them what we need vs. them telling us.

Dr. Hightower reported that the Budget Council has been established as a 5-member group. Their first activity is to meet with the President tomorrow (February 22nd) at 3 p.m. to ask questions. The council would appreciate faculty members' questions and support. He provided his email roscoe.hightower@famuedu.

Dr. Davenport stated that she wanted to know the amount of monies in reserve but will forward the question to Dr. Hightower as requested.

Dr. Kanga reported that the Student Relations Council had identified 3 priorities. (1) FAMU DRS rating is a concern because it is a reflection of the University and we must improve the rating of the school. A committee will be formed to see how we can assist DRS and if a new strategy is needed;

(2) Sustainability – Dr. Donnellan stressed that FAMU has been certified as a green campus and we must have green activities on campus and provide awareness. A current proposal, the FAMU Student Green Energy Fund, will be voted on today (February 20th). It will support sustainability activities by assessing students \$0.50 per credit hour. She has spoken with Ron Mitchell regarding recycling. There are a lot of bins available, but his office lacks the manpower needed to manage this; and,

(3) Hazing—the members are looking for any policies within each of the colleges. However they cannot find any information yet. There is no social policy but they have been referred to Student Academic Affairs.

Dr. Elijah Johnson reported on the Institutional Policy Council which met on January 19th but did not complete the meeting. There are plans to meet within the next 10 days. The members are reviewing the terminology of “good academic standing” and “satisfactory progress”. The review of the Level of Academic Standing and the Grading Policies has found nothing negative and the policies should go through without any problems.

Dr. Lamango has no report for the Shared Governance Council since members have not met. He did state that being his first year on the Faculty Senate he had hoped that there would be a more seasoned co-chair to work with him.

Dr. Davenport stated that the Hazing Proclamation was sent out yesterday and will incorporate any changes quickly.

Dr. Holder asked for the history behind the proclamation.

Dr. Davenport responded that the proclamation was in response to the faculty wanting to have a statement regarding hazing directly from the Faculty Senate.

Dr. Holder suggested that the proclamation should be to the faculty in general and not just the Faculty Senate.

Dr. Diallo announced that the Deans' Council met on 1/26 from 10:30- 2:30 p.m. It was her first meeting. Dr. Harris had asked about the positive accomplishments on campus. It was reported that FAMU ranked #8 for students doing government service.

Dr. Maurice Edington distributed information about the new course that will be implemented in fall 2012, SLS 1101 First Year Experience. This course will be required for graduation. He has asked the Deans to incorporate the course into programs' curriculums. The course will be taught by faculty and staff and will require the involvement of additional people.

The meeting on the Incomplete Grade policy is the result of FAMU not following its own guidelines. FAMU will revise the policy and Attorney Barge-Miles has asked for input. It has been suggested that faculty include language in their syllabi about Incomplete Grades.

There was also discussion about reporting safety issues on campus involving physical, sexual and other types of violence. Dr. Larry Robinson is leading a committee formed to review safety policies. There is a behavior intervention form that the Counseling Center staff have put together to address safety issues. The form goes beyond telling the students to go to the police department. Faculty should call the police. If a student makes a threat the student is to be removed from campus. A 911 call on campus goes to the FAMU Police Department. Chief Ryan is working on this policy. One idea is to work on a coded message to communicate with law enforcement. More members are needed on the Judicial Council.

The Provost has requested information on membership requirements and also has asked about policies regarding student travel. The Provost has asked the Deans to be more transparent.

Dr. Friday-Stroud commented on the high cost of making copies on campus. She reported that SBI has leased several copier-printers with faculty networked to machines near their offices. Faculty gets 1000 free copies per month. Also the School of Journalism currently charges \$0.04 for color copies.

It was announced that Dr. Brenda Spenser is the new President of Retention and Research.

Graduate Issues/Programs

Dr. Thomas stated that a year ago there was much confusion about what would happen to Graduate Studies' programs. The staff ranks were depleted etc. However, the Carnegie Doctoral Research graduation requirements were met with more than 20 graduate students

completing their programs. We currently have 28 Master's programs, 12 Research Doctorate and 3 Professional Doctorate programs. Her office expects to target in-state and out-of-state recruitment efforts by utilizing a database of students based on various criteria. The database will provide all of the necessary contact information needed. There is also attention being paid to the need for professional development series workshops on graduate school, grant writing etc.

Dr. Grable asked if Dr. Thomas' office would be re-implementing Graduate Studies funds to assist students to complete their research.

Dr. Davenport commented on the fact that there are inconsistencies across units on campus. She asked if it is a university responsibility to ensure consistency across units.

Travel/Reimbursement/Advances

Dr. Hightower stated that the committee had received 2 applications. These will be processed and he will let the faculty know the results in an upcoming meeting.

SACS Update

Dr. Muchovej reported that the Academic Policy Committee has made the following change to the Grading Policy. When faculty members give students a grade of I, F or W, we must supply the date of last attendance as part of the Federal Regulations related to Financial Aid.

Announcements

Dr. Redda announced that there would be 2 meetings, one of Wednesday, February 22nd from 3-5 and another on Thursday, February 23rd from 3 -5 that will be an open discussion on the new Anti-Hazing Initiative Proposal. The discussions will focus on the Initiatives' goals, objectives, funding mechanism, and review process. The deadline for proposals will be April 16, 2012.

Ms. Jeneice Smith from Coleman Library announced that on February 14th there was a FAMU Info message sent out about the library's quality survey. The electronic version of the survey can be accessed from the library's homepage.

Adjournment

Meeting was adjourned at approximately 5:20 p.m.

Respectfully Submitted by,

Dr. Cynthia Davis
Faculty Senate Secretary

Mrs. Rebecca Bruce
Office Manager