



FLORIDA A&M UNIVERSITY
FACULTY SENATE

Faculty Senate Meeting
September 21, 2021 (3:00 p.m. - 5:00 p.m.)
Lee Hall Auditorium & Via Zoom
Presiding: Dr. Ann Marie Cavazos, Faculty Senate President

- **Meeting Called to Order by Dr. Ann Marie Cavazos @ 3:06pm**

- **Approval of the Agenda – October 19, 2021, meeting**
 - **Dr. Cavazos** entertained a motion to modify the meeting agenda and table and reschedule the Legislative update by Ms. Danielle McBeth for the November meeting under continuing business.
 - Moved by **Dr. Ebenezer Oriaku** and 2nd by **Dr. Daniel Osborne**
 - No discussion
 - All in favor
 - Motion Carries

- **Approval of Minutes:**
- **Dr. Cavazos** entertained a motion to approve the September 21, 2021, meeting minutes, with any and all necessary corrections.
 - Moved by **Dr. Kyle Eidahl** and 2nd by **Dr. Daniel Osborne**
 - No discussion
 - All in favor
 - Motion Carries

OPENING REMARKS – Dr. Ann Marie Cavazos, Faculty Senate President

Warm greetings and welcome Senators, Faculty, President Robinson, Provost Edington, deans, and distinguished guests.

We lost a great hero yesterday, General Colin Luther Powell, the first African-American Secretary of State. He also served as the 16th United States National Security Advisor and was the 12th Chairman of the Joint Chiefs of Staff.

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Among many honors and awards, General Powell was awarded the Presidential Medal of Freedom by President George H.W. Bush for his outstanding service to our nation. Let us observe a moment of silence for this great American! Thank you.

Now, Congratulations to the FAMU Football Team winning their first SWAC away game against Alabama A& M. We are proud of the TEAM. Just a reminder, Oct. 23-30 is Homecoming, Themed "An Epic Return," which will feature eight days of activities. Faculty, our Football team needs you. Time to de-stress, so go out and have some fun! Let's support our TEAM!!!

As our 2021 Fall semester and year come to an end, it seems like this year has flown by. Yet, it's hard to imagine that just 17 months ago, our world effectively shut down. How we got through all that we've been through is nothing short of a miracle. And faculty, you are one of the main reasons why we succeeded. Your continued commitment to excellence and tenacity of spirit are to be commended.

I have tremendous respect and admiration for each of you – thank you for continuing to make daily choices that keep our students and yourselves healthy and safe.

As we slowly make our way toward the end of the Pandemic, let us continue to focus all of our attention and excellence on the main reason we are here – to educate the future leaders of our community.

I want to leave you with something Nelson Mandela said:

"Education is the most powerful weapon you can use to change the world!"

ANNOUNCEMENTS:

I wanted to let you know that I had Ms. Milliner attach three documents in your packets. It is for your information, a draft document that colleagues developed at the University of Florida, an article titled, **Regents, pass tenure changes for University System of Georgia despite faculty objections** and Georgia Board of Regents' agenda, pretty long document, which ACFS provided to me.

There appears to be renewed interest in tenure on some of our elected officials as we approach the 2022 State Legislative Session. Specifically, questions have been raised about continuing performance accountability among State University System (SUS) faculty members who have earned tenure.

The SUS provosts have recognized the importance and rigor of the process associated with granting tenure in assuring the national competitiveness of Florida's public higher education institutions. Accordingly, there are discussions about the essential need to frame a systematic and rigorous periodic review of faculty members who have successfully earned tenure at our

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university.

Provost Edington shared with me, as many of the other Provost shared with their SUS Senate Presidents, the draft document of post-tenure that has circulated. I want to say, Provost Edington, thank you, and we do appreciate your transparency and your support of shared governance. Because we don't want to be in the dark, we want to know what's going on, and I am very grateful that I could have gone to my ACF meeting and say I too got a copy of that document. Let's work together to do something.

Currently, the ACFS (The Advisory Council of Faculty Senate) is collecting data on what our SUS institutions are already doing regarding the post-tenure review. However, it appears that this is something we will face very soon, and it will affect all of us who have tenure, so we should weigh in on the discussion. So, I encourage you to keep abreast of the tenure discussion!

I will provide ACFS with the information in our collective bargaining agreement about the post-tenure review, and other SUS schools are doing the same. With that said, I want you to look at the documents, some are very lengthy, but you should read them. It is upon us, so be encouraged and work together and hopefully make a difference, and it won't affect us, but only time will tell. I thank you for the opportunity to share my remarks and announcement. That said, I would like to invite President Larry Robinson to bring university administrative remarks; thank you.

UNIVERSITY ADMINISTRATION REMARKS

- **President Larry Robinson**

- The 2nd legislative session at the capital is in session. The focus is to hear from the president about priorities for the University. His #1 priority is student success outcomes. President Robinson is asking for \$15 million in recurring funds. Also, making sure that faculty needs are addressed by recruitment & retaining faculty.
- The Leadership team met this morning about branding. While in the airport coming back from the game with his wife, President Robinson collected a few documents that were on display being used to promote the city of Tallahassee and one of them was about black Tallahassee and it had several treasures that it noted and of course one of those was FAMU. They listed things like the snake, black archives, and the Marching 100...but never did it mention that FAMU is the highest ranked HBCU in the nation or the great academic programs and offerings that we have at the institution. The concept of branding for us has to be shifted to focus on the true essence of this institution. What we've done this last 134 years, all of the time, not just in the last 75 when the 100 has been here and boy how they kicked up a storm and brought tremendous attention to the university. We have to continue to promote academic excellence. It's great to acknowledge the

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amazing contributions from groups such as the Marching 100 and how they have brought so much to the University, but those persons in the band are students 1st.

- In meeting with Tallahassee officials, **President Robinson** has mentioned how we can use the success of FAMU to have a broader discussion of the greatness of all 3 Tallahassee higher institutions, where FSU is at the top 20, TCC is the ASPEN top 10, and FAMU is the top Public HBCU in the nation.
 - We are doing a lot of things right as it relates to student success. They don't ask about the record of the football team nor how well the Marching 100 performed at halftime. Stakeholders ask about graduation rates, class sizes, what we are doing to support our faculty, the giving rates of alumni and the opinions of our colleagues. What we do defines FAMU! **President Robinson** wants to thank us the faculty for leading the way!
 - **President Robinson** secondly wanted to thank President Cavazos because she and the other members on the Board of Trustees extended a 1-year renewal of my contract. In January I will be celebrating 25 years on the payroll for FAMU, he started on January 13, 1997. **President Robinson** stated that he started as a visiting professor with FAMU from Lockheed Martin. He stated that he is going to celebrate his 25th on that day, because it is a big day for him and coming to Florida A&M University was one of the best decisions he ever made.
 - **President Robinson** stated that as we rapidly move through the semester that we should come and enjoy everything they have to offer here at the institution and to join in with some of those activities at homecoming. So please come and join us and be a part of this institution. President Robinson also stated that for those who have not been to a FAMU commencement should join us for the December in person commencement program.
 - **President Robinson** thanked Madam President and said if it is appropriate, he would entertain questions that any of the Senate members may have at this time.
- **Provost Maurice Edington**
 - **Tenure Review** – Encourages us to take it seriously and get in front of it. Think About in your respective programs, how you can help to enhance any type of post tenure review activities that may currently exist in preparation for anything that may come down the pipeline, so we can be out in front, instead of being reactionary.

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- **Homecoming Will Be EPIC** - Make sure that academic programs are taking advantage to garner leverage for programs. Engage with alumni, supporters, and corporate partners. Faculty sometimes don't come to these events that our programs sponsor, because you are the best advocates for your programs. It keeps interested parties motivated and is an opportunity to get more support for our programs.
- **Core Programming – President Robinson** and leadership team talked about core programming. Through strategic planning and other efforts, we will be hearing more about this topic. Where do we want to be 20 years from now? Where will the young “Dr. Larry Robinson” come from in the future, what will FAMU look like as an institution and how competitive will we be? We must challenge ourselves to answer those questions today.
- **Priority around leadership development** – FAMU will be developing an emerging leaders’ program. Your president has been here for 25 years. Our President and Provost both “grew up” here on this campus as great leaders. Our future depends on cultivating and developing leadership from within. Deans will be asked to identify these persons who are emerging leaders.
- **Succession planning** – We started working on a succession plan before the pandemic and we’re getting back to that. We need to make sure that all of our areas (especially academic) have plans for the future, so that every time someone leaves a role, the program doesn’t suffer.
- **Faculty Excellence** – There is the development of a compensation plan. President charged CFO and Provost to work on a compensation plan to address faculty and staff salaries. The provost and the CFO have already started working together to flesh out a plan and are in the initial stages as this is something that is actively being worked on. Ongoing updates will be provided throughout the year as progress is made. Compensation philosophy, identify source, and assessment of organization workforce structure and size will be analyzed and developed.
- **Questions for Provost Edington:**
 - **Question: (Dr. Cavazos from phone)** – Have you defined what that emerging leader should look like, do you have any idea of what qualities are going to be considered and will you be considering the satellite offices or schools such as the law school and the one in Tampa and so forth?
 - **Answer (Provost Edington):** Yes, we are considering all units including the satellite campuses, we are one campus. We don't have the specifics of the emerging leader qualifications yet, because we are still fleshing out the

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structure and the amount of resources, we can develop this year. But I welcome ideas and all suggestions. The whole point is to identify, cultivate, develop and grow individual leadership potential.

- **Question: (Dr. Roscoe Hightower (UFF President))** – We’ve been getting reports from faculty across the university that administration and deans are using the document referred to as the faculty effort reporting guide draft and we the UFF don’t know anything about this document and it appears that various deans have bullied, threatened, informed, misinformed and what have you And I just wanted to know what your comments were if any on this document.
- **Answer (Provost Edington):** I will say this very seriously, if there is any threatening or bullying going on about anything from an administrator, please report it to my office. Don’t confuse threats and bullying with stern leadership, but if you feel intimidated, I’m not joking. I don’t want anyone here feeling that they’ve been bullied or threatened by an administrator. That is not how the President operates and we try to follow his lead and his spirit of leadership. There is an ongoing meeting and conversations with FAMU UFF concerning the draft document. There is a formal request in the Union about this issue where the issue will be discussed. It is currently a bargaining discussion so I will not comment on that at this time.
- **Question from ZOOM chat (Dr. Cavazos)** – The faculty member states “giving the importance of graduation education in general, what’s the timeline with selecting the dean of the graduate studies?”
- **Answer: (Provost Edington) Dr. Reggie Ellis** is the current interim leader of graduate education. The search is ongoing, but we are in good hands with **Dr. Ellis** until the process of selecting another candidate is complete.

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- **CONTINUING BUSINESS**

Curriculum Committee Report to the Faculty Senate

October 2021

The October 2021 report of the Curriculum Committee to the Faculty Senate contains 5 new course requests, 1 course change request, 7 online requests, 1 program modification request, and 2 new online program requests. These requests were approved by the Committee at its October 6 meeting. The Committee recommends approval of all the requests by the Faculty Senate.

Course Change Requests from the College of Education

	Course/Program Name	Description of Request
1	EDA 5940 - Internship in Educational Administration	Existing Course (Online)
2	EDA 5193 - Educational Leadership: Instruction	Existing Course (Online)
3	EDA 5195 - Educational Leadership II	Existing Course (Online)
4	EDA 5201 - School Business Management	Existing Course (Online)
5	EDA 5232 - Legal Aspects	Existing Course (Online)
6	EDA 5424 - Research in Schools	Existing Course (Online)
7	EDA 6421 - Advanced Research Method	Existing Course (Online)
8	EDA 5503 - The Principalship	New Course
9	M.Ed. Master's in Educational Leadership	Program Modification

Course Change Requests from the College of Social Sciences, Arts and Humanities

	Course/Program Name	Description of Request
1	BS Psychology	New Online Program
2	MASS – Criminal Justice	New Online Program

Course Change Requests from the FAMU-FSU College of Engineering

	Course/Program Name	Description of Request
1	CCE 5020 - Infrastructure Resilience	New Course
2	CGN 5301 - Analysis of Social-Ecological-Technical Systems	New Course
3	CWR 5308 - Urban Stormwater Runoff	New Course
4	EML 5289 - Vehicle Design	New Course
5	EEL 4911C - Senior Design Project I	Course Change

- Short report. Requests from 3 different colleges.

Dr. Eidahl stated that the university curriculum committee is really supposed to have two representatives from each unit at the university. For most units, there is one representative, that representative generally being the Chair of the curriculum committee. An email will be sent out, requesting a 2nd person to represent the units and it's really best if one of the people representing is the curriculum committee chair, or at least one of the members of the curriculum committee and the second representative can really be anyone from the unit, who is interested in serving. Meetings are held on Wednesdays from 2pm -5pm. The committee reviews all of the courses and all the programs. Some of the meetings, depending on how many requests there are can go the full three hours but it's an interesting process, and we are hoping to increase the number of people that we have on this committee.

- **College of Education**

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- The first courses are conversions to online.
- EDA 5503 is a new course required in educational leadership which entails change in the Education leadership curriculum.
- The final request is for a modification in the Educational Leadership program to add EDA 5503 as a required course (replacing another course in the program.)
- **Social Sciences, Arts, and Humanities** – continuing online program request that were looked at over the summer
 - BS in psychology (existing bachelor’s converted to online)
 - Master of Applied Social Science - Criminal Justice (existing program converted to online)
- **FAMU-FSU College of Engineering**
 - 4 new courses. Most of the courses have been special topics but are now actual courses.
 - Senior design project – course change

Dr. Cavazos: Entertained a Motion to accept the curriculum committee report as a full slate

- Moved by **Dr. Osborne** and by **Dr. Ezzeldin Aly**.
- All in favor
- No discussion
- Motion carries with all necessary corrections.

- **Executive Council Update - Dr. Novell Tani and Dr. Kyle Eidahl**

- **Dr. Eidahl** states: -It has been an honor representing you on the senior leadership team. **Dr. Eidahl** says that both he and **Dr. Tani** have learned a lot and believe that they also contributed to some of the discussion, actually a lot of the discussion in the senior leadership meeting. Since they have been representing the Faculty Senate, they have been distributing written reports for the members to look at and stated that if at any time anyone has questions about what’s going on in the senior leadership team meeting or if there are any issues that need to be brought up in that forum, let him know so that it can be added to that agenda. The Senior Leadership team looks at issues at the university from a very high perspective. A lot of the general policies get set there and then percolate down to the Dean’s Council into the Budget Committee into other university committees.
- The Executive Council has been working on different issues regarding Homecoming such as:
 - Logistics at football games
 - Homecoming logistics to make sure that’s it’s as smooth and pleasurable an experience as we can possibly have. A lot of famous people will be here from sports, entertainment, etc.

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- **Dr. Eidahl** referred senators to the notes that he and **Dr. Tani** submitted and stated that if anyone has questions, they should contact him. As Faculty Senate and Faculty as a whole they want to make sure that the faculties concerns are brought in front of the committee as well as just their personal concerns.

NEW BUSINESS

- **Constitution Revision - Dr. Ann Marie Cavazos and Dr. Kyle Eidahl**
 - **Dr. Cavazos** expressed sincere thanks to **Dr. Daniel Osborn** and **Dr. Tiffany Ardley** for their comments. Special thanks to **Dr. Ezzeldin Aly** who worked closely with Dr. Eidahl and me in reviewing and editing the document accordingly. After approval by faculty senate, we will distribute the document to the general faculty who will also have 30 days for comment. It will then be sent back to President Robinson, Provost Edington, and general counsel for final approval. The goal is to have the document ratified in January 2022. Review of the bylaws has already begun; however, the Constitution needs to be firm and solidified and voted upon before going forward with the bylaws.
 - **Dr. Patricia Broussard** – I would like to explain why the constitution was revised. One of the reasons was to make the format logical. So many things were scattered and unorganized and unclear in the 2008 document that revision had to take place to make document flow logically and clearer. The second was to update it, because things have changed since the last Constitution was drafted and, lastly, it was to clarify because there's some language that is not clear in the constitution and it's open to such wide interpretation that one could come with several different scenarios based on just one subsection. I just think that is important for people to know why it was necessary to work on this Constitution, because it needed updating and it needed to be responsive to what's happening in 2021 at the University.
 - ⊖ **Dr. Cavazos** – I want to explain to our new senators that I established two committees: the constitution revision and bylaw committees. A request for volunteers and senators and non-senators volunteered to serve on the committees. Throughout this process, Dr. Eidahl and I have been working closely together with a collective voice. As President Truman once said, "It is amazing what you can accomplish if you do not care who gets the credit." This process involves every one of you and the administration. As Dr. Broussard eloquently presented, it is for the greater good of our institution.
 - **Dr Cavazos:** I would like to entertain a motion to accept the edits/changes which was made by the senators to the constitution revision

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- Moved by **Vice President Tiffany Ardley** and 2nd by **Dr. Daniel Osborne**
 - All in favor
 - No further discussion
 - Motion passed
- **Dr. Cavazos** states that the document will be sent out to the general faculty body for their review. They too will have 30 days to respond.

ELECTIONS – Conducted by Dr. James Muchovej, Parliamentarian

College	Steering Committee	Term	Committee on Committee	Term
College of Law	Dr. Cynthia Ramkellewann	2020-2022	Dr. Patricia Broussard	2021-2023
College of Agriculture & Food Sciences	Dr. Islam El-Sharkawy	2020-2022	Dr. Muhammad Haseeb	2020-2022
College of Education	Dr. Ezzeldin Aly	2020-2022	Dr. Lavetta Henderson	2021-2023
COPPS/IPH	Dr. Jamal Brown	2021-2023	Dr. Arlesia Mathis	2020-2022
College of Science & Technology	Dr. Michael Thornton	2020-2022	Dr. Daniel Osborne	2020-2022
School of Architecture & Engineering Technology	Mr. Leon Prosper	2020-2022	Mr. Craig Huffman	2020-2022
FAMU DRS	Mr. Anthony Thomas	2020-2022		
College of Social Science, Arts & Humanities	Dr. Kyle Eidahl	2021-2023	Dr. Terrell Brown	2020-2022
FAMU/FSU College of Engineering	Dr. Peter Kalu	2021-2023	Dr. Shonda Bernadin	2021-2023
Library	Ms. Karen Southwell	2021-2023	Shuchun Liang	2021-2023
School of Allied Health Sciences	Dr. Phyllis Reaves	2021-2023	Dr. Curt Gray	2020-2022
School of Environment	Dr. Richard Gragg	2021-2023	Dr. Elijah Johnson	2021-2023
School of Journalism & Graphic Communication	Dr. Jeffrey Wilkinson	2021-2023	Dr. Hsuan Huang	2021-2023
School of Nursing	Dr. Robin Butler	2021-2023	Dr. Rachel Robinson	2021-2023
School of Business & Industry	Dr. John Washington	2021-2023	Dr. Aretha Hill	2021-2023
SGA	Mr. Artist Lewis	2021-2023		

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Faculty Senate President	Dr. Ann Marie Cavazos	2021-2023		
Faculty Senate Parliamentarian	Dr. James Muchovej	2021-2023		

- **Motion to approve slate – Dr. Osborne moved Dr. Eidahl 2nd.**
 - Motion passes with all positive.

Dr. James Muchovej – Elections need to be held to choose two representatives from the Senate for the Executive Council, Dean’s Council and Budget Council. Per the Constitution, these should be on staggered terms, so that we can have one person coming in and one person, leaving, so that there is an overlap of a one-year time in there.

Executive Council - Executive Council current members are **Dr. Eidahl** and **Dr. Tani**, they were both elected in 2019. Someone needs to be elected for a one-year term, and we need to elect someone for a two-year term. What we would call for the Senate to do is make a motion that we would approve one of these two individuals for a one-year term, and then we will vote on a second individual for a two-year term.

- **Motion**– To vote on one person to continue for one-year term (either **Dr. Eidahl** or **Dr. Tani**) then Vote on A Different Person for A One-Year Term
 - Moved by **Dr. Aly** and 2nd from **Dr. Osborne**
 - Only one nomination for **Dr. Eidahl**, because **Dr. Tani** withdraws. **Dr. Eidahl** will serve the one-year term (Nominated by **Dr. Tani**).
- **2-year term for Executive Council**
 - **Dr. Tani** was nominated, but declined the nomination
 - **Dr. Muhammad Haseeb** nominated **Dr. Jenelle Robinson** from CAFS
 - **Dr. Oriaku** nominated **Dr. Tiffany Ardley**.
 - **Dr. Oriaku** is nominated by **Dr. Arlesia Mathis**, but he declined.
- **Dr. Eidahl moves for nominations to be closed – Dr. Osborne 2nds.**

Dean’s council

- **Dr. Oriaku** has one-year left.
- **Dr. Aretha Hill’s** term expired this past year, someone is needed to serve on this council for the two-year term.
- **Dr. Novell Tani** nominates **Dr. Kyle Harris** (social sciences arts humanities). **Dr. Harris** accepts.
- **Dr. Eidahl** moves to be closed. 2nd by **Dr. Osborne**.

Budget council

- **Motion for extending one former member** - *(2 people were elected for a 2-year term, two years ago, therefore someone needs to be elected for a one-year term and a second person for the two-year term as was done with the Executive Council. Dr. Muchovej asked that a motion be made to take one individual who's got experience place them back in for an additional year and then vote on someone for a two-year term.*
 - Moved by **Dr. Osborne** and 2nd by **Dr. Eidahl**
 - Dr. Aly will be on the Budget Council for an additional year
 - Now need a 2-year recommendation from the floor
 - **Dr. Bridgette Israel** nominated by **Dr. Oriaku**.
 - **Dr. Eidahl** moves for nominations to be closed. (2nd There was no 2nd).
- **Executive council vote – Drs. Ardley and Robinson. Dr. Muchovej** gives each person a moment to speak to the senators to make a brief description as to why they would be best.
 - **Dr. Jenelle Robinson** concedes and asks for **VP Ardley** to take the position.
 - **Dr. Ardley is the representative for executive counsel for the 2-year term. (2-year term)**

Executive Council

SENATOR	COLLEGE/UNIVERSITY	TERM
Dr. Kyle Eidahl	College of Social Sciences, Arts & Humanities	2021-2022
Dr. Tiffany Ardley	COPPS/IPH	2021-2023

Budget Committee

SENATOR	COLLEGE	TERM
Dr. Ezzeldin Aly	College of Education	2021-2022
Dr. Bridgette Israel	COPPS/IPH	2021-2023

Dean's Council

SENATOR	COLLEGE	TERM
Dr. Ebenezer Oriaku	COPPS/IPH	2021-2022
Dr. Kyle Harris	College of Social Sciences, Arts & Humanities	2021-2023

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- **Dr. Osborne** moves for adjournment
- Adjournment declared by **Dr. Ann Marie Cavazos** at 4:37pm

FACULTY ENABLED, EXCELLENCE AT ITS BEST.....MISSION ACCOMPLISHED
RAISING THE BAR

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