

Faculty Senate Meeting
Tuesday, February 16, 2016
3:00 p.m.—5:00 p.m., Lee Hall Auditorium
Dr. Bettye Grable, President presiding

Officer's (Present)

Dr. Bettye Grable, President
Dr. Joe Ann Houston, Vice President
Prof. Ann Cavazos, Secretary
Dr. James Muchovej, Parliamentarian

Senator's (Present)

Dr. Lillie Brown
Dr. William Guzman
Dr. Kyle Eidahl
Dr. Jenny Jones
Dr. Huberta Jackson-Lowman
Dr. Darryl Scriven
Dr. Merlin Langley
Dr. Longineu Parsons
Dr. Paulette Reneau
Dr. James Strohaber
Dr. Lekan Latinwo
Dr. Desmond Stephens
Dr. Musiliyu Musa
Dr. Lavetta Henderson

Dr. David White
Dr. Raymond Hix
Dr. Daniel Solis
Dr. Glen Wright
Prof. Phyllis Taite
Prof. Joseph Grant
Dr. Tiffany Ardley
Dr. Maurice Holder
Dr. Ebenezer Oriaku
Dr. Perry Brown

Dr. John Cooperwood
Dr. Yassir Abdelrazig
Dr. Mark Weatherspoon
Dr. Dawn Brown-Cross
Dr. Lauralyn Burke
Prof. Craig Huffman
Prof. Antonio Soares
Dr. Clyde Ashley
Dr. Michael Abrams
Dr. David Guthrie
Dr. Sevilla Bronson
Dr. Richard Gragg
Mrs. Pamela Monroe
Mrs. Gloria Woody

Senator's (Absent)

Dr. Allezo Owens
Dr. Hassiem Kambui
Ms. Sheila Labissiere
Ms. Thomasina Brock
Dr. Keawin Sarjeant

Senator's (Excused)

Dr. Rebecca Blankenship
Dr. Roscoe Hightower
Dr. Aretha Hill
Dr. Marcia Owens

EX-OFFICIO (Voting) (Present)

Dr. Donald Palm

EX-OFFICIO (Voting) (Absent)

Mrs. Faye Watkins

SGA (Voting) (Absent)

Mr. Justin Bruno

The meeting was called to order at 3:04 p.m. by Senate President, Senator Bettye Grable and at 3:09 p.m. Dr. James Muchovej, Parliamentarian announced a quorum.

Opening Remarks

President Grable while waiting for a quorum started the meeting by thanking the Faculty Senators for coming out to support the meeting and she reminded the Senators to provide the report to their units. President Grable told the faculty with her permission that they may share the agenda, minutes and there are many ways your unit can have access to the information. She also stated that the minutes are available on the Faculty Senate website and to encourage your colleagues to go to the site. The information included in your package is also available on the website. Please let your unit know that they are free to call the faculty senate office and speak with the office manager, Ms. Joyce Harris. Since I have not heard from the parliamentarian as to a quorum, President Grable moved ahead to give her remarks. Have a special person who has spoken to you before her name is Dr. Diedre Powell, who has been working for the last several years on a project and would like to share updated information with us.

Dr. Diedre Powell stated, “around six (6) years ago, the Faculty Senate adopted a “Benevolent Condolence Committee” as a way to recognize and pay condolence to our “Fallen Rattlers”. Since then, she stated that “she has worked very hard to try to work with different FAMU’s administration to designate an hours or so at Home Coming for a short vigil and a moment of silence.” She also indicated that she “tried to get a designated spot on campus for the gathering and building of a brick wall honoring our “Fallen Rattlers”. The name on each brick will be on a sponsor basis and the funds collected will be used as scholarship for needy students. To date, the administration has been cold to the idea or administrative changes have hindered the project. Drs. Ammons and Robinson’s administrations have been very receptive to this project but their time spent there was not long enough to finalize the project. Senators, many of our fallen Rattlers have served or attended our great University. Many have passed and their loved ones are willing to contribute to their memory. The only problem is non-responsive administrators. So I come to you today to consider a resolution by members of this body calling on the administration to show some respect or remembrance toward our “Fallen Rattlers” and to designate an honor at “Home Coming” and designate a spot on campus to build a wall. I am not asking for a resolution today but at your next meeting. In the

meantime, I would like it if a few of the Senators would like to assist me in crafting a resolution and working on the project adoption by the administration. Those who have passed need to be remembered. Thank you”

President Grable was notified by the Parliamentarian that there was a quorum at 3:09 pm.

Initially, the Approval of February 16th, 2016, Meeting Minutes was motioned by Dr. Ebenezer Oriaku and seconded by Dr. Kyle Eidahl. No discussion. However, President Grable noted that the motion was not in order and requested that the motion be withdrawn so that the corrected motion to be approved was the approval of the February 16th, 2016, Meeting Agenda. It was agreed that the motion be withdrawn.

Approval of February 16th, 2016, Meeting Agenda was motioned by Dr. Maurice Holder and seconded by Dr. Phyllis Taite. No discussion. Motion carried.

The Approval of January 19th, 2016, Faculty Senate Meeting Minutes was motioned by Dr. Ebenezer Oriaku and seconded by Dr. David White. No discussion. Motion carried.

You have heard reports from Dr. Powell and **President Grable** stated that if anyone is interested in working with Dr. Powell, please make your request known to our secretary, Dr. Cavazos if you are interested in helping her craft the resolution.

President Grable had asked the Provost Dr. David to make her presentation. While waiting for technology assistance President Mangum came in and Dr. David submitted to President Mangum to make her address first.

University President's Remarks

President Elmira Mangum greeted the faculty and stated that this is “an exciting time and season because of things that on the way.” She shared concerns and also acknowledge Dr. Anderson who is in the math department and stated he too has some concerns to share. President Mangum stated that she had a meeting with the Governor about an hour ago and is working on priorities and the result of my

conversation she had with the Governor. Just in terms of priority but I have five (5) or six (6) priority.

1. Student success making sure we have appropriate resources for our students.
2. Faculty vitality or resources; request to invest in our faculty, we know that the workload is heavy; need to relieve that workload and expand faculty in the area of strategic interest to the State of Florida.
3. Requested the remainder of the resources for our student affairs; create better housing and living space for students. Expand student services. This is extremely important for us in class and programming for our students, which will help them, achieve success. The synergy will be easier for our students and help them to socialize and study together and for the faculty on occasion to invite seminars in the places where they live to make it easier for them to attend.
4. Requested resources for the Brooksville campus, which is in the process of forming and getting the Advisory Committees set up to be able to use the campus as an extension of our education in the agriculture area. The Brooksville campus is not just a place for agriculture but because it is a rural area there are business opportunities for our students to learn how to do business plans, community development within those areas; social, life and physical sciences there is an opportunity for us to spread ourselves across the region and develop it so it has a FAMU component and we can deliver services to small farmers. The fact that Florida has been named a “Strike Force State”, this has been extremely important to us because of the Federal resources available to small farmers. Have to expand our research program into those areas.
5. We also requested to be involved in “Hemp research” on campus. Senator Mumford introduced the bill because we are interested in moving to pharmaceutical needs and research that is associated with “Hemp “research. The University of Florida has added themselves to this research because of the value in the research area and the medicinal use for HEMP. HEMP is being used in the industry to build cars and for a lot of other industrial usage. Providing us with the opportunity to get funded research for this plant is important because this is the gateway to conduct research and expand research area and for our federal government to nationalize this area. FAMU will have the edge if they have opportunities in this area.

These are some of the things we are doing. Another thing they shared is that we want our 2.7 million dollars back because of the metric model. We should not have lost funding because we did meet the performance standard. Number one is to be reimbursed the 2.7 million dollars, which we should have never lost.

Another issue we are thinking about is the “Block Tuition”. This is something that we need to think about. Under this model it’s important for us to think about it for students to stay fully engaged. It is a flat tuition that was charged to full-time students can take as many credits as they can handle and this will move them forward to degree completion. That is why you have students who complete their degree in 2 ½ to 3 years, allowing them to take up to 21 credit hours.

President Mangum stated that she wants our students to take a minimum of 15 credit hours because they will be charged for 15 credit hours. The University of Florida in 2010 introduced to the Board of Governors this proposal and got approval by the Governor. This is what I want you all to be thinking about.

Thanks for supporting John Thompson who came to our campus. This was a very important event. He is a very humble man and his love for FAMU is unparalleled from what I have seen since I’ve been here because he is a person in the highest of places in the world and he is carrying FAMU as a badge. That says more about the education at FAMU, more than anything that you can do. He is a very strong individual and we are thankful that he had a conversation with us and will continue to stay engaged with our institution.

When I first arrived and we had this whole discussion about the tension between Engineering and us maintaining a presence in the Engineering space, one of the members of the Senate, I think it was Senator Weatherford who so graciously gave us 2 ½ million dollars to invest in STEM education. I knew the awarding the remainder of that allocation this year for faculty positions in STEM and supporting students’ education at the institution so we have faculty recruiting going on in Biology, Math, Computer and Informational Science (CIS); and also educational leadership in the area of Science education so we can get faculty to help in research agenda. We are also investing in upgrading our labs with some of the resources. These are some of the one-time resources to expend before the end of the year. Some other things we are investing in in terms of reducing workload, academic program and our faculty.

President Mangum then called Dr. Anderson to come and share his concerns with the faculty.

Dr. Anderson, thanked President Mangum for allowing him the opportunity to speak with us. Dr. Anderson said it was good to be here because I was part of this body for the last 50 years. He stated he was very concerned when he walked across the campus to teach his classes; he is very concerned about what is going on in the classroom. He stated that students' have been complaining about "professors not attending classes." Let me say something that I'm certain that you are very familiar with. Our retention rate and low graduation rate is going to take us out. The State of Florida will not continue to fund FAMU unless they start putting out students. The classroom is where the rubber meets the road. Every institution in this nation is noted by what's going on in the classroom. I'm going to tell you in any given day a friend of mine conducted research and found that half of the classes don't meet. He stated that a student said that "his class is supposed to meet three (3) times a week but the professor stated that they will meet once (1) every three weeks. Now, folks this is serious. I have not seen this on any agenda. But we can sit around here if you want to and think everything is alright. But one day the Legislature will make a motion that we are no longer remain a university because we are not graduating students. This is all because of the classroom. A current practice down in Orlando, classes end a week before Thanksgiving. This is not good and students are not doing anything. A young man in my office the other day told him that his teacher missed class every day since the second day the class got started. I'm concerned about this folks. So the Deans need to make sure that their professors are going to class every day and on schedule. Another young man said to him that his teacher missed class two times last week and one boy said to the teacher, "you come late every day how are we to know when you will come to class?" The teacher's response was "you should have common sense to know that if I'm not here after 25 minutes, I'm not coming." Folks it is later than you think. The classroom is a place where the rubber meets the road. We need to be professional, attend classes on time, and he stated that he is disturbed about this. Our students fail at FAMU because they are not encouraged to study. If we do not get on the ball and attend our classes and encouraged out students to learn we are in trouble. We have a problem so lets' fix it and require your professors to go to class.

President Mangum thanked Dr. Anderson and stated that she will take questions now.

Dr. Clyde Ashely:

Good afternoon to President Mangum and Senators, He stated "ditto" to everything Dr. Anderson said. Madam President it was great having John Thompson here and if we paid attention to West Education on Tallahassee Democratic. He was the Story line and they got it right. That's the kind of thing that sustains FAMU. That publish news will sustain FAMU.

So I commend the President. Dr. Ashely stated that Mr. Thompson spent two session in SBI and "he was off the chain again". He said that he made a request to meet with the educational Governor, the "so call job Governor twice and the Governor refused to meet with him," this is "the man that has the jobs." "This makes no sense." It is a shame that John Thompson, the Chairman of Board of Microsoft and the Governor will not meet with him. John Thompson did not ask me to say this, I, Clyde Ashely said it. Mr. Thompson is the chairman of the Board of Microsoft. That's crazy!"

He also inquired of President Mangum as to feedback on summer school. I know that the budget was cut by 2 or 3 percent. Can you give us information as to why we are having these internal budget cuts because this is affecting all of us in the classroom, a lot of us cannot travel to conferences and professional development. Can you give us a status update on summer school and allow the faculty to participate and help manage this institution.

President Mangum stated that the re-allocation strategy is not a budget cut, it is a re-allocation. There are two parts as to what is happening right now. Last year if you recall there was a budget 2.7 budget cut by state university and was implemented as a result by the State Legislature. This has nothing to do with our current budget, we were shorted 2.7 million. The reallocation strategy that 2 ½ % goes into a pool from the administrative areas and the 2% from the academic community is designed that existing resource on campus to areas where we have short falls and shortages in terms of meeting our goals and objectives. The---- reduce the cost of education.... The academic deans are responsible for meeting the goals and the objectives of the institution. That means that every year---where based on what the deans of the colleges submit to the provost to say these are the things we are going to do to enhance the institution in moving forward and this is the cost. If you are meeting the objectives and goals set forth by the university and the deans submit this request these are things that college need and this is the cost. The committee lead by the Provost is not a budget cut but reallocating resources

to make sure the university meet goals and objectives for the particular college. This is a way to move the institution forward to meet core and objective. It's a way to make sure that our institution can move forward.

Planning- A way to make sure all colleges meet their needs in its direction. The money is not leaving campus. The money is just reallocating to colleges that are in need.

Dr. Ashely asked President Mangum if she can address the summer school. The President stated that based on the limited recourses classes will be offered in in Math and in Biology. However, that the Provost area and she will address summer school.

Dr. Huberta Jackson-Lowman from College of Social Sciences, Arts & Humanities asked the following question.

Good afternoon! How do you identify what STEM is? One of the things that has happened, Psychology and some of the other social sciences are not consider as part of STEM, but the National Institute of Health does consider Psychology as a STEM science, not sure of the other social sciences. But if we were to make that adjustment there will be an increase in the number of STEM students here at the University. Why doesn't FAMU recognize Psychology as part of STEM Science and how can we make the change?

President Mangum response: that the "Legislature identifies and defines what constitutes STEM. It is not defined by FAMU but by the Legislative body who are making the rules. So we understand that Life science, Social Science and Physical Science has not made it into this definition.

Dr. Jackson-Lowm, asked whether STEM is defined by each state in contrast as to what the National Institute of Health states?

President Mangum response: that the "State of Florida defined STEM for us." I am aware that science is much broader by life science and physical science has not made it into our Legislative process.

Dr. Maurice Holder stated to President Mangum that "he really enjoyed the presentation by distinguished Dr. Anderson about what happens in the classroom but there is another side to the story. For those who conduct classes and take their

responsibilities serious in a manner that you will be proud off. But someone who will manage what faculty does, what students does and the appropriateness of the classroom, but my question has to do with how you operate in general? If we are to be considered a cohesive group that has strong faculty, strong administration and strong student body, there must be something that governs all of that. We have in place when Dr. Ammons and Robinson was there a University Constitution which tells us how to perform. Can you make a few comments on how does this Administration adheres to the dictates of the University Constitution?

President Mangum stated that “I have read the University’s Constitution, the Collective Bargaining Agreement, the operating procedures of the Board of Trustees, the operating procedures of the Board of Governors and also the Rights and Rules and Responsibilities to form policy and set regulations as set by the State of Florida. Working strongly and cohesively requires a common vision and a common goal of the institution requires an ability for people to have honest communication with integrity. That might be the thing we need to work on most; accepting responsibilities for our roles is extremely important and; also, establishing common goals to move Florida A&M University forward. It is not my way but it the way for the institution; for accepting responsibilities across all segments are extremely important and a place to begin. My primary goal is to provide students with the best quality education that we can; to move this institution forward for our students to be considered best in in the class any stretch and measure which means by working with students and faculty, which is our primary source of the education. It is not for me to be in an antagonistic position and if we all work towards working together I actually believe we could achieve that. The word we use “cohesive” requires us to communicate with each other and not at each other; or make suppositions or innuendos or put out false merits. Part of creating a campus culture that is cohesive, one that everyone can support is finding things to support rather than tear down. This is an important part of being able to build and grow again. You are all leaders in this room. So lead from wherever you are and from a place of integrity. If we start there, there is nothing that we cannot do in our operations. The kind of statement that Dr. Anderson was talking about being “committed to our students” is something that we all must do; and the administration being committed to the education and effective operation of the institution is what we are all committed to doing. First of all understanding that it is important for me to know that the faculty is giving their students their best. Just as is important for you to know that we are giving our best towards the

institution. I don't think that anyone of us is coming to work every day, at least not in this room, with the idea that we are not going to give our best to the students. That is what we need everyone to do. If you find something that is wrong, the newspaper is not going to solve our problem, social media is not going to solve our problem but we can work together to solve any of the issues and concerns that we have. That's how we will move forward with our operation, with the education, and with the research is that we move together as a unit, collectively to build the institution as our primary objective and primary goal. That it.

President Grable said President Mangum has another meeting to attend so Dr. Abrams will be the last speaker.

Thank you Dr. Michael Abrams stated that he has been working at FAMU for a very long time. He stated "one of things on his mind is accreditation and under the budget cut is an issue for accreditation. He has been on the accreditation committee at least 5 or 6 times but now I'm worried about where we are going, particular in Journalism class. Too few teachers to teach courses. There are approximately nine (9) standards within journalism school and class size is a challenge. He stated that he is hoping that the University will be cognizant about this situation. There is a real worry on my mind.

Q: What would the policy of the University be to help departments and schools that are under accreditation deadlines?

President Mangum stated that "reallocation of resources is not a budget cutting. Reallocation of resources is putting the resources where it's needed most in order to maintain our accreditation and credibility. Part of the leadership within each of the colleges and schools headed by a dean is to make sure that those needs are represented way in terms of the University process that means internally before you start competing with the School of Business for resources or the School of Pharmacy for resources, you need to have a plan for your school and know what it takes to be competitive within the field of Journalism. That means we bench mark our investments and resources in the School of Journalism with other schools of similar quality and size. Normally, what you should be able to do with the resources that you have is something that the school needs to say to us, that this is what we need to have in order to support the accreditation standards. Have you reviewed the resources that you have to make sure that you are using your resources to the best advantage of your school? Those are questions that should already have been

answered before you come to the Provost and ask for an investment. Wise and efficient use of the resources and guaranteeing quality and accreditation is something that starts with the school. During reapplication process if you find yourself short because of decisions made is conversation that you have with leadership. We want all of our programs to be successful. That is what we are doing and I will let you talk with the Provost.

Thank you for your questions.

President Grable thanked President Mangum. (applause)

University Provost's Marcella David Remarks

Provost David explained to the Faculty Senate what the meaning of performance funding is. She outlines some of the things to be discuss and provided a copy of the power point for more details.

- **Performance funding,**
- **Research Incentive Proposal that she wanted to lay out. It is not a policy yet but this is an idea that she wanted to share with us.**
- **Budget process**
- **Faculty travel grant**

(Please see attachment.)

New Initiatives

- Pre-registration which allows student to register even if the student has a balance. There is time implanted to give the student time to clear up the financial balance
- Block scheduling-need faculty by-ins
- Courses in Common- Living and learning communities. Learn all students in the given sections
- Push for 15 credits

Board of Trustee passed at December 15, 2015 meeting the new initiatives

Research incentive-We have moved from research 3 to research 2. Plan is to incentivize and reward research scholarship and creative activity.

Salary increases:

The University made a proposal with the Union faculty increase as follows.

9% from Assistant to Associate

12% from Associate to Tenure

15% from Tenure to Full Professor

PLEASE SEE THE ATTACHMENT FROM PROVOST DAVID.

Continuing Business:

- a. **Curriculum Committee Report presented by Dr. Sheila Moore. (See the report in the folder)**

President Grable motioned to approve the Curriculum Committee report. Motion made Dr. Ashely and seconded by Dr. Tiffany Ardley. The Motion was properly moved and second. No discussion. Motion carried.

Dr. Moore was thanked for presenting the report (applause)

- b. **Student Affairs Update which was to be presented by Dr. William Hudson, Jr, was postponed to March 2016 meeting.**
- c. **Ad Hoc committee Report on Faculty Senate's Activities to Support the University's Approved Work Plan headed by Dr. Lekan Latinwo will be postponed to the March 2016 meeting.**
- d. **Strategic Planning Task Force Update presented by Dr. Larry Robinson**

Dr. Robinson thanked the Senate for having him and his team. Dr. Robinson acknowledged members of the Task Force and their contributions. He read a letter addressed to President Mangum that summarizes the contributions of the work done by the Task force. That letter or report was not made available since it was not yet submitted or approved by President Mangum.

Co-Chair-Dr. Cynthia Hughes Harris: There are many approaches to strategic planning and some people are hiring consultants to aid in the strategic plan. How goal was to get as much input as possible. She discussed both quantitative and qualitative approaches. The goal was an open and transparent approach to gathering information from the stakeholders. A consultant was not used but in the final stages a consultant will be used. One group was identified and they will be working with us to refine the process.

Dr. Maurice Holder: He reiterated what Dr. Robinson stated. He stated that when you look at the entire document and its destination the objective is

clear as to the responsibility of the faculty and teaching will become very important. There are seven (7) strategies and the document relative to faculty are as follows.

- Development
- Retention
- Recruitment
- Incentive
- Awards
- Promotion/Tenure Practice
- Outstanding Tenure and Review process
- Teaching

He further stated that the document is divided into three (3) parts.

- **Faculty**
- **Students**
- **Administration**

The document will reveal student directed and faculty input with management coming from the administration.

President Grable thanked the Strategic Planning Task Force members for the update. She entertained a motion to adjourn the meeting.

Motion to adjourn the Faculty Senate meeting was made by Dr. Oriaku and seconded by Dr. Guthrie. Motion carried. Meeting adjourned at 5:00 pm.