

**Faculty Senate Meeting Minutes**  
**April 20, 2021**  
**3:00 p.m. – 5:00 p.m.**  
**Virtual Meeting via ZOOM**

**Call to Order Dr. Ann Marie Cavazos**

Dr. Cavazos called for a quorum. At 3:03 p.m. Quorum present.

**Approval of the Agenda – April 20, 2021**

Dr. Cavazos called for a motion and vote to approve the agenda. Moved by Dr. Daniel Osborne. Second by Dr. Angela Thornton. No discussion. No opposition. Motion passed via zoom voice vote; meeting Agenda approved.

**Approval of Meeting Minutes – March 16, 2021**

Dr. Cavazos asked for a motion and vote to approve the March 16, 2021 meeting minutes with necessary correction. Moved by Dr. Pia Woodley to approve minutes with any and all necessary corrections. Dr. Cavazos called for discussion. None presented. Voting conducted via Zoom voice vote. No opposition. Motion passed, minutes approved.

**OPENING REMARKS: Dr. Cavazos, President of Faculty**

Good afternoon, Senators, Faculty, President Robinson, Provost Edington, Deans, and distinguished guests!

It's been just over one year since the Pandemic hit, and our nation and the world shut down. Immediately, FAMU leaped into action. Faculty, you stepped up to the plate. You raised the bar in the spirit of excellence, learning new technologies and teaching modalities to keep this great institution moving forward and educating our students.

It's incredible to realize that our lives changed over one year ago, and now, here we are at the end of another semester and school year. You've done great; job well done! Now, we have the summer to rest up a bit (for some), regroup, rethink and recharge so that we may return in the Fall and begin again.

I want to express my most profound admiration to each of you for rising to meet this challenge. Yes, we all are tired. Yes, we've been living with stress. Some of us are survivors of the COVID-19 virus and still suffering from lingering aftereffects.

But the perseverance of our ancestors has instilled in us a fighting spirit, and together, we can accomplish anything we set our minds to do.

Congratulations, Faculty – we did it!

## **UNIVERSITY ADMINISTRATION REMARKS: President, Dr. Larry Robinson**

### Summary:

Thank you to all. A year ago, this month, we open the community based COVID testing site at Bragg Memorial Stadium. Currently, 313,000 COVID tests have been administered, positively contributing to our community's health and the well-being of our faculty and students.

In February 2021, we opened our community-based vaccination site at the Lawson Center, and as of this week, 7,003 vaccinations have been administered. The newest challenge is no longer having an available vaccine, but getting people vaccinated. Thus, you are being advised to take advantage of the opportunity to become vaccinated, with the appropriate consideration of your individual health circumstances.

The Board of Trustees recently approved the 2021 Accountability Plan. The plan will be reviewed for approval by the Board of Governors at the June meeting.

U.S. News and World Report on public universities ranked FAMU as #117. The University's goal is to be in the top 100, citing the metrics required to achieve the rating, such as student success is the driver for striving for this goal.

### Questions/Remarks addressed to President Robinson

Dr. Cavazos – Is there a concern surrounding allocation of funds that FAMU receives from the state due to funds received from the federal government?

President Robinson – The legislature is keenly aware of funds received by all state institutions. Although the University is extremely grateful for funds, the restrictions imposed meant there would still be gaps in some operational areas.

Dr. Robert Taylor – Is there a relationship with FAMU being a land-grant institution and the land-grant university system in Congress requesting \$11.5 billion.

President Robinson – The funds the University is requesting is separate from the land-grant institutions request.

## **UNIVERSITY ADMINISTRATION REMARKS: Provost, Dr. Maurice Edington**

### Summary of Updates:

Campus reintegration plans for the Fall are in progress. Each unit, college, school are working on their plan.

Budget – state allocation has not been released, so not prepared to give feedback on allocations for new resources at this meeting.

Faculty Salary and Retention – one approach is to secure additional resources from legislature to support faculty excellence. Proposing at least \$2 million for retention, which includes salary increase.

Questions/Remarks addressed to Provost Edington

Dr. Jamal Brown – Regarding salary, is new money used to standardize faculty salaries or to increase faculty salary?

Provost Edington – There are several reasons to adjust faculty salary; compression, conversion, and retain those who may be recruited away. Additional funds will allow university to match offers, and address several factors in regards to salaries.

President Robinson commented faculty salary has also been reviewed to address accreditation requirements. Funding has been received to address salaries in several colleges, but not across the institution.

#### **ANNOUNCEMENTS:**

Ad hoc Committee formed to address concerns between faculty and administration. Dr. Aretha Hill will chair the committee and Dr. Robin Perry will co-chair. Committee will be comprised of Senate faculty and general faculty members.

Dr. Ezzeldin Aly is the Chair of the Institutional Research Award Committee. Award winners announced for several categories. An award ceremony via zoom is planned for April 23, 2021.

- Special Thanks to Senator Roscoe Hightower, **President of FAMU United Faculty of Florida (UFF) Labor Union Chapter, for providing** research opportunities to our senators and the faculty FAMU campus, providing **updates** and monitoring future changes to the Florida Retirement System, state group health insurance, **and representing us well in Tampa Bay Times.**
- Dr. Aly, Chair of the Institutional Research Award Committee, has a brief announcement about this year's winners!
- Our Faculty Senate secretary, Dr. Manning-Nelson, term has come to an end. She will be receiving a plaque for her services, and it reads as follows.
- Approximately 18 senators will be leaving us because their term has come to an end, and they will be receiving a Certificate of Appreciation for their service and contributions to the senate. Thank you for your service.
- Special thanks to Dr. Boston and Provost Edington for lending us Ms. Nelson; she was a breath of fresh air. On behalf of the Faculty Senate, thank you for your outstanding service. We could not survive without you. We are going to present you with plaque, which reads as follows: Read it

- I could not accomplish this surprise without the aid of Ms. Valerie Singleton. Thank you so kindly. Teamwork!

## **CONTINUING BUSINESS**

**Curriculum Committee Report, Dr. Kyle Eidahl, Chair University Curriculum Committee**  
Report is summarized as follows:

The April 2021 report of the Curriculum Committee to the Faculty Senate contains one new program request, 37 new course requests, 47 course change requests, and 12 course termination requests. These requests were approved by the Committee at its March 2021 meeting. The Committee recommends approval of all the requests by the Faculty Senate.

- College of Agriculture and Food Sciences
  - 3 new course requests
  - 4 course change requests
- College of Education
  - 3 course change requests (existing to online)
- College of Social Sciences, Arts, and Humanities
  - 8 new course requests
  - 4 course change requests (existing to online)
- College of Law
  - 1 course change request (title)
- FAMU-FSU College of Engineering
  - 1 new course request
- School of Architecture & Engineering Technology
  - 2 course change requests
- School of Journalism and Graphic Communication
  - 3 program modifications
  - 12 course change requests
  - 12 course terminations
  - 15 new courses
- School of Nursing
  - 2 program modifications
  - 1 new program
  - 32 course change requests
  - 10 new course requests

Dr. Cavazos called to entertain a motion to approve the Curriculum Committee Report as a slate, with necessary corrections.

Dr. Novell Tani motioned to approve Curriculum Committee Report as a slate. Second by Dr. Courtney Micots. Voting conducted via Zoom voice vote. No opposition. Motion passed and report approved.

Dr. Eidahl asked for permission to present a slate for online course requests for summer, May 2021.

Dr. Cavazos called for a motion to approve review of online course conversion by end of May 2021 from Curriculum Committee. Motion moved by Dr. Oriaku, second by Dr. Tiffany Ardley. No opposition, motion passed.

Report available via email upon request to secretary.

### **Executive Council Update: Dr. Tani**

Report available via email request to Senate secretary.

- University closing in on the goal to become one of the Top 100 Universities. Thank you for what you do.
- University continues to make strides in meeting the goals of the performance based funding models
- Faculty contributions “matter” and contribute greatly to student success.
- Urge all to continue to engage in safe behaviors, and take advantage of our COVID-19 testing and vaccination sites.
- Reminder grades are due by 5:00 pm on Monday following last day of class.
- Engage in self-care and be safe!

### **NEW BUSINESS/DISCUSSION**

#### **Dr. William Henslee**

##### **Professor Emeritus Award**

Moving to approve Professor Laverne Wells Bowie as Emeritus faculty member. She was a tenured professor and is fully retired. She has met all faculty senate criteria and receiving recommendations for her emeritus status.

Professor Emeritus Award tabled until report can be distributed to the Senate.

#### **Mr. Carl Threatt, Senior Auditor, Division of Audit**

##### **Risk Assessment Overview**

The international standards for the professional practice of internal auditing state that the chief audit executive must annually conduct a risk-based review of risk at the University in order to prioritize our activities.

We also review the results of our own work, our internal audit work, investigations, and advisory activities. The methodology used is the Association of colleges and universities auditors risk matrix, an association that all the institutions of higher ED. Units, colleges, and schools will be

surveyed to evaluate applications of controls, assess for needs for improvement, and develop contingency plans to strengthen processes.

An assurance map will be developed to identify the risks that will be addressed for the coming year, and across a 3-year work plan.

Several means of returning survey will be provided. Dropbox and mail will be available options for returning surveys.

Questions:

Dr. Robert Taylor - Will the risk assessment look at the auditing process for need for modification?

Mr. Threat – The Audit Office conducts its own internal reviews. Office will definitely look for repeat issues and investigate why corrective actions did not appear to resolve concerns.

Dr. Aly – Are there any particular issues the office is looking for?

Mr. Threatt – Academic concerns, faculty retention, anything that may hinder the university from reaching its goals and objectives. The questionnaire is qualitative that is designed to guide the reader.

Dr. Pia Woodley – Are you referring to the excel spreadsheet that was distributed to Senators?

Dr. Cavazos – commented would like to receive faculty response to survey.

Chat message – Inquired if survey could be converted to a Qualtrics to push out to faculty.

Mr. Threatt – replied that survey could be delivered via Qualtrics.

Dr. Thornton – asked how information would be used to address identified areas

Mr. Threatt – Risks will be prioritized, followed up, contingency plan will be developed, and corrective actions implemented.

Slide Presentation by Dr. Cavazos of the Faculty Senate Academic Year 2020-2021 Overview

The slide show was presented, capturing the essence of the work the faculty accomplished for the academic year.

- Constitution Committee
- ByLaws
- Faculty Handbook
- Dr. Roscoe Hightower, President of FAMU United Faculty of Florida Labor Union
- Farewell to Dr. Naquita Nelson, Secretary Faculty Senate, Award in recognition of service.
- Farewell to 18 additional Senators, certificate for recognition of service
- Farewell to Dr. David Jackson
- Farewell to Carucha Jones-Nelson, Award for exemplary service to Faculty Senate

Dr. Cavazos called for report for Faculty Emeritus.

Dr. Henslee reported faculty has met all criteria.

Dr. Ebenezer Oriaku moved to support recommendation. Second by Dr. Kyle Eidahl. Voice vote, no opposition or abstention. Motion carried.

Provost Edington thanked everyone for their great work, collaborative spirit, and commitment to the University.

Senate Vice President Ardley thanked Senate President Cavazos for the presentation.

Dr. Taylor thanked Senate President Cavazos for her leadership, speaking as a Dean.

Dr. David Jackson expressed his appreciation for the support received over the 24 years at FAMU.

Dr. Pia Woodley thanked Dr. Cavazos for her work in supporting the faculty.

Dr. Cavazos expressed her gratitude to Senators, faculty, Deans, administration.

Moved to adjourn by Dr. Pia Woodley.

**Adjournment:** Meeting Adjourned at 4:52 p.m.

Respectfully Submitted

*// Naquita Jackson Nelson //*

Naquita Jackson Nelson, DNP  
Faculty Senate Secretary