

Faculty Senate Meeting
Tuesday, November 15, 2016
3:00 p.m.—5:00 p.m., Blue Cross Blue Shield Auditorium
Dr. Bettye A. Grable, Faculty Senate President, Presiding

Officers (Present)

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

Senators (Present)

Dr. Lillie Brown
Dr. Courtnay Micots
Dr. Kyle Eidahl
Dr. Allezo Owens
Dr. Darius Young
Dr. Merlin Langley
Dr. Lekan Latinwo
Dr. Musiliyu Musa
Dr. Hassiem Kambui
Dr. David White
Dr. Anthony Ananga
Dr. Jenelle Robinson
Prof. Phyllis Taite
Prof. Joseph Grant
Dr. Tiffany Ardley
Dr. Maurice Holder
Dr. Ebenezer Oriaku
Dr. John Cooperwood
Dr. Yassir Abdelrazig
Dr. Mark Weatherspoon
Dr. Lon'Tejuana Cooper
Dr. Lauralyn Burke
Prof. Antonio Soares
Dr. Roscoe Hightower
Dr. Hudson Nwakanma
Dr. David Guthrie
Dr. Richard Gragg
Dr. Marcia Owens

Senators (Absent)

Dr. Jenny Jones
Dr. John Warford
Mr. Longineu Parsons
Dr. Michael Thornton
Dr. Komalavalli Thirunavukkuarasu
Dr. Desmond Stephens
Dr. Lavetta Henderson
Dr. Rebecca Blankenship
Dr. Daniel Solis
Dr. Glen Wright
Ms. Sheila Labissiere
Ms. Thomasina Brock
Prof. Craig Huffman
Dr. Clyde Ashley
Dr. Michael Abrams
Mrs. Pamela Monroe
Mrs. Gloria Woody

Senators (Excused)

Dr. Aretha Hill
Dr. Sevilla Bronson

EX-OFFICIO (Voting) (Present)

Mr. Bryan Smith

EX-OFFICIO (Voting) (Absent)

Dr. Robert Taylor
Dr. Traki Taylor

EX-OFFICIO (Voting) (Excused)

Dr. Carl Goodman
Dr. David Jackson, Jr.

SGA (Voting) (Present)

Ms. Paris Ellis

SGA (Voting) (Absent)

Kenidee Webster

The meeting was called to order at 3:00 p.m. by Senate President, Bettye Grable and at 3:47 p.m. Dr. James Muchovej, Parliamentarian, announced a quorum.

Remarks by President Betty Grable:

Good afternoon, we are going to get started on time. Until, Dr. Muchovej tells us that we have a quorum, we are going to discuss matters on the agenda that do not require a vote. We want to move quickly and get you in and out as soon as possible. That is the goal. Most of our presenters are here so the meeting of November 15, 2016 Faculty Senate is called to order at 3:00 pm.

We will return to approval of Nov. 15 meeting agenda and the approval of Oct 18, 2016 meeting minutes when we have a quorum. As you might have noticed, we are at a new location and we are really trying to find a site across the campus. For the first time I can see everyone in the room clearly. For myself and the presenters we are looking out into darkness at Lee Auditorium. So we are moving around campus to find the best location for our meetings. I want to acknowledge the help of Dr. Ardley for setting up this meeting place for us today as well as the technicians, Mr. Page, who made sure the mics and the table and chairs were set up for us.

You may also noticed that Vice President Joe Ann Houston is not seated at the table today because she is a little under the weather. "There she is! I was just calling you up! But she just wanted you to know that she is fine, and she will be sitting in the back. She is not contagious but she did not want to miss the meeting because this is a responsibility she takes very seriously.

I don't have any opening remarks other than to say that we will not have a meeting next month, December 2016. That was a decision made because in the past, December is a short month, we are getting ready for the holidays and is difficulty for faculty to complete their classes, exams and grading. I have a meeting scheduled to meet with Dr. Robinson and I have already met with Provost Wright who was very welcoming and reminded me that the only reason that they would not be at our meetings is because they are out-of-town or have a previous meeting scheduled. For the meeting today, Dr. Robinson is traveling and he called me personally on Monday to let me know that he would not be in attendance. He said it is his intention to always be here. I know from previous administration that they (President and Provost) would tried to attend our meetings. We will have representation for President Robinson. Her name is Mrs. Beverly Barrington and it

is my understanding that Provost Wright will be in attendance according to Associate Provost Boston.

At this time, I would like Mrs. Beverly Barrington to share with us some changes regarding how we are going to discuss and get input on the performance metrics.

PERFORMANCE FUNDING METRICS UPDATE: *Mrs. Beverly Barrington*

Thank you and good afternoon. It is my pleasure to have this opportunity to speak to you this afternoon on a topic that is so important to the sustainability of the University. You have been provided in your packet a document that outlines the performance base funding metrics. If you will please turn to that document. The creation of the funding base performance metrics committee document is a result of an initiative by Dr. Robinson to assist the University's effort to improve on all ten President, he wanted to revisit earlier initiatives that he started as interim in 2014 by identifying key senior leaders, his vice presidents who will be responsible for the performance base funding metrics. Also, assuming the roles of primary, secondary and assistant.

I am providing you with a courtesy copy of Mrs. Barrington talking points on the "Performance Funding Model Metrics" and have adopted it as part of the minutes. See her notes below.

Performance Funding Model Metrics Talking Points

"The creation of the PBF Metrics Committees document is the result of an initiative by Dr. Robinson to assist the University's effort to improve on all 10 of the metrics. Upon Dr. Robinson accepting the role as interim president, wanted to revisit an earlier initiative he started as interim in 2014, was in identifying key senior leaders (his vice presidents) to be responsible for the PBF metrics assuming the roles of primary, secondary and assisting. Last month, as part of one of the President's SLT meetings, time was set aside to discuss each performance metric and its definition with a goal of not leaving the meeting without the assignment of ownership to the respective VPs. After the assignment of VPs, based on the VP's role for each metric, the vice presidents identified core senior leaders in their units to serve on the established committees. That is why I am here today, to discuss and ask for the participation of the faculty senate on these important committees. As the University prepare for the 2015-16 reporting cycle in the Accountability Report which is due in March 2017.

Due to the similar nature of metrics, some have been combined under one committee.

Metric 1: Percent of Bachelor's Graduates Enrolled or Employed (\$25,000+) in the U.S. One Year After Graduation

Metric 2: Median Wages of Bachelor's Graduates Employed Full-time in Florida One Year After Graduation.

Earlier this year, the BOG changed the threshold from \$16,000 to \$25,000. And earlier this month the benchmarks were adjusted to align with the \$25,000 salary threshold.

- **Primary Responsible: Vice President, Student Affairs – Thomas Alexander, Associate Vice President Student Affairs will serve as chair**
- **Secondary: Provost and University Advancement**
- **Assisting: Finance & Administration, University Advancement, Communications, Athletics, Title III, IT, Faculty Senate**

This metric is based on the percentage of a graduating class of bachelor's degree recipients who are enrolled or employed (earning at least \$25,000) somewhere in the United States. Note: This data now include non-Florida employment data.

Data for these metrics comes from various sources: State University Database System (SUDS), Florida Education & Training Placement Information Program (FETPIP), analysis of Wage Record Interchange System (WRIS2) and Federal Employment Data Exchange (FEDES), and National Student Clearinghouse (NSC) - enrollment. 45 entities including the District of Columbia and Puerto Rico. States not included are Alabama, California, Colorado, West Virginia, New York, Massachusetts

Timeline: Provided solely provided by Board of Governors Staff - (For the 2015-16 Accountability Report, we will report on the 2014-15 graduates, 2018 = 2015-16 graduates, etc.)

Metric 3: COST TO THE STUDENT: *Net Tuition per Degree for Resident Undergraduates in 120hr Program – New Metric voted on at the last BOG meeting and will be reported in the 2015-16 Accountability Report.*

- **Primary Responsibility: Vice President, Finance and Administration**
- **Chair – Angela Poole**
- **Secondary: Provost, Student Affairs, Research**
- **Assisting: University Advancement, IT, Faculty Senate**

Definition: This metric is based on the net tuition per degree for resident undergraduates in 120-hour programs. Net Tuition & Fees per 120 Credit Hours represent the average tuition and fees paid, after considering gift aid (e.g., grants, scholarships, waivers), by resident undergraduate FTICs who graduate from a program that requires 120 credit hours. This data includes an approximation for the cost of books.

Metric 4: Six Year Graduation Rate (Full-time and Part-time FTIC)

Metric 9A: Percent of Bachelor's Degrees without Excess Hours

- **Primary Responsibility: Provost Chair: Carl Goodman, Associate Provost for Undergraduate Education**
- **Secondary: Student Affairs**
- **Assisting: Finance & Administration, University Advancement, Communications, Athletics, Title III, IT, Faculty Senate**

Definition: This metric is based on the percentage of first-time-in-college (FTIC) students who started in the Fall (or summer continuing to Fall) term and had graduated from the same institution within six years. Students of degree programs longer than four years (e.g., Pharm.D.) are included in the cohorts. Students who are active duty military are not included in the data. File includes all FTIC students enrolled in fall (includes FTIC students admitted in summer and progressed in the fall semester) and early admitted students. First-time are students who have earned less than 12 hours after graduation from high school.

(PLEASE NOTE: *the questions in red are to differentiate between the report of Mrs. Barrington and that of the questions asked by the Senators at the Faculty Senate meeting, held on November 15, 2016.)

Question by Senator Hightower-School of Business & Industry:

Excuse me, I don't want to interrupt your presentation but how do you want to do this, should we hold our questions after you complete your presentation or ask now.

Response from Mrs. Barrington:

Ask now.

Question from Senator Hightower:

Okay, going back to metrics #1 and # 2, wondering why is it the provost primary and then student affairs, secondary, for those two key metrics? Don't know how the University works but if student affairs say something that requires faculty involvement, I would think you would need academic affairs working with ...has to follow up with that. Not sure why the provost is following up after student affairs for something that might involve ...or I might just be wrong! That is one question.

As to metric #3, the cost to the students. I didn't understand what you meant by 153 average hours for completion and we are ahead? I guess I'm all mixed up because if we are over 132, it seems like we are behind.

Response from Mrs. Barrington:

There is a formula that is actually calculated and that formula includes the undergraduate, I speak first to metric #3, there is a formula, you have what is called sticker price and then you have what they call financial aid. The sticker price deals with the undergraduate resident tuition and fees which FAMU equates to 109.04, then you have your books and supplies which equates to 41 per student credit hours. Then you get into the means total credit hours to degree, that's when you get into the 153. So what happens is you have the tuition, then you have the books, those two are added together, then they are multiply by the time to degree, so the lower that number is, the lower your sticker cost would be. So then you take into consideration grants, scholarships, and waivers. You add all that up together, then you divide it by the number of student credit hours. Then you come up with per credit hour. Then you multiply the per credit hour times 120 hours. Then you come up with a figure, then you subtract the sticker cost from the financial aid cost (laughter) the financial aid helps us, but if we are able to reduce the hours to degree, that means that we reduce our sticker cost. That means that FAMU number instead of being \$13,000.00 could be somewhere like the new College of Florida, who is at \$7,000.00.

Comment from Senator Hightower:

What I was thinking was the 153 number should be closer to 120, right? That number needs to go down.

Response from Mrs. Barrington:

Yes, that number needs to go down.

Comment from Senator Hightower:

I was not talking about the rest of the formula. I was looking at 153 number, it needs to go down as Mrs. Barrington emphasized. Senator Hightower's, reiterate that is all he needed to know.

Response from Mrs. Barrington:

*We need to get as close to 120. For example, we have the University of Florida, 122 hours. The closest college to us is the new College of Florida with a 140 hours. So FAMU is still 13 hours above them. So we are behind, as **Senator Hightower** comments; and **Mrs. Barrington** stated that we need to do whatever we can to get our students quickly out of here and we use the number of hours to degree.*

Question from Senator Hightower:

So the provost office is directly and primarily responsible for that.

Response from Mrs. Barrington:

Yes, and you will find out that— that is another metric, back to #1 and #2. The career center, remember reports to the vice president of students affairs and when we put these on the table and we spend a lot of time—the provost could ultimately be responsible for all ten (10) metrics. We had to find someone else who could basically serve in a role that he actually supports. When you see the structure and some of the individuals who are on there; for example, we are looking at putting the Dean of SBI, that person will actually serve on that committee. Provost Wright is going to have probably about five or six people who are actually serving on that as opposed to student affairs, who only may have two people serving. The primary responsibility we had is to carve it out and try to give all the vice presidents a key role. We could not assign all ten (10) to the provost.

Comment from Senator Hightower:

My concerns is the faculty understanding of what you just explained. If you have the SBI Dean working, the SBI Dean does not control that is why I was suggesting that the Provost, who we all report to through academic affairs has the power to make whatever needs to happen, occur, as opposed to doing a ring around the roses...

Response from Mrs. Barrington:

The way it is structure, just because a person is secondary person, it does not mean that their role is lessened. They have just as many persons sitting around the table, putting input into that committee. It is not just SBI Dean, I'm just given her an example. But as long as these strategies are being developed, we can probably add... it would be open. The meeting would be open so that everyone can here the direction the committee is going and will be aware of what is going on. So if there is something that they feel that has been left off, then that person can interject at that time and make recommendations. But the way it is set up, all ten (10) could have gone to the provost. But with the career center dealing with the career affairs, all of that resides under student affairs. So that is the reason why we put it there.

Response from Senator Hightower:

Thank you

Question from Senator Mark Weatherspoon, College of Engineering:

Looking at the chart provided, I noticed that Faculty Senate is listed, is there an allocated number of representative?

Response from Mrs. Barrington:

We are hoping that Faculty Senate would give us at least one person per committee. If there is a need for more than one we will work with it. Anyone can attend the meetings.

***President Grable** commented that Dr. Weatherspoon's question was a good one. When we look at it, it says committees' structure. The Constitution requires that any committee or counsel have two representatives. I know that the President or Provost would not have a problem with that. I wanted everyone to be aware that the administration is following the Constitution.*

Timeline for Metric 4: Six full academic years of the cohort. Fall cohorts who graduate by the end of 18 semesters (summer included, i.e., in the 2015-16 accountability report, we will be reporting on the fall 2010 (summer/fall) cohort had until summer 2016 to be included).

Metric 9A: Percent of Bachelor's Degrees without Excess Hours – FAMU Average time to degree is 153 hours

Definition: This metric is based on the percentage of baccalaureate degrees awarded within 110% of the credit hours required for a degree based on the Board of Governors Academic Program Inventory. Note: It is important to note that the statutory provisions of the "Excess Hour Surcharge" (1009.286, FS) have been modified several times by the Florida Legislature, resulting in a phased-in approach that has created three different cohorts of students with different requirements. The performance funding metric data is based on the latest statutory requirements that mandates 110% of required hours as the threshold. In accordance with statute, this metric excludes the following types of student credits (eg, accelerated mechanisms, remedial coursework, non-native credit hours that are not used toward the degree, non-native credit hours from failed, incomplete, withdrawn, or repeated courses, credit hours from internship programs, credit hours up to 10 foreign language credit hours, and credit hours earned in military science courses that are part of the Reserve Officers' Training Corps (ROTC) program).

Timeline: 2015-16 Baccalaureate degrees awarded within 110% of the credit hours required for a degree based the BOG Academic Program Inventory, which equates to any student earning more than 132 hours will go against this metric.

Metric 5: Academic Progress Rate (2nd Year Retention with GPA Above 2.0)

Primary Responsibility: Provost

Chair: Valencia Matthews

Secondary: Student Affairs

Assisting: Finance & Administration, University Advancement, Communications, Athletics, Title III, IT, Faculty Senate

Definition: This metric is based on the percentage of first-time-in-college (FTIC) students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and were still enrolled in the same institution during the Fall term following their first year that had a grade point average (GPA) of at least 2.0 at the end of their first year (Fall, Spring, Summer).

Timeline: In the upcoming accountability report, we will report on Fall 2015 FTIC (summer and fall) and returned to FAMU in fall 2016 with a 2.0 GPA or greater.

Metric 6: Bachelor's Degrees Awarded in Areas of Strategic Emphasis (includes STEM).

Metric 8A: Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)

Primary Responsibility: Provost

Chair: Andrew Chin

Secondary: Student Affairs

Assisting: Finance & Administration, University Advancement, Communications, Athletics, Title III, IT, Faculty Senate

Include are select programs in education, health, GAP analysis, Global Competiveness and STEM.

Definition: This metric is based on the number of baccalaureate degrees awarded within the programs designated by the Board of Governors as 'Programs of Strategic Emphasis'. A student who has multiple majors in the subset of targeted Classification of Instruction Program codes will be counted twice (i.e., double-majors are included).

Data Source: State University Database System (SUDS), Accountability Report (Table 4H). The Registrar's Office reports degrees awarded are reported in the final Student Information File (SIF).

Metric 6 and 8A Reporting timeline: Students earning a BS/Graduate level degree in summer 2015, fall 2015 and spring 2016 in the identified programs of strategic emphasis divided by the number of degrees according to the level.

Metric 10 A: Percent of R&D Expenditures Funded from External Sources

Primary Responsibility: Vice President, **Research**
Chair: Timothy Moore, **Vice-Chair:** Charles Weatherford
Secondary: Provost
Assisting: Title III, IT, Faculty Senate

Definition: This metric reports the amount of research expenditures that was funded from federal, private industry and other (non-state and non-institutional) sources.

Source: NSF annual survey of Higher Education Research and Development (HERD).

Reporting year = July 1st thru June 30th of previous year, reporting on the 2015-16 year.

Please note that Metric 7: University Access Rate (Percent of Undergraduates with a Pell-grant)

Definition: This metric is based the number of undergraduates, enrolled during the fall term, who received a Pell-grant during the fall term. Unclassified students, who are not eligible for Pell- grants, were excluded from this metric.

FAMU is considerably above the BOG Excellence reward for this metric.

Additionally, a committee has been formed to focus on Data Integrity of the PBF metrics. It is of the utmost importance that data we are reporting are accurate and timely.

Responsibility: Vice President, **Audit and Compliance**, Rick Givens Chair
Assisting: Provost, Student Affairs, Finance and Administration, **Research, University Advancement, Communications, Legal Affairs, Title III, IT, Faculty Senate**

Definition: The integrity of data provided to the Board of Governors is critical to the performance-based funding (PBF) decision-making process. To provide assurance that the data submitted for this process is reliable, accurate, and complete, the Board of Governors developed a Data Integrity Certification process in June 2014.

FAMU iRattler systems and other technology-based systems. Data files submitted to BOG.

Audit begins in late September - January. Report due to Board of Governors on March 1st.

All of this information was shared with you to express the importance of improving on these metrics and the need for faculty senate to be at the table as well. Therefore, we are asking President Grable and the faculty senate to provide the name of at least one person to serve on each of the established committee in identifying strategies and quantifiable outcomes on how the University can improve on each of the metrics. Each chair was provided resources to engage their committee members on identifying short-term (2016-17 academic year) and long-term strategies for future improvements. Meetings of these committees are forthcoming. Plans are to meet as an entire group prior to the holiday break to have a plan of action for the spring 2017 semester. .

This concludes my report, are there any questions.”

Beverly Barrington
Assistant Vice President, Strategic Planning
Office of Institutional Effectiveness
Division of Academic Affairs

Mrs. Barrington stated that the information she shared today was to express the importance of having the University’s approval of all these metrics and the need for the Faculty Senate to be at the table.

Question from Senator David Guthrie, School of Nursing:

*With Dr. Grable’s permission, I would like to stand, my voice carries. **President Grable** stated that she can hear Senator Guthrie voice very well.*

I would like to indeed talk about the integrity of the data that is generated and I would like to ask, will we be having reports from each school and college for each of these metrics presented to us at a later date? Are we having that? How each school and college is meeting these metrics?

Response from Mrs. Barrington:

Hum, holistically we are rolling it up, but as we get into the actually committees, I'm quite sure the need for data, now for example, the College of Science and Technology, how can I improve if I don't know how many graduates I have in the STEM area? Some areas yes.

Comment from Senator Guthrie:

Very good because that is exactly what I want to talk about, the representativeness of the data especially with the School of Nursing and other similar programs that have freshman and sophomore students declaring their major in the freshman or sophomore year. But us as faculty and program not even seeing that student until the junior year, that means that the data collected from students in the freshman and sophomore year, for example, Metric 5: Academic Progress Rate, 2nd year retention with a GPA above 2.0, if that student declares nursing as a major, we don't even have an opportunity to make an impact on that student's retention because we don't even see the student until their junior year. So, I would like to know how the committee in your department is addressing that particular issue. I think that Allied Health has the same issue and Pharmacy too. How is your department addressing that?

Response from Provost Wright:

I was simply going to say in response to your question, part of the strategy for having these committees will not only address some of your concerns on a college basis but you will notice that the committee doesn't only include academic affairs because of the data and data driven that will give us the opportunity to ask for the data to be broken out a certain way. That would include those programs in which the declaration of a major occurs later in the career of the students. I think as far as that particular metric is concerned, the one you are talking about, the critical thing is that students who move from first year to second year with a 2.0, that then becomes a concern for everyone regardless of whether they declare a major. The moment ... they become a part of statistic.

Response from Senator Guthrie:

I don't disagree with anything you are saying Dr. Wright but I am concerned about the impact and presentation of data concerning certain programs that have no, or historically have had no chance to impact those first or second year students who have declared a major in that program. They are not really in the program yet, so I'm very leery of the data presented and whether it is representative of truly of

what's going on in our program that we can address. We are addressing the students that we accept. Now if changes are made where we are actually involved in the freshman and sophomore year, then that could change. However, historically, that is not happening. Again, I'm very leery of the data reflected and if it is actually showing the School of Nursing performance or the School of Allied Health performance or College of Pharmacy performance, if our perspective program has contact with those students during the freshman and sophomore year.

Response from Provost Wright:

I cannot say if that is how the data is presented but that is something we can take a look at moving forward. Hopefully, this will give us an opportunity from that perspective okay, to begin to address in a very different way

But keep in mind that that particular committee has a responsibility to ensure that whatever data is submitted to the GOP, it is accurate because that is what the Board of Governors has asked each of the Universities to verify that the data is accurate and the Board of Trustees then has to sign off on that.

Response from Mrs. Barrington:

Also keep in mind that all of those students you are saying you don't have inthose students are being guided under the undergraduate students' success center. So those students are being advised, those students are getting some type of support. I am not saying exactly what you are saying, but as we break the data out, we will be able to see how many of those students have pre-nursing and how to develop a strategy to address that. So all of this is in the early stages of development and that is why it is so important that Faculty Senate will be at the table. As we develop these strategies, short term strategies just so we can deal with the metrics so we can impact this year or the reporting in the 2018 year, as you are assigned to these committees please make sure that you are there so we can develop improvement plans. How can we move forward?

Dr. Houston comments:

To answer part of it, it is not just limited access programs. Most of us don't get to interact with the students until they get to be juniors. Those first 60 hours is general education. I see you want the Faculty Senate involve in these committees. But I would encourage Dr. Wright to include not just two members of the Faculty Senate, because our success in meeting some of these performance metric will depend heavily on our teaching faculty. I think you need to have more of your teaching

faculty involved. Some of these things hinges upon the shoulders of the teaching faculty. Get them involved. I still don't think many of our teaching faculty understands the gravity of meeting those metrics.

Response from Mrs. Barrington:

Also, we are in the process now of establishing a website so as we are putting information out as we are having meetings, all the information will be available, it is always open to anyone. Some of these committees will grow. There might be one committee for example that's dealing with actually the career center. We might be looking at what software information and what's out there. One may focus on the cluster, it may be a committee that is looking at how we can revamp the actual career fairs. As we expand out there may be other sub-committees. So we are open and we want broad participation across the University. Dr. Robinson's intent is to make every person around this campus aware. Each person whether you are in the financial aid office or the registrar office or facilities, all of these have an impact on the success of our students.

Question from Senator Marcia Owens, School of the Environment:

Just want to address a few things that Dr. Houston discussed. It is not just about limited access programs. We have to make sure that units such as undergraduate student success do not undermine the academic units as well as the progress of the students. I have had two students to come, undergraduates, majoring in Environmental Science. They really needed to change to Environmental studies because Environmental Science requires in the first semester, Calculus 1, general chemistry, general biology and English and if you don't test into Cal 1, say if you test in college algebra, you are already a year behind. But if someone in undergraduate success tells them that Environmental Science sounds better than Environmental studies and that student stays in Environmental Science and starts a year behind, final gets to general chemistry and they fail that twice, and go to Organic and fail that twice, they could have been half-way out if they had started with Environmental studies as we try to tell them. So we need to make sure that all of the units work together with us, to tell an 18 year old, to have science in your major sounds better but to be out sounds better too.

Response from Mrs. Barrington:

Okay, thank you. That concludes my report. But keep in mind that Florida Atlantic University (FAU) was in the bottom three (3) the first year and finish tied for first

this year. So we know that it can be done. We have to come up with some very strategic and quantifiable outcomes and get the entire campus involved. I think that FAMU can be successful and moving along these areas of excellence instead of improvement points. At the bottom of the page it give you the website, the Board's website, you can see what other schools are doing. The Board is on a 100 point scale which means that the University has to have 51 points in order for its base budget not to be held back. FAMU thus far has been very fortunate never to drop below that threshold. We had to have at least 26 points and we did, and we did not have to do an improvement plan. Please go out and read as much as you can and if you have any questions, please send me an e-mail or give me a phone call.

President Grable: *Let's give her a round of applause (applause). This was very informative. I want to give her another round of applause. It is comforting to know that we have excellent people helping us to move forward in meeting the goals that we as faculty know are certainly within our reach.*

At this time I am waiting for the Parliamentarian, Dr. Muchovej, to let us know if we have a quorum.

Madam President said Dr. Muchovej, you do have a quorum. The time is now 3:47 pm. At this time we are going to go back for approval for the agenda and the minutes.

At this time I call for said motion for the approval of the November 15 agenda, motion made by Senator David White and seconded by Senator Hightower.

Motion made by Senator David White for the approval of the October 18 meeting minutes and seconded by Senator Weatherspoon.

Senator Owens *made one correction as to her attendance, please note that I should be on the excuse list, I was on University travels and she notified the office of the faculty senate of her absence. (So noted)*

Announcement by Dr. Boston on textbook affordability:

Good afternoon colleagues, I am coming before you on behalf of Dr. Goodman who is on University travels. He wanted me to stress to you to take back to your perspective colleges and schools, that faculty needs to make sure that they have

submitted their textbook orders for the spring. This is very important. There was a deadline for October 10, and there are still some orders that have not been submitted. I see some Department Chairs and Deans. Please stress to faculty they need to get their orders in. If there is a class that is not requiring a textbook, the faculty still have to verify the course and that there is no textbook used for that course. Thank you.

President Grable welcomes Provost Wright-Academic Affairs Update:

Provost Wright-Good afternoon. I just have a few things I want to share with you. This on? Yes. I cannot hear because my ears are all stopped up. I think that is one of the adjustments that I had to make in one of my new role in..... However, if you cannot hear me then just raise your hands and I'll speak up. Dr. Robinson wanted you to know and Dr. Grable already knows this but he (Dr. Robinson) authorized or allowed a member of the Faculty Senate to be a representative at the Senior Leadership meeting. We meet every Tuesday at 8:30 am and your colleague, Dr. Maurice Holder, has been serving in that capacity. This has been a long-standing request and he has agreed and Dr. Holder has attended two of the meetings. So we welcome him and he will be able to report back to you some of the issues that are being addressed at the leadership meeting.

Another thing you may have noticed is that there are not many Deans here. There are fewer Deans in here probably than normal and largely it is because the majority of them are traveling from Miami to Orlando right now because there is a full press on trying to attract National Merit finalist to the University. Okay, so (applause) Trustees have opened their homes for the University to host receptions at their home and invite National Merit semi-finalist. Last night, Trustee Dave Lawrence opened his home in Miami and there were twenty (20) scholars that came to his home and another ten (10) students qualified as very good students that came in from Broward and they came in with their parents. It was a very impressive reception. Tomorrow evening, there is going to be a reception at Trustee Mill's home in Orlando. This program is a statewide program and I believe Senator Negrón has proposed if Universities, first of all, each University has to become a sponsor and in order to become a sponsor, you have to have X numbers of National

Merit Scholars at your University. We are currently not a sponsor but with this effort-taking place over the next month, we hope to become a sponsor because if you get a National Merit Scholar to the University and pay their expenses the first year and they remain qualify, the state pays all of their expenses for the remainder for their career. I am talking about tuition, room and board, expense, everything, including transportation back and forth to campus. So, obviously this is very appealing on so many different levels. But the fact that we are actively pursuing the scholars it clearly will have a direct impact on the quality of the overall student body with the University. A great deal of conversation has been spent talking about those students who struggle within the institution and we recognize that we have to provide the same type of support for our very high qualified students as well. So this is one of those efforts. You will hear as most everyone knows that this weekend is the Florida Classics, and there will be some very important announcements that will be made during the half-time shows in support of those students coming in and just listen for them I am not going to preempt the announcement.

I am honored to serve as your interim provost. Second term! It is taking me a while to get up to speed. I know the car is moving quickly and even though I cannot make out the license plate, I can make out the make of the car. So with your help we will try and continue to move the University forward. It is taking us a little while to understand where we are but there is a tremendous amount of enthusiasm from you, the faculty as well as the community as a whole. You can sort of see it and the spirit is very high. After the first of the year, I am hopeful to bring the new Dean of the School of Nursing to the Faculty Senate and introduce her to you. You may see a news release but we are very happy to make that announcement. This search has gone on endlessly. You may recall that there were some infamous meetings– Board of Trustees meetings that I participated in when I was here before. However, we now have a permanent Dean who is excited about being here. So we look forward to that. I am not going to prolong your meeting but I wanted to share these few things with you. If you have any questions I will entertain them depending on who they are coming from. (Laughter and applause)

Question from Dr. Houston:

Welcome back! Heard you say you are looking at Merit Scholars from South East Florida, but don't forget Tallahassee.

Response from Provost Wright:

No, I should have mention that these receptions will be taking place in Orlando, Jacksonville, Tallahassee, Houston, Atlanta, California, and Washington D.C. The ones that take place out of state will be sponsored by our alumni. Those who have elevated themselves in industries and have agreed to host these receptions.

Question from Dr. Houston:

Do we know how you are choosing students? Is there someone who is designated? Should we send.... to your office?

Response from Provost Wright:

This is being coordinated through the scholarship office and student affairs.

Question from Dr. Houston:

Who should we contact about this information?

Response from Provost Wright:

The contact person is Deidre O'Neil who has been the one who has been spearheading this effort and will be happy to do that as well. Either send the information to her or to the VP William Hudson.

Any other questions?

Question from Senator Mark Weatherspoon

It is very exciting to hear about the efforts that the administration is planning to get these National Merit Scholars and high achieving students to come to the University. I can see personally that was the plan for success in the past at the College of Engineering implemented by President Humphrey, so we are definitely hopeful that those efforts bolstered high achieving students interested in Engineering as we saw. But can you briefly discuss the role that faculty will play in that process, in particular, with respect to these high achieving students? These students can go to Georgia Tech, MIT and various places like that. What does that mean in terms of what type of faculty we need to have here because high achieving students choose to go to places where their faculty are doing great things in new areas and things like that? Is that part of the roadmap to bolster and enhance actual research and works that are being undertaken by faculty?

Response from Provost Wright:

Yes, that is part of the roadmap. I cannot really speak in detail about what that is but we do recognize that in order to attract high achieving students you have to have a very strong faculty, and trying to enhance the faculty as well. So we are trying to work all the angles at the same time. We do know that many of these, one of the things that helps and distinguishes our promotion which is different from some of the other institutions, is that, hum, those students that choose to come here will get a 100% of their expenses paid. Okay, whereas many of those students that are eligible to go elsewhere to other universities, they get a certain percentage paid based upon their ability to pay. So that is one of the attractive aspect of our recruitment efforts. Okay, but to answer your questions, yes, there needs to be a continued focus on not only to retain faculty but also to continue.... significant faculty recruitment the university.

Question from Senator Tiffany Ardley, College of Pharmacy:

As we are recruiting National Merit Scholars we are also recruiting graduate students for our Ph.D. program. One of the problem we are finding is that we are getting them here, but we are not supporting them. That is a huge problem. I know in order for us to keep our current classification we need to continue to put out a certain number of Ph.Ds.' each year. But each semester each year our students are running into financial problems because they don't have the money and there is no money available for them. I understand there are training grants but when we bring these students her; for example, we have student in Pharmacy from California with the expectation that she was going to be funded. Of course, we can always say with the availability of funds. But to me that is a misconception, it is kind of "bait and switch" with these students. So I feel we need to take better care of our Ph.Ds.' students. So, just as we are recruiting undergrads we are recruiting graduate students but then we get them here and we are not able to continue to support them. For me that is a problem.

Response from Provost Wright:

Alright, I agree if that is the case but I think it is not quite accurate to say that we do not support the students. I think that there might be some examples you can cite. But I also know that we do support graduate students and Ph.D. students. Those that are specific, I will be happy to take a look at that. I know that there has been a great deal of correspondence between graduate students, graduate student organizations and Deans of Graduate schools. So I would like an opportunity to address those concerns. I do know that we do support our graduate students. I

know that we are one of the few schools in the system that offers a variety of support to our graduate students on so many levels. I'll be happy to talk with you going forward and have an opportunity to take a look at that. Okay!

Question from Ms. Paris Ellis, SGA:

Good afternoon, Can you expound on the plan of action of international studies and the study abroad program?

Response from Provost Wright:

In what way?

Question from Ms. Paris Ellis

Are we able to get those scholars over here as well as internationally?

Response from Provost Wright:

In some cases, particularly those scholars usually with international students it is a little different from what I understand. So many now, scholars have the ability to support themselves. It is not like the scholars that are being supported by the university. The difference is you cannot use state funds to support international students. So you have to have other types of funds available to support international students. There is a desire to expand and diversify and increase significantly the international student body but we have to have those students to be able to fund themselves. There is a whole idea that they have to support themselves.

Question from Ms. Paris Ellis:

What about student trying to study abroad? Is that the same thing for our in-state students who are trying to go abroad to study as well?

Response from Provost Wright:

Well, I know for a fact that the Dean of the graduate school just came back from China. There are opportunities that are available; in fact, China has through HBCUs', offered scholarships and full expenses for students to study in various institutions in China. I think he will be talking about that more. I think that program was initiated just before I left the last time I was interim provost. It is a consortium of HBCUs' but they have been having problems to fill those spots. But there are

opportunities and we will continue to expand those opportunities because I think it is very important that all of our students have an international experience while they are here.

Question from Senator Hudson Nwakanma, School of Business & Industry:

My request to you, that I would like you to make to the president that we have been working on for several years now without having any substantial raises. (Laughter) It is very important as an incentive to motivate us to give us a raise. If you can help that would be helpful to us. (Laughter)

Response from Provost Wright:

I will do my best. (Laughter)

President Grable thanked Provost Wright if there are no other questions. (Applause)
Thank you!

President Grable: Now following the agenda, are there any announcements that anyone would like to share at this time? No response

Well, I would like to recognize our Committee on Committee Chair person. We did hold a meeting and she was elected by her peers and I would like to ask Dr. Cooper from Allied Health Sciences to please stand. (Applause) This is a pretty large task and it just got larger today. You will be responsible for recommending faculty representatives for the Performance Metric Committee. We will talk further on that. Senators I would like to state if you are interested in any particular committees, our Standing Committee, our University-wide Committee, and of course the new Performance Metric Committee, please feel free to call Ms. Harris or Dr. Cooper directly. We have to get involved. As to Dr. Houston's point, we do have a castle structure that Dr. Cooper is well aware of as the Chair of the Committee on Committees and our goal always is to involve senators and faculty members at large. So we do need to have faculty senate representation and if you want to, volunteer, or Dr. Cooper will recommend you. I know that your committee is meeting tomorrow and her willingness to serve the faculty senate.

CONTINUING BUSINESS

We are continuing to find a location that has technology and a place that is comfortable. Would like to again thank Dr. Ardley for offering the space. Lee Hall

needs a lot of update and it does not allow for visual presentation. We have been in the journalism lecture hall but we do need to have a place where we can converse and use the technology.

President Grable introduced Dr. Eidahl, our brand new Curriculum Chairperson of the Curriculum Committee. Welcome Dr. Eidahl.

CURRICULUM COMMITTEE REPORT: Dr. Kyle Eidahl

Fortunately, we have a small list of changes to the curriculum and I thank you for breaking me in gently. Thanks to the committee members for their assistance and support in helping me get my feet under me. The committee met on November 2nd here in the Pharmacy. Again, we thank Pharmacy for allowing us to have one of the rooms to allow for video conference, which allowed several people off campus to participate. We have today five (5) course changes, two (2) course termination, one (1) new academic program and one (1) new concentration program to build on.

1. **Course change request in Health Information and Information Management** for name changes for accreditation purposes. Do we have a motion to accept the changes? **(Please see the report in packet.)**

- a. Motion to accept the course changes by Senator Nwakanma and seconded by Senator Burke.

President Grable asked if all are in favor to signify by saying "I", motion carried.

DISCUSSION:

Question by Senator Weatherspoon:

So basically, it is only a name change so the course number remains the same?

Response by Senator Eidahl:

Yes.

2. The next four goes together for physical therapy-Course change request from Physical Therapy for accreditation purposes. The top two are one credit and they are moving it to the bottom. Getting rid of courses that are redundant. **(Please see the report in packet.)**

a. Motion moved by Senator Holder and it was seconded by Senator Weatherspoon. Dr. Eidahl was procedural moving the motion and Dr. Houston stated that it cannot be done that way.

b. President Grable thanked Dr. Houston and stated that everyone needs a good vice president, thank you. The motion was been properly moved and second, all in favor say "I" all who oppose? Motion carries.

President Grable stated regarding the course change request that Dr. Eidahl delineated to you, I need a motion to move the change request. All those in favor say "I" all those oppose? The motion is carried.

3. A new academic program request from the Department of Industrial and Manufacturing Engineering. **(Please see report in your packet).** The plan is to increase students in this program.

Discussion:

Question from Senator Hightower-SBI

Are there any additional cost to the University for this Program?

Response from Senator Eidahl:

They said no. The classes are already offered and they already have a faculty to teach. Basically, they will allow undergraduates to take a couple of graduate courses before getting into the Master's program.

Question from Senator Weatherspoon:

Just to add clarity, typically in a 4 plus 1 program in engineering, the undergraduate students at their senior level are allowed to take graduate courses and have them count for undergraduate and graduate degree, so basically they and there is no additional cost.

President Grable asked for a motion to approve the new academic program from the Department of Industrial and Manufacturing Engineering. Motion was made by Senator Oriaku and seconded by Senator Nwakanma. All those in favor say "I", oppose- motion carried

- 4. The new graduate concentration in the Division of Basic Pharmaceutical Sciences and Division of Economic, Social and Administrative Pharmacy.** This is a Master in Science, in Pharmaceutical Science. This would allow those students who qualify on their way to a Ph.D to get a Master's degree. This is for accreditation purpose. Students will be allowed to receive the Master's before they get their Ph.D. This will help the university with their accreditation. **(Please see report in the packet.)**

Discussion:

Question from Senator Latinwo:

I have a problem with your explanation. If you say a student who applies for a Ph.D and is not doing well,(could not hear the rest of Senator Latinwo's question due to a person coughing in the audience)

Response by Senator Eidahl:

If a student does not complete his Ph.D. the student will not end up with a Master's degree. Basically, to get the Master's degree ... they must have the credit hours.

Please note at this point senators were responding and asking questions without identifying themselves so I was not able to capture and take accurate notes that would reflect the speakers concerns. Again, I would remind senators to please identify themselves and take turns in speaking.

Question from Senator Weatherspoon:

Is it clear that someone who qualifies for this has to finish with everything else except for his or her dissertation?

Response from Senator Eidahl:

Yes

Comment from Senator Holder:

If I may clarify, in this particular discipline in Pharmacy degree, the students who are generally registered and those in the work force but what they have found is that those individuals once they have completed their comprehensive, all they have left is their dissertation, but that has taken a while for most of them. All we want to do is capture the data at the Master's level while they are still in the promise of getting their Ph. D. We are using the data to satisfy accreditation.

Question from Senator Weatherspoon:

So for this program there is no Master's degree?

Response from Senator Eidahl:

No, that is why the "Master's en passant or along the way option will provide qualified doctoral students an opportunity to earn a M.S. degree along the way to obtaining the Ph. D. degree."

Question from Senator Houston:

I think I am still struggling with what Senator Latinwo is struggling with, these students admitted to a Doctoral program. As they move through the Doctoral program they are candidates and they stall at the candidate level and now they are going to reward a Master's degree? Is that it?

There were several persons speaking all at the same time, but an unidentified senator stated that they meet all the requirements but the student is not stalled.

Question from Senator Houston:

Then why not let them just finish their program?

Response from Senator Eidahl:

Awarding the Master's degree is going to add to the number of degrees that the University has for the metrics. This is not so much about the student not finishing the program. It is trying to get additional degrees for the metrics.

Question from Senator Weatherspoon:

Was a study done to see how it has been done at other institutions? While we are trying to pump our numbers is this something that is favorable at other institutions?

Comment from unidentified Senator:

Everyone with a Master's program wants to have a Ph. D. I understand for the program if it would help them then it is okay. But we have to be careful. We have to encourage our students to complete their degree.

Comment from unidentified Senator:

Is this a true program or not. Someone has to clarify this?

President Grable has just indicated that our Parliamentarian has just stated that everyone who wants to speak on this matter has already spoken so we need to call the motion. Motion to approve the new graduate concentration that is already on the floor. All in favor of the new graduate concentration say so by the sign of "I", opposed by Senator Latinwo.

Senator Eidahl stated that completes my report.

Comment from Senator David White:

Thank you for taking on this task. I submitted to you a matter but it was not on the agenda. So is there any way we can address this matter since I want it to be approved for the spring.

President Grable stated that we have to table the Facilities Planning update and the School of Journalism update for next year.

Smart Classroom update from Mrs. Franzetta Fitz:

As a courtesy to Mrs. Fitz, I have included her entire report for your review and have adopted it as part of the minutes.

1. "Points of Discussion

- a. Student Technology Fee (www.famu.edu/stf)**
- b. Funding for new electronic classrooms**
- c. Funding for maintenance of existing electronic classrooms**
- d. Funding for operational support**
- e. Next Steps**

STUDENT TECHNOLOGY FEE

The Student Technology Fee is a university fee assessed on base tuition for undergraduate and graduate students on all Florida A&M University Campuses. This fee was approved by Florida's Legislature under Florida Statute 1009.24. This statute allows a technology fee of up to 5 percent

of the tuition per credit hour, beginning with the fall term of 2009-2010 academic years. The revenue from this fee shall be used to enhance instructional technology resources for students and faculty.

WHEN DID FAMU IMPLEMENT THE FEE

The Student Technology Fee approval followed the guidelines associated with implementing new student fees, and was assessed for the first time during Fiscal Year 2009 – 2010. Initially, budget authority for the Student Technology Fee included both the Office of Instructional Technology (OIT) and Enterprise Information Technology (EIT). At that time, the primary focus was to convert/retrofit 100% of our instructional facilities that did not have any learning technology to smart classrooms over a five year period. Additionally, a percentage of the funds collected annually from the student technology fee were planned for on-going maintenance of equipment and infrastructure required to keep the smart classrooms functional. Initially, maintenance issues were funded by the Student Technology Fee, however, and I am a member of the Student Technology Fee Committee and to my knowledge, no new proposals have been approved since Fiscal Year 2013 – 2014. And, in addition to that, OIT no longer has any budget authority for the Student Technology Fee.

DAILY OPERATIONAL SUPPORT

The Office of Instructional Technology has always provided daily operational support to faculty for the smart classrooms. Initially, one OPS classroom support position was funded through Title III. However, due to a reduction in Title III funding, the position was eliminated in Fall, 2015. Prior to the elimination of that position, I made numerous requests to add additional smart classroom support personnel through the use of the Student Technology Fee. Additionally, lack of personnel is not the only issue that we are facing to maintain a stable classroom technology environment. The funds for maintenance for the equipment, like projectors, elmos, screens, etc., is funded by the Student Technology Fee. And, to my knowledge, I don't think any proposals for maintenance, or anything else, have gone through the approval process since Fiscal Year 2013 – 2014, which, unfortunately, has led to a classroom environment where the technology is no longer reliable. The technology should always be reliable. When you walk into the classroom, the technology should always work so that you can focus on teaching. The Student Technology Fee funds should be allocated to maintain the highest level of stability with the technology installed in our classrooms. If the funds are being collected, then the resources should be provided.

NEXT STEPS

Where do we go from here? I think it will be in the students', the faculty's, and the leadership's best interest to have a comprehensive plan moving forward to address this problem. There is life cycle associated with this technology. So, in many cases, we cannot even repair the technology in the classrooms because it has passed its end of life. For example, in BL Perry, we cannot even install new equipment because the cabling that connects the equipment is now obsolete. And, that is occurring across the entire campus because most of these classrooms are now six years old or older.

MY RECOMMENDATION:

- 1. Faculty/Senate President or designee should schedule a meeting with the Chair of the Student Technology Fee Committee, the Associate Vice President for Information Technology Services, the Provost, and the Director of Instructional Technology to establish a corrective action plan as soon as possible.**

Because time is of the essence, we need the powers that be, to be at the table, so they can understand the magnitude of this problem, and so that we can work collectively to address and correct it.

Mrs. Fitz stated that she has spoken to Provost Wright several times even before President Grable invited her to speak with you. I have no budgetary authority so we need to get together with those in power so they can understand the magnitude of this problem. Provost Wright is on board in correcting this problem. That concludes my report. Thank you (applaud)

Comment from Senator Holder:

Madam President and Mrs. Fitz, being a sufferer of what you just presented every time I get up to teach., I would like to offer a motion that we adopt your recommendation that we, Faculty Senate, advises the administration that this has become a very serious matter and it requires their immediate attention. I so move. Motion made by Senator Holder and seconded by Senator Hightower

DISCUSSION:

Question from Senator Hightower:

Where is the money now?

Response from Mrs. Fitz:

I don't know. Honestly, like I said I have no budget authority. That is a question that needs to be asked of someone else. The provost, I don't know what the findings are.

Question from President Grable:

When did your involvement in the budget end?

Response from Mrs. Fitz:

Well, probably the last time proposals were submitted in 2013-14 fiscal year.

Question from Senator White:

I was supposed to be on the Student Technology committee but I have gotten nothing, as far as meetings or anything like that. Who is in charge of that committee, Is this a faculty senate committee?

Response from President Grable:

It is a committee that should have had representation. This is one of the reasons this item is on the agenda. I, too like all of you, just today I had to switch class for my students to present. That is why we are discussing this issue.

Comment by Mrs. Fitz:

I too have not been invited or included in any meetings since 2013-14. If you look on the website the last time was 2012-14

Comment by President Grable:

That is one of the things we are going to address because our millennial students who expect that the technology is maintained and optimized. Too many of us are faced with technology problems in the class.

President Grable asked that the motion that was made by Senator Holder be read back. The secretary read back the motion at the request of President Grable as follows.

“I would like to offer a motion that we adopt your recommendation that we, Faculty Senate, advises the administration that this has become a very serious matter and it requires their immediate attention. I so moved.”

Senator Holder said that is exactly my motion. He states that he does not accept any amendment to his motion. He states that he is not interested in any investigation. We know where that investigation will go! The money is gone and we want the problem fixed.

President Grable said: there is a motion on the floor, it has been moved and properly seconded. All those in favor say so by the sign of “I”, all those opposed? The motion carries. Let’s give Mrs. Fitz a round of applause for coming. (Applause)

President Grable stated that the last item, Dr. Elizabeth Davenport will report on the UFF-impasse update.

NEW BUSINESS:

UFF union impasse update by Dr. Elizabeth Davenport:

In March, we declared an impasse with the administration. We did so after negotiating for a year. I would like to explain what an impasse it. Only 3 people questioned the rightness or wrongness of this decision. After one year, the university kept offer of 1%. After conducting our investigation, several universities all across Florida, which we needed more for this faculty. We need more to move this faculty. The team consist of the following. I told them that I will identify the members since I don't vote by myself.

- *Dr. Hightower,*
- *Dr. Weatherspoon,*
- *Dr. Muchovej, and*
- *Dr. Carol Scarlet*

We all voted and decided to go to impasse. Since we have been in impasse over the fact that we did not get 3% and because the administration failed to accept some of our articles which we believe will improve the environment here at FAMU. So we are at an impasse. We waited until our Interim President Robinson took office. We went as a team and we asked him to do the right thing. He said that he has to talk to his team. I reminded him that we have declared an impasse and if at any time he wanted to speak with us we are available. We have now talked with his team two additional times and we will be talking tomorrow. Currently, the status is that he has upped the offer from 1% to 2% and 1% bonus. Three of you have written to me and said that we should accept the offer. We disagree as a team. For several reasons, and I agree with Dr. Nwakanma because across Florida we are the only institution that do not receive continual raises. So we are asking for 3%. In addition, there are four (4) articles outstanding. There is article 14, which we are asking for promotion. We are asking that instructors be allowed to be promoted. Article 15, tenure, where we are has taken out waivers in the contract. Article 10, evaluation which we created a system of merit. Right now there is no system of merit in your Collective Bargaining agreement. Article 23, which is salary. We have been asked to come back tomorrow. We will be there tomorrow. If you have any questions you have one minute.

Question from Senator Guthrie:

Is this a time to bring out something for consideration in the future? Okay, When I take on extra duties above the 40 plus hours and it is written into my contract I take a pay cut to do that because the funding does not come out of salary, it comes out of a different budget. Now, I was wondering whether the union is going to address that. My feelings are that if we are working over 40 hours and we are helping out at least our salary should be the same. I know it is written into the union right now that anything that the administration is able to do that to us. I was wondering now after this negotiation is complete, that that could be addressed.

Response from Dr. Muchovej:

What you are looking at is when you work over 40 hours it is put in as OPS. Dr. Guthrie said that is correct and he wants that to be changed.

Dr. Muchovej asked another question- that is the value that you get is also hits. Whether it is more important to have the value changed or changed so that you get—when you are working OPS, no benefits are paid.

Dr. Guthrie said I am personally okay with stopping with the benefits I receive at 40 hours but I should not have to take a pay cut. I don't want to get a pay cut if.....

Dr. Muchovej said that is what he wanted to know.

Dr. Davenport said that the impasse is for 2015-16 school year. We have not started negotiations for the 2016-17 school year. We will write that down and you will be included in the next negotiations and you will be included in our investigation because it is a valid request.

Question from Dr. Latinwo:

You talk about promotion from instructor to assistant professor?

Response from Dr. Davenport:

No, we are talking about the fact that instructors, you can be on this campus for 30 years as an instructor and never be promoted. So we have put in instructor 1, 2, and 3, so they can advance just like anyone else.

Question from Dr. Latinwo:

Because right now instructors can go from instructor to assistant.

Response from Dr. Davenport:

Yes, we know with the introduction of the requirements laid out in each and every college. But we are saying that since an instructor, and I know them, because an instructor can be here for 20-30 years and never be promoted. So we decided that we should create some protection for that class.

Question from Dr. White:

Was the ... promotion percentages in terms of 9% and 12% from assistant to associates...?

Response from Dr. Davenport:

The new salary increases are if approved The new 23 have those increases.

Comment from Dr. White stated that he did not hear that on the table.

Response from Dr. Davenport:

I just want to assure you that if any of you, we have these semi-monthly meetings and people come in and I tell them the status of impasse and what we are going to do. I give them articles. If anyone wants these articles just tell me. We have new articles and those articles are open on the table. The ones that I just talked about.

We will be seeing them from 3-5pm. There was a legal notice that was sent out through FAMU info, and if anyone is interested please come. We are always open for questions, concerns, thoughts, and actions.

Have a nice day! (Applause)

President Grable thanked Dr. Davenport and stated that there was one other item on the agenda, it was my Dean, Ann Kimbrough, and we are starting a new program whereby we are asking for Deans to come in and give updates regarding their colleges. Dean Kimbrough was going to be the first one but as you heard earlier, Provost Wright said that the Deans were traveling and trying to National Merit Scholarship finalist so that is why she is not here. I did not know she was part of that group.

With that said I am going to accept a motion to adjourn. Motion so moved by an unidentified senator and it was second by an unidentified senator.

Meeting adjourned at 5:00 pm

HAPPY NEW YEAR
2017