

## Faculty Senate Meeting Minutes

October 15, 2019

3:00 p.m. – 5:00 p.m.

Lee Hall Auditorium

### **Officers (Present)**

Dr. Ann Marie Cavazos, President  
Dr. Tiffany Ardley, Vice President  
Dr. David Guthrie, Parliamentarian

### **Senators (Present)**

Dr. Terrell Brown  
Dr. Lillie Brown  
Dr. Jeneen Surrency  
Dr. Kyle Eidahl  
Dr. Huijun Li  
Dr. Robin Perry  
Atty. Kenya Washington-Johnson  
Dr. Michael Thornton  
Dr. Daniel Osborne  
Dr. Katie Brodhead  
Dr. Ezzeldin Aly  
Dr. Lavetta Henderson  
Dr. James Muchovej  
Dr. Aavudai Swamy  
Dr. John Cooperwood  
Dr. Angela Thornton  
Dr. Vivian Wilson  
Dr. Yassir Abdelrazig  
Prof. Seyedehmahsan Mohsenin  
Dr. Kelley Bailey  
Dr. Leah Hunter  
Dr. Lisa Gardner  
Dr. Naquita Manning  
Dr. Ashvini Chauhan  
Dr. Michael Colon-Martinez  
Mr. Keith Fagg  
Ms. Jacqueline Menzel

### **Senators (Absent)**

Dr. Novell Tani  
Dr. Anthony Ananga  
Ms. Thomasina Brock  
Dr. Tarik Dickens  
Prof. LaVerne Wells-Bowie

### **Senators (Excused)**

Dr. Rajiv Dalal  
Dr. Pia Woodley  
Dr. Aretha Hill  
Dr. Michee Lachaud

### **EX-OFFICIO (Voting) (Present)**

Dr. Carl Goodman  
Dr. David Jackson, Jr.  
Dr. Robert Taylor

### **EX-OFFICIO (Voting) (Absent)**

Mr. Bryan Smith

### **SGA (Voting) (Present)**

Ms. Taylar Hall

### **SGA (Voting) (Absent)**

Ms. Natalie Antenor

Meeting called to order at 3:09 p.m. by Faculty Senate President Dr. Ann Marie Cavazos.

### **OPENING REMARKS**

Good afternoon, Senators', Faculty, President, Provost, Deans, and guest. Most of you know that our theme is "Raising the Bar". But I forgot to thank the pre-faculty conference chair, Dr. Simmons and her team for that theme. So, I have adopted it the phrase. The dictionary describes the phrase "raising the bar", "as to lower or to raise the standards which need to be met in order to qualify for something".

As one of the top HBCU institutions in this nation, it is of paramount importance that we continue to adopt the phrase and philosophy of "**Raising the bar**". There is a standard, set forth, not only by the University Constitution and By-Laws, as well as the State University System has standards that we must be in compliance, but also by the world. FAMU, the world is watching us; its eyes are on us. There are many who are watching to see if we can continue to exist and succeed.

There are those who are banking on our defunding and demise. Thankfully, however, there are also many who are cheering us onward, praying that we remain steadfast in our purpose, diligent in our mission. The good news is, we are more than conquerors! Our history is the telling forth of one of the greatest struggles from tragedy to triumph in modern times. Now, we have the responsibility to maintain this standard set forth by our predecessors and be the facilitators for our progeny!

You, faculty are the brightest and best of our nation's educators, are the ones who will help our FAMU students become the future's brightest and best! Together, we can achieve this great undertaking if we can continue to Raise the bar. We must work together- **Let's raise the bar!**  
Thank you

### **Parliamentarian Guthrie stated we have a quorum.**

### **Approval of October 15, Meeting Agenda:**

**President Cavazos** requested a motion to approve the October 15, 2019 meeting agenda.

A motion to accept the approval of the October 15, 2019 meeting agenda was made by \_\_\_\_\_?

**Second** by Dr. Muchovej.

Are there any discussions?

Yes, madame chair. As you all know, I am **Reginald Mitchell** an elected officer from the College of Law and elected Secretary of the senate. Today, notwithstanding to say on September 23, there is a procedure to sign your name as a senator on the roster and I was prohibited from getting a package to serve as a senator, and we at the steering committee made clear that there may be a misinterpretation from the president that I'm prepared to...

**Parliamentarian Guthrie:** Point of Order! “this is a discussion about the agenda. Excuse me Mr. Mitchel. This is a discussion about the agenda? Mr. Mitchell requested to make a motion but was denied by Parliamentarian Guthrie because he stated, he was not recognized as a senator”.

**Mr. Mitchell stated** that he would like to amend the agenda, which a senator has the right to do to move the discussion to the top of the agenda....

**Parliamentarian Guthrie:** Point of order, at this point you do not have a vote because you are not recognized as senator. As such, you are not eligibility to be at the mic to make a motion. Senators, that are eligible can be at the mic.

**Senator Kelley Bailey** good afternoon made a friendly motion to the meeting agenda to move section c under #8, (the first item under new business) to top of the agenda, to discuss Mr. Mitchell’s and other concerns. So, move it to the top of the agenda but after Administration remarks, to address Mr. Mitchell’s concerns.

**President Cavazos** restated the friendly motion to amend the agenda to move section c right under University remarks.

**Parliamentarian Guthrie:** stated that motion to state that a friendly motion to amend the agenda was move under University remarks to address Mr. Mitchell’s concerns.

**President Cavazos** called the motion. All in favor show by a sign of aye. All opposed same sign. **Motion seconded..... Motion carried.**

**Vice-President Ardley** said she had a question, “there is no one to take the minutes because I feel that this is a meeting where minutes definitely need to be taken.”

**Mr. Mitchell** stated that as the elected secretary he should be allowed to take the minutes because the last time there was no tapes.

**Parliamentarian Guthrie:** As a senator, I would like to open up the motion for someone from the senate body to volunteer from the senate body take the minutes for this meeting.

**Dr. Latinwo** stated that “Dr. Guthrie, I say you are stepping out of your boundary. Let the president state the need. Thank you”

**President Cavazos** confirms the parliamentarian’s request for an eligible Senator to volunteer to take minutes for the meeting.

**Voluntary Secretary:** Jacqueline Menzel, from the Library agreed to take the minutes for this October 15, meeting. ....

Greetings everybody. "I am **Cory Watt** student Senate President Pro Temp point of order. We didn't approve the minutes. Okay, no opening remarks, No announcements. We just jumping around.

Parliamentarian Guthrie said that there are no minutes, the motion for minutes and minutes have not been presented yet for motion. We're getting a secretary here temporary. Okay, but we were we were we were out of order. We just jump down to University administrative remarks. We didn't do the rest of the stuff. We can't just jump around like that. Thank you. You're welcome."

#### **University Administration Provost Eddington Remarks:**

Good afternoon colleagues. Thanks for accommodating me I have to leave a little early. So, I appreciate you letting me speak. I've wanted to take this opportunity to give you some brief updates on a few items. Does everyone have a copy in their packet of the update slides? Okay, so just a few things, one the president and I have agreed upon my goals and priorities for this Academic Year and I want to share them with the faculty just to make sure that everybody understands what priorities and goals are driving Academic Affairs and your Deans' will be sharing their goals that align with these goals and the president's goals and it's important that we're all on the same page about where we're trying to go as an institution and it's important that we're all on the same page about some of the priorities right? So just quickly obviously number one

1. Is working to make sure that we have the right type of approach to improve Student Success to achieve the aggressive goals that have been set.
2. It's about increasing efficiency in our operations looking at our academic structure and organization and ensuring that we're properly structured and organized to maximize the effectiveness of our educational offerings overall.
3. Is working to enhance our institutional budgeting process with the primary goal of ensuring that we have better alignment with the strategic priorities that we have at the institution with how we allocate the dollars in support of our mission. I think there's a lot of opportunity for improvement there. So, one thing I'm going to do is really try to drive that process.
4. Is working to increase accountability by having an enhanced process for monitoring and evaluating progress of leaders of our academic units. So, when things I'm doing with the Deans is to map out the process for them to really make the mechanism focus on those key targets and goals that we've set and that I have an effective mechanism to monitor and evaluate progress towards goals achievement.

5. Is working to foster and promote faculty excellence means increasing our resource allocations for professional development for research support etc. to really drive improvement and support for our faculty.
6. Is to accelerate the progress that we've begun to enhance our customer service through our ongoing service Excellence initiative. And so, I want to help drive progress much faster than we're currently experiencing there. And so that will include working with our Colleges and Schools to really make sure that our students who are primary stakeholders make sure that they feel that they're receiving the type of quality service across the board from the institution.
7. Is our marketing to really as I've said a few times before is really to raise the profile, highlight and promote our academic brand. Hopefully, you all have been reading the communications that have been coming out highlighting you as a faculty. Did everyone get the year in review document that we published recently highlighting the past year. So those are some examples of things that .... are getting in promotion want to do and we're going to take it to another level this year which will include developing marketing and promotional campaigns for each college and school in highlighting what is special and unique about each of your individual areas.
8. Next slide is just a snapshot just to show you what the key Student Success measures are that we're focused on and you can see where we are. Now in the ambitious goals that we've set for 2022 as outlined in our University strategic plan. I mean these should all be familiar, but what I wanted to highlight is what's at the bottom of the slide and so at the Board of Trustees annual retreat one of the things that they did that I was very happy to see is they establish an ambitious goal for where they want to see the University perform under the performance funding model and they set a goal of 80 points for 2021. And as I shared with them and I'll tell you I said, that's great. So y'all have given us a mandate as an Administration, you have set the goal you, you have giving us a reasonable timeline to achieve the goal. And now what we have to do internally is implement the right strategies and re-engineer ourselves to get it.

Why is that important to know? It is to achieve everything we're doing, it has to be to achieve that goal because if we achieve that goal, it means all those measures on this slide that we've gotten where we're trying to go and the term that you will hear me say often, I have started saying it a lot, we have to re-engineer our self as an institution. Very simply, the way I see it is we have operated as I call it a six-year graduation rate institution, which are most higher Ed institutions, right? You're set up your goal is to graduate as many students as you can within a six-year window. That's how higher Ed is structure. The State of Florida change the game, right? They said no, that's not good enough. Should get students out sooner. Consequently, all of the schools in the S.U.S. have to change to a four-year institution and for FAMU, that's a re-engineering process. Okay, and so we can persist and operate under the six-year model. It's important that as a faculty. We all understand that, we embrace it, and we commit to doing the things that we need to do

to get where we're trying to go with respect to four-year graduation. We should raise. If not, we will be left behind., and we don't want to be there.

9. Okay, the next slide two points. I'm not going to go through these, but these are some of the key things that we're doing to foster improvement, right, and you can read the list. But we have begun to make structural changes to allocate resources, to reconfigure what we look like and to be better positioned ourselves for success. We are continuously raising our admissions criteria, recruiting better students, so that a lot of things that are going on at the institution for the purpose of ensuring that FAMU achieves its ambitious student success outcomes.

Okay, and the last slide is just updating on initiative. I mentioned previously which is the Board of Governors established a Universities of Distinction funding initiative. We had to submit a legislative budget request, ... we did that at the October BOG Workshop. We asked for six million dollars to support two programs: public health and health care administration. The Proposal was approved at that level along with our sister institutions. And so now it will continue in the process of the Board of Governors has established and hopefully it will make its way, so he's going to go ahead, .... and includes it in his pitch to the legislature. He's going to go ask for about a hundred million dollars for this program and hopefully we can get our share of those dollars and it's going to hence FAMU's ability to produce graduates in the health field. Okay. So those are the brief updates that I wanted to share, if Madam President allows any time, I'd be happy to address any questions again. I have to leave a little early. So, if you want to ask me any questions, do you have any questions, please come forward to the mic?

**Questions:** My name is **Mary Diallo** and "I teach French here at Florida A&M University and I'm standing here and I'm coming before you out of pure frustration. As a faculty member, I should not have to share my teaching space with another person who is sitting in the same room tutoring students. It's not good for the students and you just said the right approach to improve student success. That person who is in that room is not there by choice, that person is there because no one will listen to the fact ... that she is disabled and she cannot have an office on the 4<sup>th</sup> floor of Tucker Hall because if there was an emergency or fire, she could not get out. This has been going on far too long and right next door to that room where I am is an empty office that nobody uses. That room could be used to tutor students. This is outrageous. And this is not the first time you've heard this Provost. But nothing has been done. So, we can't talk about students are our priority when it would be better for the students to have a place where they could go to be tutored and not be tutored at the same time that I'm teaching in the same room. So, I'm asking you to please do the right thing and solve this issue for me. Thank you.

**Provost Edington:** Thank you, Doctor Diallo,

**Question by Dr. Holder:** Dr Edington, I'm looking at your goals and priorities and I've seen them before but, I was wondering whether you can clarify for us program number five.

**Provost Edington's response:** Oh, implement a program to support faculty Excellence? yes. So far, those who have reviewed our 2019 accountability plan, which outlines institutional priorities, we talked about having a focus on supporting and promoting faculty excellence in examples include things such as increasing support for faculty research, allocating more dollars for new hires and existing hires, to buy equipment, support research and hire undergraduate research students, those are examples. Allocating money in this year. For example, for bonuses for faculty, right? That's promoting faculty Excellence, increasing our resource allocations for faculty professional development. So, we've allocated more money for faculty to enhance teaching and enhance research through faculty development. And so, the way I look at it is, what can we do to help you do your job better and support the things that you're doing and also includes taking the next step on the faculty workload study, right? So, we did the study and so part of my work plan is going to include figuring out what the next steps are but it's all around again helping the faculty do your job better, more efficiently, more effectively through increased support as the things. Oh, okay. all right.

**Question:** Hello Provost. My name is **Taylor Hollis**, senior Political Science student with a minor in Broadcast Journalism, Tallahassee and the student body President Moricette appointed me to The Faculty Senate. So, my question is regarding your priorities for 2019-2020 number six which talks about accelerating implementation of the campus-wide customer service initiative. Can you just elaborate on that a little more and talk about your accountability measures for the staff that we have working here? Because that's one of the biggest issues that we hear students talk about and that's some of biggest chatter that potential students hear which could ..... them from coming?

**Provost Edington's response:** Sure, thank you. Yeah. So I think most of you all are aware that we launched a customer service initiative this we call it service Excellence as part of the implementation of our 2017- 2022 strategic plan; and we mapped out a multi-year plan and we have an external consulting firm who are experts in the field of customer service and we partnered with them to implement the plan, but it's a multi-year plan. And if that initiative is proceeding as planned, I mean, there are no issues with that. But one of things we realize is that we can't afford the way to get to the end of that plan before we realize the improvements and enhancements that we want to see. To accelerate... the president, I want to take on that challenge of using this language "accelerate" meaning let's let the plan continued but there are some additional things that we could be doing to foster improvements in service now; and part of that is getting more feedback on perceptions of service particularly at the student level. So, the focus here is Academic Affairs, right? How can we improve the experience of the students, it also includes faculty and staff as well? And so, we're going to map out a plan this year and implemented this year, first to get more data and feedback back on:

1. What are the issues; and
2. Based on that data and information, improving and enhancing the service based on similar feedback, right? So, we want to hear from the stakeholders and quickly act on

what we're hearing and then go back to the stakeholders and ask what's going on? Accountability is a word that you use that's embedded in my whole plan for your not just customer service, is one of the things that I shared with the Deans and on their goals, they have customer service goals for their areas, annual goals. And those things are broken down by a very specific topical area. And so that's one of the ways that I'm printable force and more accountability for customer service, by holding the Deans accountable, as an example. So hopefully what you all will see soon, over the course of the next few months is:

- a. First, you'll see us soliciting feedback, right? And that's the first step
- b. But the two, you will see improvements, but we're going to use data to help us understand if we're having a positive impact, but that's the goal.

**Question:** Good afternoon Provost, my name is **Yasser Abdelrazig** from the College of Engineering. So, basically, I have a two-part question about the College of Engineering.

1. The first one, how does the College of Engineering, a joint College between Florida A&M University and for the Florida State University, so how does the college fit within your plan; and
2. The second question, scared of a complaint really, we get a lot of, I guess request in the college about initiatives the other universities doing as far as performance funding or rankings or so. How do we make sure that FAMU's mission is served within the college and FAMU's initiatives are implemented within the college?

**Provost Edington response:** Okay. So, the first, the joint college, first part and tell me if I'm understanding it, is how does the joint college fit within this plan? Right. So, from an administrative institutional perspective, I mean that college is no different from any other college, right? I mean we don't look at the joint college and have different expectations for it. I meet with that dean, the same way I meet with the other deans, have the same type of goals and expectations for that dean and performance and outcomes just like all of the other colleges. The difference is not how we view that college, the difference is that that dean has two sets of universities. So, I'm coming at the dean from FAMU' perspective, right? So, when we talk about retention and graduation rates, one of the core missions of that college is to produce minority Engineers. So, the difference for that dean is and his conversations with me, that might be a little different than his conversation with my counterpart, right but for my FAMU perspective; there's nothing different about that college. It's important to us, we are investing in it significantly more than we have in the past, that we made a half million-dollar investment this year and that college alone. So, it's important. I mean, that's the best answer I have for you and then the second part of your question, I think we how do we ensure that? What was it?

How do we ensure FAMU's mission? What I think is all of our responsibility, right? I mean as I said, the college is part of the institution. So, my job is to ensure the mission of that college, I mean the same way as any other college, I don't see it any different you understand. So, it's the same way that we approach everything that we do we have goals and expectations for each college in school and we work with the leadership of the college to help achieve those goals. And



so that the meetings that I have with the dean includes ongoing discussions about those goals and meeting the mission. I think if there are some concerns right as I said, we all have a responsibility, and if there are concerns, they should be shared, because I would not know if no one tells me, right!

**Yasser Abdelrazig response:** Okay. Thank you very much. Provost Edington.

**President Cavazos:** Thank you Provost Edington. There was a motion approved to move section C under subdivision eight, new business to the floor at this time. Before I do that an open the floor for comments on section C, I do want to take this opportunity to thank the Deans who adhered to the Provost letter, in conjunction with my letter to either remove, replace, elect ....so we can be in compliance with the Constitution, which states that "Only full-time Voting Faculty shall be eligible for election to the Faculty Senate." As I continue to work with Provost Edington to ensure that based on the Constitution, faculty members who are eligible are elected to serve in the senate. With that in mind, anyone who want to offer a comment about this issue will have 2 minutes to comment on the eligibility of a senator. Now, I turn this agenda item over to the Parliamentarian to conduct this session.

**Parliamentarian Guthrie:** So, the standing rules of the Senate will be enforced for two-minute speaking limit to begin with.

**Mr. Mitchell states:** Ladies and gentlemen, you know, I was elected a Senator. I'm a lawyer by trade. This is the section in controversy dealing with voting faculty. And in this is the Constitution not just something the bylaws but, in the Constitution, it says voting faculty shall consist of those full-time members of the teaching ... go back when section there you go and it lists specifically those faculty titles professor, associate professor, assistant professor, instructor, librarian assistant librarian.... University library and instructor, which I am, and law we call this an alternative rule by exception the only ... those people being able to vote is listed specifically visiting faculty adjunct faculty or A&P staff. And that's a very esoteric term is well settled over a century. What a A&P is if you are faculty. Unless you got a split contract. You're probably not a A&P. It's a pay classification. Go ahead to the next slide. So that's in the Constitution the next slide just in case you were confused. They set it again in the bylaw's exact same language. So, the only exception visiting faculty, adjunct faculty or A&P staff, next slide, please.

This is a A&P ... in the bylaws of the faculty Senate, overview of FAMU guide, ... It's a pay plan if my contract says faculty. I'm not a A&P and you can read that in there's the site next slide. This is the HR regulation which talks about A&P contracts, next slide. This is what our ..... has tried to substitute for that prior constitutional section.

**Parliamentarian stated that time has expired.** Is there a member that can extend time?

This motion made to extend time for Mr. Mitchell was made by Senator Kelley Bailey and was second by \_\_\_\_\_ all in favor.

**Mr. Mitchell continues and states,** “in my letter of September 23rd, I pointed out that this is what Senate President Cavazos has tried to substitute for that prior section, which explicitly says A&P staff. She's trying to say no, it's Administration and it's whatever we pick it out to be so she went to the Constitution that deals with the administration of academic units, as no surprise to anybody that academic units are led by Deans, directors, division, directors, coordinator. When it says other administrative titles coordinators eminent chairs Grant administrators all kinds of things that are administrative positions that faculty have that doesn't make them a A&P president Cavazos herself was the program director for the family called the law. Immediate past president, they've been program directors as well. But what they're asking you to do is ignore the prior section of the Constitution and the bylaws and substitute this definition so that they can remove certain person's next slide.

This isn't even ... academic budget person Herbert Bailey. When I asked a direct question. Am I a visiting, adjunct or a A&P and he said “**you are an administrator with faculty duties**”. You're not a A&P, next slide.

The HR Director, I asked her the same question. She said no just merely faculty. I asked her specifically the language of the Constitution. She says no, you're not a A&P next slide. So that pretty much sums up why I think the Senate should wave rule 11 and not give the parliamentarian the final decision, but I asked you to appeal the decision of the chair as outline of Robert's Rules of Order page 256. And what that says is you the Senate decide internal manners as I spelled out in the bylaws where it says you decide to ... manners. I would like you to dispose of this matter altogether right now by vote and settle this matter for all, so I'm not mistreated and disenfranchised from voting and serving as your secretary. I thank you for your attention.

**President Cavazos:** Are there any other comments?

**Dr. Holder:** Madam President, members of this little circle, it is good that we have finally come full circle from when the framers of this Constitution saw fit to separate administration from faculty and gave the reasons why. We have many well qualified persons to serve on the senate, including Mr. Mitchell, we will be glad to have him be a senator. However, the framers were careful in saying that if you have any administrative position, then regardless of whether you fall into voting category, the voting faculty category, you are not eligible to be a senator.

I hope that in the communications that have gone back and forth with the administrations that we passed that on to the deans; that you cannot be a director or an administrator within any unit to be a senator. That's the only concern, everything else, if everything else will be cleared up except that then let's take all the qualified individuals, but that one sticky point remains because we want competent faculty, strong faculty, ... in the Union and strong administration.

I hope that we will in you're doing that you will address that point to with the Administration so that Mr. Mitchell would not feel that he's being disregarded because of his instructor role. That's not it, it's that he's a director or somebody else is a director, in which case you're not eligible. Thank you.

**Dr. Latinwo states:** I like to recognize everybody for being here. One thing I like to say is we are moving too fast, you know, and we should be very, very careful. If I do this among others are to advise the president and the leadership team and we cannot advise our self or your get along then something's wrong. I've been here for about 29 years going 30 years now, and I've seen a lot of people serving, having an administrative position and nobody said anything. Madam President enjoyed days when she was an administrator. She was also a senator, following ... she became a vice president, twice. She was voted in by the same people that she's trying to get rid of. Last month, new senators were sworn in and nobody said anything about it. Mr. Mitchell was sworn in as the new secretary. How can we say then that after you've been through that you no longer senator and we don't have anything in the Constitution that clearly .... how we can remove senators. This is not the proper way to do it. So, I will, I'm here appealing to all Senators, to the administrators, to Madam President to let us take this deal slowly and look at the Constitution and see how we can revise the Constitution. Today, it might be this person, tomorrow we don't know who is it going to be. She said that some people gave her names and suggested its action. Who are they? You size for years as vice president and you didn't bring this up in the Senate. I know you a good person. Let's remain that, let's hold on any action that we want to take in removing people with that ... Let's go back and revise the Constitution properly and put all steps in action.

**President Cavazos:** Thank you.

**Dr. Grable:** Good afternoon, Madam President. Good afternoon to the other officers. (Noise in the background from Dr. Latinwo.

**Dr. Latinwo** made a Motion to accept his request.

**President Cavazos:** What requests?

**Dr. Latinwo:** To wait before we go and remove people to revise the Constitution, where the Constitution we clearly state the process of who's qualified and who's not. We have people that have faculty appointments because it shows on their contract where they are assistant professor, instructor, full Professor. That's the title of the employment and therefore seek your permission to learn and also the senators and administrators to put this in motion and we vote on it.

**Mr. Mitchell** made a friendly amendment to Dr. Latinwo's motion. Sure, I do think the Constitution clearly needs to be amended. But right now, it seems to be interpreted that my rights can be disenfranchised, and I think we need to clear this thing up today so we can move forward civilly. So, I'm a suggestion a friendly amendment that we wave the standing rules, rule 11, that allows the parliamentarian to decide matters of parliamentary authority and then saying we appealed the decision of the chair, we call for a division of the house and we have a roll call vote that you as senators determine once and for all for my interpretation is correct or this brand-new interpretation is correct. That's my motion. Do you accept that? But what I want is for us before we get into all these, I see the police. That's not what we need.

**President Cavazos** reminded Dr. Latinwo that his time is up.

**Dr. Latinwo:** Sorry, sorry Mitchell but I want to put my request and motion.

**Parliamentarian:** Asked the secretary to read back the motion from Dr. Latinwo? Can you please hold your motion until we have further discussion comments?

**Dr. Latinwo:** Yes. My motion is ... Senate wait and let's go back. and revise the Constitution to clearly state who are really illegible, you know, because other faculty, the professor, A&P is confusing and what are the necessary steps that we need to take as senators to remove somebody without any offense. Everybody with me that's my motion.

**President Cavazos** told Dr. Latinwo that he needs to hold his motion and adhere to the time. Let's move on.

**Dr. Grable:** Good afternoon, Madam President. Good afternoon to the other officers. I just want to make a comment. I think that is what the agenda item stated so I am make a comment. I have to agree with a lot of things that Mr. Mitchell, Dr. Latinwo and Dr. Holder has said. It was never a right time for civil right if we listened to the majority of people in this country. It was never a right time for “#MeToo”, but once we realized in our society that issues have been brought forth that will change the history of whatever went on, we must always meet the challenge and do the right thing. No matter what has gone on in the past, this issue has now come forth and that we must now deal with it. The President did not bring this issue to the Faculty Senate upon being elected to the Faculty Senate. When you discover that there is an error, you correct it. The Constitution I believe is very clear, I have voted that way, I have shared my thoughts with Mr. Mitchell and others. One of the key things is that the Constitution, and even with the items you put up there in regard to senate membership preceded faculty with the term “only full-time”. Thank you

**Comment:** I'm Robert Perry. I'm the senator here. I've been at FAMU for 12 years and I think I want to echo. I think everyone's actually made some really good comments that we need to reflect upon. I don't know any of the parties for which actually this might be a matter of contention but as I've read through these matters, I just want to clarify a few things to get some questions because we do think we need to take a step back. As it relates to article 3, I can let you know that in our department over the last 12 years and we've had clarification of this issue we spoke to our department Senators as well as Academic Affairs and the interpretation there seems to be some inclusion criteria and exclusion criteria in article 3. I think we need to clarify that certainly the feedback that we've received did clarify that if we had some staff are some faculty that were not A&P but it did have a minority administrative position is that the interpretation we've had over the years has been that they are voting faculty and that they can serve on the Senate. So at least that's what we've received back, so if there is a standard or tradition or of practice does that not ipso facto, you know clarify precedent that needs to be clarified. So perhaps I do agree with the last Senator that we do need to clarify this issue and maybe that require some discussion. We're having right now in the interim of actually getting clarification. I do think there is a question about what the executive authorities are and in terms of removing someone because of someone's been duly elected to position then the real issue there was on the process by which actually they were considered on for the ballot. So, I would argue that we might need to our revised article 4, just to provide some clarification as to process by which someone is clarified to have eligibility as input on a ballot and then is elected. So, we don't come to this issue again.

The other thing I'd like to save in terms of taking a step back as I don't know any of the Constitution was ratified. Does it in any date? For those of you who've been here for many years. I mean is there has this

issue already been discussed. Is it in any of the minutes since 2008 where there's been some clarification as to exactly what how this should be interpreted how it should be enacted again? I'm not necessarily weighing on one side or the other, but I think we actually have an established sort of practice. Does that serve as precedent? Do we have some historical discussions and documents that can provide clarification to us today before we act to make some revisions to clarify article 3 and then also the processes that might be put forth in article 4, I do know if Dr. Brown is here? He wasn't elected senator of in our department. He was told that he no longer on the Senate. He does not have an administrative position. But apparently, I mean I would rather he said he probably was not coming. But I think he actually has a research grant for which he has a management role and I think he was told that that's an administrative role and I think that that I don't know who informed him of that and I don't know exactly the reasons why but I think that there needs to be some due process before someone is given before he is a told that they can no longer come here. He doesn't have an administrative role in department, and I don't know that he has administrative rule in any other department as well. So again, I do think there should be some process by which or some documentation process by which someone's removed from an office for which of duly elected especially if there's if there's some confusion about how the other articles are active.

**President Cavazos:** thank you, are there any other comments?

**Comment:** Good afternoon Senators. My name is **Perry Brown**. I'm a member of The Faculty of the College of Pharmacy. I was voted to be a senator to represent the College of Pharmacy and I thought I was up until about a week plus ago. So that's why I'm sitting over here on the side. I would ask that as you consider this as you consider the votes that you widen the scope and to include not just the elected secretary, but some of us who also have been removed from the voting rolls and thus disenfranchised in my college is now not represented to the extent that it should be. Yes, sir.

**Comment:** I'm **Terrell Brown** who **Dr. Perry** just mentioned and just to clarify as far as I know, I'm still currently a senator but there was concerned as that was brought up as a potential ... because of that role that I have liked, but that's not fair.

**Comment: Mr. Mitchell:** Just to be clear, under the Steering Committee minutes you saw they actually listed the names of the faculty members that might be affected by this and then I got the attendance sheet with a public records request and when I got it, there was a check mark by your name and I didn't know that you were coordinator until I saw that check mark on your name. So, it's a kind of floating kind of thing as to who may be removed. But my count right now it's about only 6% of the senators that is subject if that interpretation holds that shall be removed. And so, I think it's really important that you talk about two officers of the Senate and 26% of the Senate membership. I mean that's a military coup in most countries. So, I think we ought to go with the motion as stated, table this motion to be addressed by Constitutional Amendment and allow us to return without molestation.

**President Cavazos:** If there are any other comments to come down to the mic.

Comment: I'm **Katie Brodhead** in mathematics. I can see both sides. The thing that I'm worried about is the non-clarity. Removing the procedures and is there any other consequences besides that, is there a downfall effect? Because if what you said is true that 26 percent would be removed. Then those previous matters that the faculty Senate voted on 26% might have changed the balance of a lot of things we voted on and I just don't know of if that's something that ought to be considered as well, if you say let's write this wrong, if it isn't wrong. I'm not saying it is or is not I'm saying if you decide to go this direction then should we also write the previous things which might have been done differently. I just don't know. It's a thought. thank you.

**Mr. Mitchell:** One more comment to address that directly. As I pointed out, if we're now in the new mode of following what the Constitution and the bylaws said, I pointed out in my letter that if in fact we are removed, and I suggested a Robert Rule says in section 62 there's a process because it's silent and our Constitution and bylaws. We're better able to follow Robert rules that talks about a trial a lengthy trial and can get uncivil. Ultimately, if people are removed what they keep denying is that the clear and unambiguous bylaws that says if there's a vacancy in the Senate the dean then recommends to the Provost who that replacement is, that part even though that's crystal clear and unambiguous. They don't want to follow so the point continues to remain I can point out a hundred things wrong with the Constitution and bylaws the motion stands that we get to a ..... and bylaw committee to amend all of those problems and then we can solve this with proper due process and proper clarity. Thank you.

**Dr. Holder states that** Mr. Mitchell has finally put the pin in the solution. The solution is an amendment to the Constitution. The amendment to the Constitution process is clearly defined and we ought to follow that. The question as to eligibility is also clearly defined in the Constitution. Directors when we started this thing many years ago, it was clear that the president of the University was no longer president of the Senate and therefore we needed to have faculty for shared governance on the Senate and the Constitution was developed accordingly. If we see that the constitution does not meet the requirements Florida A&M to advance to higher heights then-step up and change it, but that's a process by itself. I am in favor of adhering to the Constitution and recognizing at the same time the rights of everyone who wants to serve.

**Parliamentarian** motioned to close the comments at this time. Is there a second for that motion. So, the question has been called. It's been seconded. Right, all in favor. all opposed

All in favor. Aye. All opposed. motion passed.

**Vice-President** said .....

**President Cavazos** stated the motion the parliamentarian made was to close the comment section. All right, so there's a clarification of the motion. All in favor. Aye. All opposed

**Unknown** person made a motion to reopen the comment section so the President can make her comments.

**President Cavazos** stated I have an opportunity to address some of those comments that was made on the floor, it is correct that the constitution was written in 2008 ....

**Mr. Parliamentarian.** We're going to go ahead and go forward with the motion that's on the floor now. What is a motion? Secretary, can you read back the motion?

**Unknown person:** We're asking you to call the question and close everything. I didn't see anyone up at the mic. I voted yes because I thought no one did it sounds like the president wanted to make a comment which would have been during that comment section. So maybe there was just a misunderstanding there. I mean, I would move to open up questions again. So, the president can make her comment, if there was a second to do that then move forward that motion.

**Parliamentarian** stated we already have a motion on the floor, right, from Dr. Latinwo.

**Doctor Latinwo:** My motion is that we suspend all this and wait to revise the Constitution to clearly state who is eligible and what process in cases those that are not eligible are removed. This is a serious matter and other things are coming. Okay, the fact still remains that we have a motion on the floor. It's been seconded. I asked for a clarification. Some people are asking for a clarification. Well, there's no need for clarification. The motion was made with second. So let's close the let's close the door. Okay. Yes. Just trying to clarify the exact words and what the intent was. Yeah, let her read it. The motion is to suspend all of this and wait to revise the Constitution to be clearer about who is eligible. Oh, as well as the process for removal procedure to just to clarify when we say to suspend all of this. I mean you were listening to ... retract the ... nullifying the decisions the executive decisions that were made under which was that rule Executives issues that were made that removed individuals.

**Unknown person said,** Is that what you're saying by suspended exactly? Okay, and that are you is this this motion suggest a process by which there is a review because you indicated just that there's a reviewer as a matter of discussion later. All right, there are many questions that are going on right now and I suggest right? I suggest that we table this motion for further discussion at committee level which is what we want to send that to committee level now. We have a motion on the floor. That's correct. I stand corrected. There's a motion on the floor. At this point in time. The constitution appears to be ambiguous and there is no process that is in the constitution whether it is clear or not clear. Therefore, we need to wait.

**Vice-President** said the motion has already second.

**Unknow speaker...**

**Voluntary secretary:** The motion is to suspend all of this and wait to revise the Constitution to clearly ...

**Unknown person:** You are saying to suspend “all of this”? Are we nullifying the executive decision that was made that removed individuals, is that what you mean removal? Is there a process of review? Is that a matter of discussion?

**Parliamentarian** stated that there were too many discussions going on at the same time and at this time to table discussion and send it to committee level. I stand corrected that there is a motion on the floor.

Unknown person called the question ....

**Dr. Latinwo** stated that this is a voting item, but President Cavazos stated that the Constitution and bylaws cannot be amended or revised on the floor by a vote. Many of you have already articulated that fact. There was discussion as to the clear language of the constitution as it spoke to eligibility of senators to be elected to the senate. You cannot vote today to rewrite the constitution by a vote on the floor. Whatever happened in the past, I cannot address? The issue is not personal, it's about adhering to the Constitution.

**Parliamentarian** stated that I would like to make an observation on the floor that we have been on this matter now for over an hour and 25 minutes, and other university business is not being addressed. A motion needs to be made to table this matter and send it to committee. However, I cannot do that because there is a motion on the floor already. The only way is that the motion maker can retract their motion for now and table it and send it to committee. So, I put forth the question, the motion on the floor be retracted, and in turn, send it to committee.

**Mr. Mitchell:** Point of order, the question has been called and the motion has been second. All we need now is for you to cut off ..... call the question and vote on the motion. The motion is to table all efforts to suspend senators, let them continue to serve, and we send it to a constitution committee, there is already a committee, to amend the constitution and bylaws. All we need to do is vote and not stall further to keep us from voting because your interpretation will probably prevent me from serving. I would like to serve, like order to be called.

Dr. Holder: If I can speak to the motion, the motion clearly said that we should wait.

Unknown speakers said no!

Point of order **Parliamentarian**, unknown person, the senate did vote to waive the standing rule of time limits on discussion, so that is what I have permitted. If the senate which to vote to close discussion and it has been done. All in favor.....

**Dr. Latinwo**, the motion has been made and now it is voting. According to **Vice-President**, it boils down to interpretation. So,

**Unknown person:** not doing a roll call vote

**Mr. Mitchell** said we need to play fair so we can move on to the next item. Call the question. Lots' of discussion.... Could not hear the discussion.... Lack of clarity.

**Dr. Latinwo** state that his motion was not for discussion. This is a serious matter and other things are coming. Okay, the fact Still Remains that we have a motion on the floor. It's been seconded. I



asked for a clarification. Some people are asking for a clarification. Well, there's no need for clarification. The motion was made with second. So, let's close the let's close the door. Okay. Yes. Just trying to clarify the exact words and what the intent was. Yeah, let her read it. The motion is to suspend all of this and wait to revise the Constitution to be clearer about who is eligible.

I call the question.

Okay. Yes, you can call the question.

What I'm saying if you want.

**Parliamentarian:** With all due respect to Dr. Latinwo. Well, I do it. Dr. Mitchell. Thanks. I'm going to start invoking the time limit again on parliamentarian. Two minutes, please.

Two minutes, good evening everybody. Okay greetings. I'm **Christopher Miller** a fourth-year public relations student from Orlando Florida, and I currently serve as the 49th student Senate President of the storm the students in a president not Madam chair with all due respect when there's a motion on the floor. It does need to be voted on. I understood that you understand that you said like you accept the motion, but it still needs to be heard by them. Like only thing that you have to and like the problem with you and has to say is all ... of I'll against the ... like nay and then that's where you listen and if the ... have it then his motion carries. If it doesn't then it doesn't carry like there's no such thing as like you accepting. ...

Parliamentarian: this is not a constitutional vote. The motion is to temporarily to suspend the interpretation of the constitution. As a senator I feel that this is a dangerous road we are going down and we have to have a clear interpretation of the constitution. I want you to consider that in your vote.

Someone said point of order

Parliamentarian call the questions and the motion carries.

Do we have a quorum?

**Continuing Business:**

**Curriculum Report, Dr. Eidahl**

Good afternoon colleagues, Senator, it is my pleasure to present to you the curriculum committee report for October of 2019. The curriculum committee report can be found in your folder. Dr. Eidahl gave his curriculum report.

Any questions?

Unknown person asked question, whether these courses come through the college or schools before it comes through the senate?

**Dr. Eidahl response,** each college or school has their own criteria, so it varies from one college to another. One of the things I am working on and I asked the committee is what are the steps for your unit, for getting things approved. All the courses come to me through the curriculum chair from the individual unit, who is ... Martin

**Parliamentarian Guthrie:** reminded the Senators that we do have to have a vote on the slate of curriculum report which requires a quorum, so please don't leave.

Any other questions?

**President Cavazos:** Hearing no further questions or discussion, I would like to entertain a motion to accept the curriculum committee report as presented as a full Slate.

Moved by Senator..... Second by Vice-President Ardley.

All in favor of approving the courses as presented. Please respond by saying aye, all opposed, same sign. Motion carries

**Barbara Cohen Pippin: 2019 Legislative update:**

Good afternoon everyone. Thank you for this opportunity. I came here about January 2017 and was only supposed to stay for a few months and that those few months turned into about three years. This place was addictive, but I'm convinced that it's my destiny just very quickly. I was introduced in to FAMU in 1974, I was working for the legislature as a higher education analyst and here, I am about ready to retire again and it'll be this coming Thursday. And so I've come full circle and I can't think of a better way to end my career by having been in a position to assist this University that I have come to love over the years and now being able to look back at what we've accomplished and these few months. So just very quickly. I have been asked by your president to tell you a little about what we've accomplished these past few years since I've been here. In 2017, we had our priorities, what was left over from what was recommended by the former president and that was funds for Student Success online course offerings, the Cass facility and also project, the Brooksville project that we got from the US Department of Agriculture. We were I was really surprised when at the end of the session instead of getting additional money for Student Success, regardless of how much President Robinson and I promoted it, we only got the million dollars that they had given us the previous year and what we received in terms of online course offerings for those of you might not be familiar with that it was a top priority for us, so many of our students work and they returned to their homes during the summer because they're not eligible to get financial aid for the summer courses. They returned home and want to be able to take courses. So, the online course offering programs allows them to do that. It reduces

time to degree and it also helps with student indebtedness if students can take courses as opposed to two working.

So, we got a million dollars non-recurring money that doesn't allow us to hire faculty. So, I went to the legislature at the end of that session and asked what was wrong and they told us basically what we should do is ask for general funds not just special projects, but a lump sum of money, general operations, to do those things that would help support the infrastructure of a university, and those things including advisors, counselors, and most importantly the anchor of the institution, you as faculty.

So, we requested about thirteen million in general operation funds. They gave us six million, but what was really significant about that, that's in the following session, was those dollars get folded into our base and we have a printout that shows you how those dollars were expended. In a majority of the dollars were spent in areas that would provide support for faculty enhancements and students advising and mentoring. We also got that that same year, you see the construction that's taking place over there on the other side of campus going towards Wahnish Way, we got legislation that was passed that allows us to draw down about, this past year, about a hundred twenty-five million dollars for a 700-bed dormitory. Those funds we are going to keep getting, it may not be that specific amount, but these are federal funds from the US Department of Education Capital financing bonding that will allow us to build more dormitories and we don't have to go to the legislature to ask for those funds.

We also in that same year received permission, by the way, for authorization for Hemp program and also for medical marijuana research initiative and I think some of you involved in that. In 2019, we received and that was our top priority, twenty-four point eight million dollars (24.8 million) for CASS. By the way, we get to keep the 6.8 million dollars that was in our in our base and that's for a series of projects and what I will do is get those projects to you via email in what we have here, which is our Strategic investment to increase Student Success. What you see on the left side are the funds totaling fifty million dollars (50 million) that we are requesting. Six million of that would be for student scholarships but you know, as you know financial aid is the what do you call it? The these the key to supporting students and Student Success in higher education. We have also requested an expansion of academic Support Services. Those of a student's advisors, counselors, mentors and currently as it relates to all of you about things the legislation dollars for faculty Excellence to support faculty hires. One of the things the legislature does understand is that we need to have we need to have faculty particularly in our stem programs when students come close to graduation and they need to have certain courses. If they want us to increase our graduation rates, then we need faculty to teach the courses, so students be able to have the courses to graduate on time to meet the four-year graduation rate.

The last thing was technology upgrades. We have an aging infrastructure, so we are requesting funds for that as well. And one thing I mentioned earlier was the think I told you about the Brooksville project and that's for new and beginning farmers and research in that area that's in the Brooksville area. We have not received funding for that, but we are looking to the Legislature to provide us with the support and infrastructure we need for that and I've gone through this

much more quickly than I had expected to. So, I hope you have any questions you raise your hand and I'll be happy to respond to them.

Thank you

### **Academic Policy Update: Dr. Goodman**

Good afternoon, Madam President and fellow Senators. My report would be actually very brief, but it actually is a voting action item. I have two policies.

1. The first one is the grading policy particularly for I grades. If you all are familiar with our I grade, which is policy 4.101. Basically, it states that if a student at a particular semester receive an I grade they will have up until the following semester to make up that grade, otherwise it will turn into an F. The Academic Policy Committee met because we have an issue with students who don't return that second semester. So, we actually have new policy that I will read which states, *"for students who have not returned after their second semester, the incomplete grade must change within one year or the last day of the class in which the course was attempted. Failure to meet these requirements will result in the incomplete grade converting to an F in the course."* So, Madam president I ask this particular policy is approved by the Faculty Senate.

**President Cavazos:** Do we have any questions?

**Question by unknown senator:** asked a question ...

**Dr. Goodman** states, so normal, we have students who don't return at all and so, for those students who don't return after that second semester, we are asking that the I grade turn into an F after one year.

Any other questions?

**Question by unknown senator:** Could you clarify that one more time, so are you saying that currently what we have on the books, if the student gets an I grade, then they have the next semester to make up the course work or else they get an F? **Dr. Goodman stated**, and if the students do not return after that second semester, they have a year, the grade will turn into an F.

**President Cavazos** states as a point of clarification the academic policy update was not identified as an action item. I would like to request a motion to approve the academic policy update on I grade policy.

Motion made for the approval of academic affairs policy on I grade by an \_\_\_\_\_ and it was second by Dr Eidahl. Any further discussion. Seeing none. All in favor, by sign of aye; all opposed, same sign. Motion carries

2. **My second policy request** is from the again meeting with the Academic Policy Committee at FSU. In general, for the University, students had the opportunity to request a grade forgiveness, three times. So, they can either have one particular class they can request a forgiveness policy, three times, or for three different classes. However, at FSU there has been a difference, FSU had not been requiring our students for the FAMU/FSU College of Engineering, where students have not been given the opportunity for a grade forgiveness. And so, the FAMU/FSU College of Engineering has come back and ask that we do provide a grade forgiveness for students who are taking any course that does not require or have an engineering prefix, a non-engineering prefix. They're asking that their students be allowed to be provided a grade forgiveness. And so basically, in their policy, it reads "effective spring 2019 FAMU students at the FSU College of Engineering may apply for a grade forgiveness for courses with non-engineering prefixes in accordance with the students University's policy at FAMU. Engineering students may not use grade forgiveness four courses that have the engineering prefix. So, I asked that this be approved.

**President Cavazos:** I would like to entertain a motion to accept the grade forgiveness policy for the courses with non-engineering prefixes as presented by Dr. Goodman.

So, moved \_\_\_\_\_, seconded by Dean **David Jackson**

Any discussion?

Yes. ....

**Dr. Goodman:** That's correct, but more so to our FAMU students in particular in terms of following our policy.

All in favor of the motion show by a sign of aye, all oppose, same sign. Motion carries

President Cavazos; At our next senate meeting will conduct election for Committee on Committee and Steering Committee members. Seeing that there is no further business to conduct, I make a motion to adjourn this matter.

So moved.

Thank you meeting adjourned

Respectfully submitted by:

Ms. Jacqueline Menzei  
Volunteer Secretary

