



FLORIDA A&M UNIVERSITY  
**FACULTY SENATE**

FACULTY SENATE MEETING MINUTES  
NOVEMBER 17, 2020  
ATTENDANCE ROSTER

**Officers (Present)**

Dr. Ann Marie Cavazos, President  
Dr. Tiffany Ardley, Vice President  
Dr. Naquita Manning, Secretary  
Dr. James Muchovej, Interim Parliamentarian

**Senators (Present)**

Dr. Ezzeldin Aly  
Dr. Kelley Bailey  
Dr. Douglas Blackburn  
Dr. Jamal Brown  
Dr. Terrell Brown  
Dr. Ashvini Chauhan  
Dr. Tarik Dickens  
Dr. Kyle Eidahl  
Dr. Islam El Sharkawy  
Mr. Keith Fagg  
Dr. Lisa Gardner  
Dr. Kurt Gray  
Dr. Muhammad Haseeb  
Dr. Lavetta Henderson  
Dr. Roscoe Hightower  
Dr. Aretha Hill  
Dr. Craig Huffman  
Dr. Leah Hunter  
Dr. Leona Johnson  
Dr. Michee Lachaud  
Dr. Arlesia Mathis  
Dr. Courtney Micots  
Ms. Jacqueline Menzel  
Dr. Mahsan Mohsenin  
Dr. Ebenezer Oriaku  
Dr. Daniel Osborne  
Dr. Robin Perry  
Dr. Leon Prosper

**Senators (Present) cont'd**

Dr. Cynthia Ramkellawan  
Dr. Abdul Sharif  
Dr. Jeneen Surrency  
Dr. Novell Tani  
Dr. LeeShawn Thomas  
Dr. Angela Thornton  
Dr. Micheal Thornton  
Prof. Kenya Washington Johnson  
Dr. Pia Woodley

**Senators (Absent)**

Dr. Yassir Abdelrazig  
Mr. Christopher Allen  
Dr. Clement Allen  
Dr. Anthony Ananga  
Ms. Thomasina Brock  
Prof. William Henslee  
Dr. Michael Martinez-Colon  
Mr. Anthony Thompson  
Ms. Carrington Whigham

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

Dr. David Jackson, Jr.  
Dr. Robert Taylor

**Faculty Senate Meeting Minutes**  
**November 17, 2020**  
**3:00 p.m. – 5:00 p.m.**  
**Virtual Meeting via ZOOM**

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

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

Before I begin, I'd like to share with you some lyrics from a show which I'm sure is familiar to many of us:

"Can't you feel a brand-new day?  
Can't you feel a brand-new day?"

These inspiring lyrics are from *The Wiz*, the Broadway musical which helped reshape and redefine Musical Theatre in a unique season in our nation in 1975 – on the Civil Rights Movement's heels.

Now, we as a nation find ourselves, once again in a reshaping and redefining season – a brand new Government, poised to take power in just sixty-four (64) days!

As a nation, as a state, and as an Educational Institution, we are tired. We're fatigued. Social distancing, mask-wearing, and curtailed gatherings have taken their toll on our collective psyche!

Many have asked how much more can we take? However, there's a sense of change in the air and hope for returning to civility and civil discourse. There's a feeling of a new day that might bring about healing for our divided nation, and yet, the Pandemic is still here, raging and growing among us! It's our silent fear and dread for those of us who are caretakers for our vulnerable adults and children.

Since the earliest days of the COVID-19 Pandemic, FAMU has responded with pace—and with purpose—to the rapidly changing environment. Our priority is always the health and safety of our students, faculty, staff, and our commitment to our students' well-being, education, and experience at FAMU.

How do we move forward in a positive and meaningful way? How do we continue to encourage our students and each other? By remembering that our ancestors dreamed about that Brand-New Day for us. Now, it's our turn to dream about a Brand-New Day for our young people. We have the opportunity to do it for them, but also to do it for the ones who felt the lash of the slave owner's whip; sat at the back of the bus and then moved forward to the front, so that we could see this Brand-New Day!

Yes, it is a Brand-New Day, but we still have much work to do! Systemic racism, Diversity, Inclusion, and Equity, our students' education, and the continued prioritization of everyone's health and well-being!

The time is at hand, and we must link our hands and hearts together and keep on keeping on, never let down, and keep the faith! Yes, the Pandemic is still with us; yes, there are surges and rises of cases in many parts of our nation, but if we follow closely and strictly, all the protocols and guidelines given by the CDC, State Government, and by our own FAMU Task Force & administration, particularly in light of the increase of face-to-face teaching in the Spring, 2021, we can weather this storm when the Brand-New Day manifests itself; we'll be ready to embark into a new season and Era of time in our nation!

Faculty, you are the ones who can lead us into this Brand-New Day here at FAMU. Together we make a difference, and you matter! Welcome to a Brand-New Day!

Thank you!

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

Dr. Cavazos called for a quorum. At 3:09 p.m. Quorum present.

#### **Approval of the Agenda – November 17, 2020**

Dr. Cavazos called for a motion and vote to approve the agenda. Moved by Dr. Ebenezer Oriaku. Second by Dr. Ali. Voting conducted via Zoom, voice vote. No opposition. Motion passed; meeting Agenda approved.

#### **Approval of October 2020 Meeting Minutes**

Dr. Cavazos asked for a motion and vote to approve the October 20, 2020 meeting minutes with necessary correction. Moved by Dr. Tiffany Ardley to approve minutes with any necessary corrections. Second by Dr. Courtney Micots. Dr. Cavazos called for discussion. None presented. Voting conducted via Zoom voice vote. No opposition. Motion passed, minutes approved.

#### **Announcements**

##### **Dr. Ann Cavazos, President Faculty Senate**

1. Encourage faculty to review Faculty Senate web page for faculty related activities. Nominations for Teacher and Advisor of the Year award are open.
2. Reminder: Institutional Research Award opens November 25, 2020.
3. Honorary Doctorate degree nominations are being accepted. Schedule available in October meeting minutes.
4. Faculty elected to Senate need to discuss with leadership to prevent conflicts with Faculty Senate meeting and responsibilities are avoided when all possible. Attendance and participation are necessary to ensure shared governance.

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

Thank you, President Cavazos.

- COVID-19 Update
  - o Proud that the COVID-19 testing site at FAMU continues to operate. Over 8000 persons have been tested since standing up FAMU as testing site April.
  - o In October, the FAMU site took on a new direction where the state brought in the Division of Emergency Management to operate the site Curative
  - o Now offering the Rapid Antigen test, providing results within 15 minutes to one hour.
  - o Plans to establish COVID-19 testing laboratory on campus. Equipment and funds are being donated to HBCU's and FAMU is one of those recipients.
  - o Focus is currently on transition and reopening plan for Spring 2021, incorporating the guidelines for safety during pandemic.
  - o
- Corporate Partners (Bank of America, Truist Bank, Microsoft, among others)
  - o Bank of America has a \$1M dollar jobs initiative with the University to help students of color to complete education
  - o Truist Bank donated a \$100K for scholarships in the name of their Student Success Program
- Alumni giving has continued, noting donations and contributions are appreciated. Thank you to faculty in your efforts of this time of remote teaching and support provided to student body.
- University has been approved for a new seal that displays accreditation; FAMU has been selected among the first to display that seal.

President Robinson called for questions.

Dr. Ezzeldin Aly thanked President Robinson for his leadership and asked about plan for Spring.

President Robinson encouraged practice of "Know before you Go". Get tested and exercise safe practices.

Dr. Roscoe Hightower inquired about University's decision to increase face-to-face class meetings when "it appears that institutions are going away from that mode of instruction". What criteria is the University using to have faculty return to the classroom?

President Robinson noted that other institutions are being tracked and the University will follow the guidelines of the CDC in regards to social distancing, other safety precautions. The goal is to meet the needs of the students, as well as preserve the safety of faculty and students. The University will observe CDC guidelines for capacity and space utilization.

Dr. Hightower asked about cases COVID-19.

President Robinson stated that information on positive COVID-19 cases is available on the University's website. Vigilance of testing and faculty will be instituted.

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

### Summary:

- Reminder that University will be transitioning to complete remote instruction for all courses after Thanksgiving break.
- Faculty Senate representatives for Dean's Council asked for presentation on HyFlex teaching modality. Provost's team provided update. Summary below.
- Dr. Franzetta Fritz
  - o Tier 1 classroom technology (classrooms installed on campus currently)
    - OIT and Teaching & Learning Center (TLC) will provide training opportunities for faculty
  - o Tier 2 (addition of zoom camera, high definition microphone)
  - o Tier 3 (Zoom Rooms); enhanced audio and visual technology, advanced content sharing and annotation
- Dr. Genyne Boston
  - o Several educational sessions have been hosted to provide information on HyFlex teaching
  - o Modules are being developed to address HyFlex modality
  - o Additional trainings will be offered Spring 2021
  - o Student learning assistants will be hired to work with faculty members in classrooms
- Dr. Lewis Johnson
  - o All classroom spaces are being assessed for social distancing capacity. Currently classroom capacity is 25%, yielding less than 15 students for most classrooms.
  - o Each College and School will have Zoom rooms.
- Provost's team available to assist as needed.

### Questions:

Law School – What tier will be provided for Law School.

Dr. Johnson stated 3 zoom rooms will be available for Law School.

Dr. Hightower – Inquired about input for HyFlex for Spring 2021?

Dr. Edington – HyFlex was discussed in Dean's Council where collaboration occurred to develop approach to deliver instruction. Expectation was that all colleges and schools would have discussions with their individual faculty. HyFlex offers option to deliver face-to-face and remote.

Dr. Tiffany Ardley – Has new technology been delivered to College of Pharmacy sites that are not on the main campus?

Dr. Franzetta Fitz deferred to Mr. Seniors.

Provost Edington stated that Deans and sites were to communicate technology needs.

Dr. Aly asked about internet speed and if increase would be available to meet the increased needs.

Dr. Lewis Johnson stated IT working to ensure appropriate bandwidth to maximize use of system updates.

Provost Edington- Communication with team welcomed. Encourage communication with respective Deans as well.

Dr. Ann Marie Cavazos

Thank you, Dr. Edington for sharing and taking our questions.

## **CONTINUING BUSINESS**

### **Curriculum Committee Report, Dr. Kyle Eidahl, Chair University Curriculum Committee**

Report is summarized as follows:

The November 2020 report of the Curriculum Committee to the Faculty Senate contains 16 new course request, 7 course change requests, 5 online request, and 1 program modification. These requests were approved by the Committee at its November 4, 2020 meeting. The Committee recommends approval of all the requests by the Faculty Senate.

- Course Change Requests from the College of Pharmacy and Pharmaceutical Sciences & Institute of Public Health
  - New course request for undergraduate seminar
  - Program modification for Bachelor of Science in Pharmaceutical Science
    - Program change request to increase flexibility for course requirements
- FAMU-FSU College of Engineering
  - Updating program
  - 26 requests for prior approved programs and curriculum that have been approved
    - 5 requests are for conversion to online modality
- School of Nursing
  - Request to change course length from 16 weeks to 8 weeks to align with curriculum

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

Dr. Tiffany Ardley motioned to approve Curriculum Committee Report. Second by Dr. Ebenezer Oriaku. Dr. Cavazos opened for Discussion, none came forth. Voting conducted via Zoom voice vote. No opposition. Motion passed and report approved.

### **Executive Council Update: Dr. Novell Tani and Dr. Kyle Eidahl**

#### **Summary of Report: Senior Leadership Team Meetings October 20 – November 13, 2020**

The document was shared that summarizes the Senior Leadership Team meeting, highlighting discussion on:

- Encourage senate members to attend all faculty senate meetings
- Safety is a priority and safety of stakeholders include faculty and students. Continue the narrative of Safety First

- HyFlex is an option of course instruction that affords faculty an opportunity to continue to engage in safe practices and engage with our students as needed. It will be faculty's responsibility to inform students of their options
- HyFlex training will be available to assist with implementing this mode of instruction
- Compliance with University wide training is essential. Trainings are important, i.e. ethics, cognitive mental health, as it allows faculty to better serve our students, protect ourselves, and others
- Urge faculty to continue to alert the Executive Council to any concerns, questions to pose to leadership; keep communication lines open

Executive Council report available upon request via email

## **NEW BUSINESS/DISCUSSION**

a) Teacher of the Year and Advanced Teacher of the Year Award, Dr. Ann Marie Cavazos

- Dr. Ann Marie Cavazos recognized recipients of the Teacher of the Year Award and Advanced Teacher of the Year Award.
- Dr. Tiffany Packer, College of Social Science, Arts and Humanities received Teacher of the Year Award. Dr. George Hernandez, College of Education, Department of Physical Education and Recreation, Director of Aquatic Center received Advanced Teacher of the Year Award
- Dr. Robin Perry offered congratulations to award recipients, nominees, and finalists. Thank you to all committee members and Ms. Nelson of the Provost's office.

Both recipients were present at meeting and gave words of thanks and appreciation for being honored.

b) Budget Committee Report Update, Dr. Ezzeldin Aly and Dr. Kenya Washington Johnson

- Template created to review budgets to ensure continuity and objectivity
  - Three components of budget request should be addressed
    - Unit Assessment and Evaluation
    - Salary Justification
    - Request for New Resources
- Each unit was assessed based upon the alignment between their goals and the University
- Salary justification – request to each unit and department provide information to include assessment of duties and responsibilities
- Request for New Resources – addressed need for prioritization for the fiscal year. Budget Council would then try to balance the priorities across the institution

Budget Council report is available upon request via email.

c) Deans Council Update, Dr. Aretha Hill and Dr. Ebenezer Oriaku

- No additional updates.

d) Diversity and Inclusion Presentation, Ms. Joyce Ingram, Chief of Staff for Finance and Administration, Chief HR and Diversity Officer

- Overview provided of Diversity and Inclusion: Strategic Alignment
- University's current strategic plan is FAMU Rising, was approved by Board of Trustees in 2017
  - Goal was to ensure diversity and inclusion is represented in University's vision, mission, core values, and strategic priorities.
- President Larry Robinson serves as the University's champion for diversity and inclusion
- Diversity is one of the University's core values, and a long-standing part of FAMU's history as the number one public historically black university in the nation
- Diversity and inclusion are also emphasized in the University's strategic priorities
  - Inclusion is about engaging all key stakeholders, to include students, faculty, staff, and community
- Strategic priorities also include a commitment to recruitment, development, and retention of renowned, diverse faculty, and building a first-class business infrastructure where the University may recruit, develop, and retain excellent and diverse staff.
- June 2020, the Board of Governors (BOG) established a state university working group for diversity, equity, and inclusion. Dr. William Hudson and Faculty Senate President Dr. Cavazos participated in discussions.
- Next steps are to align the University's diversity and inclusion initiatives with the BOG's expectations, continue to develop action plans, and implementation

e) Office of Student Affairs Presentation, Dr. William Hudson Jr., Vice President, Student Affairs and Enrollment Management

- Dr. Hudson provided overview from Student Affairs standpoint on University Diversity and Inclusion. He reported his role is organizational champion for faculty, staff, and student engagement
- LGBTQI task force was established that included faculty, staff, and students working towards diversity, equity, and inclusion
- Dr. Hudson announced the development of a position for a Diversity, Equity, and Inclusion Coordinator; purpose is to develop programs to engage faculty, staff, and student initiatives.
  - Requests for collaboration with internal and external organizations, schools, colleges, and agencies will occur in Spring 2021
  - External agencies include Leon County Sheriff's Department, Supervisor of Elections, NAACP, Urban League, Akbar Law Firm
- Thanks to all who have completed the Cognito Mental Health training. Great feedback received from faculty on how program has helped with understanding of needs regarding mental health

f) Presentation on Accommodations, Dr. D. Denise Wallace, Esquire, Vice President and General Counsel

**Meeting Adjourned**

Motion to Adjourn: Motion by Dr. Oriaku. Motion passed with no opposition.



Meeting Adjourned by Dr. Ann Marie Cavazos at 5:06 p.m.

Respectfully Submitted

// *Naquita Jackson Manning* //

Naquita Jackson Manning, DNP  
Faculty Senate Secretary