

**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 was called to order by Dr. Ann Marie Cavazos @ 3:08pm**

**Swearing in of Senators Elect Attorney Shira Thomas**

*Candidates read “I (state name), solemnly affirm that I will perform duties and responsibilities as the faculty senate representative with the best of my knowledge and ability and that I will uphold the constitution of Florida Board of governors and Florida A&M University”*

**Dr. Cavazos** entertains a motion for the approval of the Agenda from September 21, 2021, meeting

- Moved by Dr. Osborn and 2<sup>nd</sup> by Dr. Eidahl. No discussion on the matter and the vote passes with no opposition.

**Dr. Cavazos** entertains a motion for the approval of Minutes from the April 20, 2021, meeting (with all necessary corrections)

- Moved by Dr. Eidahl and 2<sup>nd</sup> by Dr. Osborn. No discussion on the matter and the vote passes with no opposition.

**Opening Remarks (by President Cavazos)**

Good afternoon and warm greetings Senators, Faculty, President Robinson, Provost Edington, Deans, and guests. **“Do you remember, the 21st day of September! by - Earth, Wind, and Fire,** (played the soundtrack) So, you recognize that song! Officially, today is the last day of Summer and this day also symbolizes- World Day Peace!



Welcome back, Senators, and a special shout out to our new senators and Faculty for the academic year 2021-2022.

I’m humbled and honored to serve as your President for a 2<sup>nd</sup> term. I am eager to continue to build on our extraordinary service in advancing the University’s mission of affordability, accessibility, diversity, academic excellence, and marching to the 100.

Like you, I am grateful for our leadership, and I look forward to their continued support, transparency, and shared governance.

I am sure that at this point, none of us anticipated that we would still be amid a worldwide Pandemic, and yet, we are! Florida continues to be the national epicenter of the Delta variant. This variant poses an extraordinary threat to Faculty with underlying health conditions and unvaccinated children.

Despite the growing numbers of Covid cases, hospitalizations, and variants, our university is doing an incredible job that is within its power to provide a healthy and safe environment for all its constituents, and for that, we are grateful.

I want to thank each of you, personally, Faculty, for your steadfastness and commitment – you have made an incredible difference in the lives of our students!

President Harry S. Truman once said, **“it is amazing what you can accomplish if you don’t care who gets the credit.”**

As we continue to work together, observing all the protocols, ensuring we keep ourselves and students as safe as possible, I believe we can make it through this Pandemic.

Thank you for continuing to engage in outstanding and rigorous teaching, scholarship/research, service to the University, community, and nation. Maintaining our academic momentum is even more critical than ever before. One day, hopefully soon, we will emerge from out of this Pandemic and into a world free from Covid restrictions. Still, until that day, we must continue to work together to take our institution to greater heights of excellence.

Our students and our community need our 100% focus and continued commitment to our mission, and if we do this together, I know we can accomplish it.

Thank you for being here today!

**University Administration Remarks – Provost Edington** (*slides are from Dr. Edington’s presentation with permission*)

President Robinson regrets that he can’t make it at this time and sends his regards. Dr. Edington is happy to see everyone all in person. ZOOM is great, but meeting in person is good!

## University Rankings



Much closer, but keep in mind our goal is to be in the top 100. The metrics are more challenging to continue to move up on the scale, so we have great work to do. This is actually a tangible goal for us at this point. Dr. Robinson takes pride in the social mobility which is BIG. Dr. Edington says that faculty are the backbone of the University.

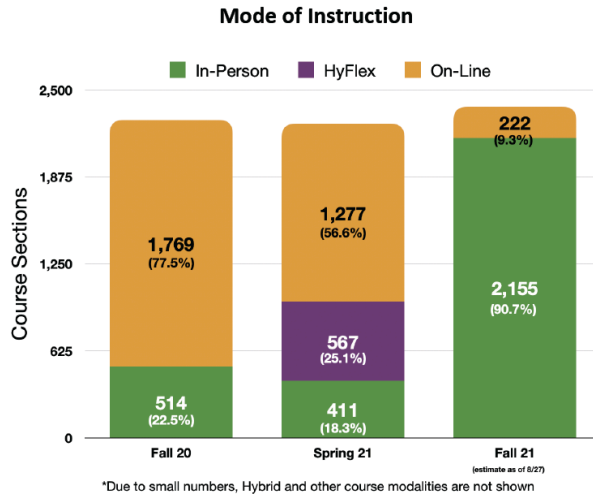
# US News & World Report Rankings



Ranking Criteria		
<b>Outcomes</b>	Graduate Indebtedness, Social Mobility, <u>Graduation Rate</u> Performance, <u>Retention Rates</u>	<b>40%</b>
<b>Faculty Resources</b>	Class Size, Student-Faculty Ratio, Full Time Faculty, <u>Faculty Salaries</u>	<b>20%</b>
<b>Expert Opinion</b>	<u>The opinions of presidents, provost and admissions deans</u>	<b>20%</b>
<b>Financial Resources</b>	Average spending on things that go directly toward undergraduate education	<b>10%</b>
<b>Student Excellence</b>	<u>ACT/SAT Scores, Top 10% Graduating Class</u>	<b>7%</b>
<b>Alumni Giving</b>	Percentage of Alumni with Bachelors Degrees that Give	<b>3%</b>

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## Fall 2021



### Enrollment\* (as of 9/20/21)

		Fall 2021	Fall 2020	%
		#	#	Change
<b>Undergraduate</b>	Freshman	1,616	1,620	-0.2%
	Sophomore	1,423	1,570	-9.4%
	Junior	2,061	2,083	-1.1%
	Senior	2,174	2,087	4.2%
	Pharmacy P1	98	132	-25.8%
	Pharmacy P2	167	139	20.1%
	UG Unclassified	44	18	144.4%
<b>Total</b>	<b>7,583</b>	<b>7,649</b>	<b>-0.9%</b>	
<b>Graduate</b>	Masters	633	679	-6.8%
	PHD	347	326	6.4%
	GR Unclassified	19	36	-47.2%
<b>Total</b>	<b>999</b>	<b>1,041</b>	<b>-4.0%</b>	
<b>Law</b>	Professional 1	145	159	-8.8%
	Professional 2	113	160	-29.4%
	Professional 3	158	155	1.9%
	<b>Total</b>	<b>416</b>	<b>474</b>	<b>-12.2%</b>
<b>GRAND TOTAL</b>	<b>8,998</b>	<b>9,164</b>	<b>-1.8%</b>	

\* Preliminary data

We are back almost to pre-COVID status with face-to-face classes. Dr. Edington wants to thank faculty for all of our patience in managing in person operations while dealing with fear, anxiety and stress. It's not easy, and he wants faculty to know that the administration is aware and appreciative.

In respect to enrollment, we are at a slight decline but still below pre-COVID. Enrollment was essentially maintained.

## Academic Affairs Strategic Priorities for 2021-2022



### Student Success Outcomes

- Retention Rates
- Graduation Rates
- Post-graduate Outcomes
- Licensure Pass Rates
- Degree Production
- Distance Education
- Curriculum Development

### Operational Efficiency

- Academic Program Prioritization Initiative
- Budgeting and Planning
- Leadership Development
- Succession Planning
- Customer Service

### Faculty Excellence

- Professional Development
- Compensation
- Tenure and Promotion Criteria
- Teaching and Research Facilities
- Recruitment and Retention

Wants to emphasize curriculum development, because programs must be innovative. The only people to ensure this are the faculty. This is an explicit focus to push and drive innovative curriculum to meet the demand. In regard to operational efficiency, federal funds were very helpful. While this is good, we have to look to the future so that we are efficient with our resources. We have big goals, which are depending on resources. We have a way to go with customer service and faculty excellence. He emphasizes that President Cavazos made sure that compensation was a focus from the faculty "loud and clear". Drs. Cavazos and Edington have been working with the CFO to create a plan of faculty compensation. Under faculty excellence, Dr. Edington wants to focus on new faculty as well to target their development.

# Academic Program Prioritization Initiative



**Degree Offerings by College/School**

School/College	Bachelor's	Master's	Doctoral	Professional
College of Social Sciences, Arts, and Humanities	13	3	0	0
College of Science and Technology	7	4	1	0
College of Education	4	4	1	0
College of Agricultural and Food Sciences	4	1	1	0
College of Law	0	0	0	1
College of Pharmacy and Pharmaceutical Sciences	1	2	2	1
School of the Environment	2	1	1	0
FAMU/FSU College of Engineering	7	7	6	0
School of Allied Health Sciences	4	2	0	1
School of Architecture and Engineering Technology	4	2	0	0
School of Business and Industry	4	2	0	0
School of Journalism and Graphic Communication	3	0	0	0
School of Nursing	1	1	0	0
<b>Total Degree Program Offerings</b>	<b>54</b>	<b>29</b>	<b>12</b>	<b>3</b>

**New Programs for Consideration in 2021-2021**

- Biology (PhD)
- Construction and Engineering Technology (MS)
- Data Science (MS)
- Education Innovation (B)
- Materials Science and Engineering (MS, PhD)

**Priorities**

- Strengthen academic programs
- Increase degree production in Programs of Strategic Emphasis (PBF metric)
- Optimize operational efficiencies
- Identify opportunities for program investment/divestment

This table gives a snapshot with our inventory of academic programs, which are challenging to fund. We have to make sure that the programs are strong, increase degree productivity. We have to make sure that we are doing well in performance-based metrics, some of which we have “slipped” in.

# Academic Program Prioritization Initiative



**Overview of Model w/Weighting Factors**

Areas of Focus	Metric Categories
<b>Demand and Satisfaction (20%)</b>	Workforce Supply and Demand (10)
	Student Satisfaction (10)
<b>Academic Program Performance and Competitiveness (65%)</b>	Academic Program Productivity and Effectiveness (20)
	Cost Effectiveness (10)
	Research Productivity (15)
	Fundraising (5)
	Program Financial Viability (10)
	Competitive Landscape (5)
<b>Mission Critical and SUS Program Alignment (15%)</b>	BOG Areas of Strategic Emphasis (5)
	BOG Low Productivity (5)
	Mission Critical (5)

Over the next few months, the plan is to meet with the colleges and schools to go deeper and understand how to apply these metrics to each discipline.



# Instructor Promotion Process



## New Process for 2021-2022

- Collectively Bargained w/FAMU-UFF
- Special Committee Developed Initial Guidelines
- Application Period: September 22 - November 5

## Ranks

- Instructor
- Associate Instructor (New)
- University Instructor (New)

## Eligibility

- Instructor to Associate Instructor:
  - Continuous academic year employment for previous six years
- Associate Instructor to University Instructor:
  - Continuous academic year employment as an Associate Instructor for the previous six years

## Criteria

- Instructor to Associate Instructor:
  - Teaching Excellence
  - Professional Development
  - Service Excellence
  - Note: College/School criteria may supplement the University criteria
- Associate Instructor to University Instructor:
  - Teaching Excellence
  - Professional Development
  - Service Excellence
  - Note: College/School criteria may supplement the University criteria

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This is something that the Provost, Drs. Hightower and Muchovej (from the UFF) and their team are proud of! Dr. Boston from the Provost's office has been coordinating with this effort as well. We've never had a process for instructors to be promoted, which the Union brought to the University Leadership's attention. Dr. Muchovej agrees that this was a collaborative process. The application process opens on September 22nd and there are 2 new ranks to be noted (Associate Instructor and University Instructor).

## Subcommittees

- Student Success
- Academic Success
- Leverage the Brand
- Long-Term Fiscal Health and Sustainability
- Organizational Effectiveness and Transformation

### **23-Member Committee Established**

- Broad Internal & External Stakeholder Involvement
- Staff Support
- External Consultant

### **BOT Liaison**

- Trustee Harper

### **Charge**

- Develop Five-Year Plan for BOT Consideration
- Identify a **BOLD** Vision and Path for FAMU
- Provide a Roadmap to Elevate FAMU into the Top 100
- Safeguard FAMU's Future



President established committees and a charge was given from the President. Subcommittees have been established to review data and information on FAMU and peers to do benchmark comparisons. Decisions can then be made on where we should go. Feedback was given from the BOT that should be highlighted in the plan.

## **Questions to Provost Edington:**

- **Dr. Patricia Brossard** (Chair for faculty development at FAMU College of Law) – thinks the proposal for the instructors is fabulous and would like a zoom presentation for the faculty so that they can ask questions. Dr. Boston did a great presentation, but it's important to get buy-in from many constituents on this information from main campus.
  - Dr. Edington responds to the question and asks her to send an email to Valerie Singleton in Provost's office who will work with Dr Boston's team.
- **Dr. Cavazos** – What is the salary % increase for the instructors?
  - Dr. Edington responds that those figures have not been finalized yet.
- **Dr. Cavazos** wants to briefly revisit the faculty salary comments. She indicated that there was great support from the trustees concerning Faculty salary increases. She echoes that the Provost and his team have been dedicated to this as well.
  - **Dr. Edington** adds as we work towards big goals and moving forward, we have to remember the reality of reallocation when it hits home. We have to keep in mind that money will often come from within. Increases will have to come from us making shifts from one department to another. *"We have*



*to rob Peter and pay Paul, but we are Peter and Paul! Lol. We will take the money from our left pocket and give it to the right pocket”.*

- **Dr. Cavazos** wants Provost Edington to talk a little more about work force supply and demand.
  - **Dr. Edgington** responds that some metrics for performance-based funding deal with this. The State of Florida has put a premium on schools providing work force demand. They want to get universities to produce degrees in the areas that are needed in the workforce. University will ask programs how to you contribute to the needs of the workforce. We need to feed into the pipeline of jobs needed in the field. We will be telling programs, “maybe you should consider changing or streamlining to better fit the needs of the workforce”. The days of programs that may not meet the needs of the workforce are gone. We must drive productivity and meet the demand.
- **Dr. Cavazos** asks (from faculty text message), what’s the status of the Associate Provost Graduate Dean’s position?
  - **Dr. Edington** responds that the search is ongoing
- **Dr. Cavazos** asks about the admission criteria. She addressed the faculty concerns about the changes being made to the admission criteria and its impact on our mission.
  - **Dr. Edington** says that we have the ability to raise the profile without abandoning the mission. We can continue to provide access and opportunity while also recruiting the best and brightest. We can’t have profiles that compromise the ability to perform. Dr. Hudson and team have been working to increase academic profile. The University is not letting in as many freshmen. Through programs like FAMU ignite program, students who aren’t initially admitted can show better foundation and ability to be successful. Keep in mind that these students do not count against us in the FTIC profile. We have to be competitive in the SUS. When we leave this campus...we aren’t compared to the HBCUs. We are the best public HBCU, so we have to focus on the people that fund our 12 state institutions (BOG). We used to be able to say, “We are here...this is who we are (an HBCU) and leave us alone! Now we are having to justify why we deserve the allocations of other state schools. Dr. Edington says that the faculty make this thing (the school) function and run. When seeing obstacles, we need everyone to focus on those areas with vigor. We should be a pathway and facilitator more than a hinderance.
- **Dr. Cavazos** - Thanks for Dr. Edington leadership transparency and breaking thigs down for an acute awareness. Thanks for Dr. Boston being here also that can talk with faculty from the law school.

## ANNOUNCEMENT

- Special thanks to **Mr. Robert Seniors** and his team, your skill and hard work transforming Lee Hall to make the workplace Zoom ready. We appreciate your time and everything you and your team have done (openly and behind the scenes). We are broadcasting live from Lee today. Great job, and we thank you.
- **Mr. Michael Simmons**, thanks to you and your team for your support and for consistently delivering. Together, Mr. Seniors and Mr. Simmons and their team working together affect change for the greater good of our institution.
- Mr. Jeff Ward, thank you for the song clip by Earth, Wind, and Fire! **"Do you remember the 21st day of September?" Song played again!!**You are awesome!
- Senators, I want to thank you for your vote supporting the Advisory Council of Faculty Senators (ACFS) mitigation resolution. I am happy to report to the ACFS that the FAMU Faculty Senators voted to support the resolution mitigation. Thank you
- Senators, I want to thank you for your vote supporting the Advisory Council of Faculty Senators (ACFS) mitigation resolution. I am happy to report to the ACFS that the FAMU Faculty Senators voted to support the resolution mitigation. Thank you
- I encourage all faculty and deans to pay close attention to the dates set on the Senate Activities schedule. Dr. Friday Stroud has already submitted an application for professor emeritus.
- Drs. Aretha Hill and Robin Perry will soon be scheduling meeting times for the Ad Hoc Committee on Administration and Faculty Collaboration.
- Dr. Cavazos will be hosting orientation for the new senators before the next senate meeting.
- Drs. Eidahl and Cavazos have worked diligently on the constitution revisions for FAMU. Special thanks to the constitution committee members. Their names are listed on the document. The constitution has been reviewed by Dr. Edington and his team, Dr. Robinson and his team, Dr. Wallace, and General Council's team. We have 30 days to review and provide edits or comments. The old constitution has been included from 2008 (which is online). At our next meeting we will take a vote to send it out to all faculty for their review.



## Continuing Business

### **Curriculum Committee Chair Dr. Kyle Eidahl**

Purpose of the committee is to vet requests for new programs, courses, terminations in programs/courses. Dr. Edington also mentioned revisions. This moves from the college faculty to college curriculum committee, then dean, then faculty senate. This then goes to Provost then Registrar's office. This committee meets every 1<sup>st</sup> Wednesday with no December meeting, then January, February, March and April. Program changes are asked to be in early for more vetting for better chances in being passed. Sept 1<sup>st</sup>, we have the requests.

#### **Curriculum Committee Report to the Faculty Senate**

##### **September 2021**

The September 2021 report of the Curriculum Committee to the Faculty Senate contains 3 new course requests, 1 online request, 2 new program requests, and 5 new online program requests. These requests were approved by the Committee at its September 1 meeting. The Committee recommends approval of all the requests by the Faculty Senate.

##### **Course Change Requests from the College of Education**

	<b>Course/Program Name</b>	<b>Description of Request</b>
1	EDA 7405 - Quantitative Research Methods I	Existing Course (Online)

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

	<b>Course/Program Name</b>	<b>Description of Request</b>
1	BS Criminal Justice	New Online Program
2	BS Sociology	New Online Program
3	BS Global Security and International Affairs	New Online Program
4	MASS - Global Security and International Affairs	New Online Program
5	MASS - Public Administration	New Online Program

##### **Course Change Requests from the FAMU-FSU College of Engineering**

	<b>Course/Program Name</b>	<b>Description of Request</b>
1	CEG 5865 - Geotechnical and Structural Design Practices	New Course
2	EIN 5020 - Research Methodology	New Course
3	EMA 5015C - Nanomaterials and Nanotechnology	New Course
4	MS Materials Science and Engineering	New Program
5	Ph.D. Materials Science and Engineering	New Program

Science, arts and humanities wanted to offer new online programs. New courses for engineering will be actual courses instead of "special topics". For the new programs, they existed at FSU in the graduate school. This has been added now as an option for FAMU students as well. This will be a no cost program since everything is already in place. Study and the development of new materials (stronger and lighter) has support of board of trustees and governors. Help drive to the top 100 with more grad students, research and PhD. This helps with Carnegie classifications as well!

**Dr. Cavazos** – asks for motion to approve the curriculum report on a full slate. (with all necessary corrections)

- Moved Dr. E. Oriaku and 2<sup>nd</sup> Dr. Osborn
  - Vote - All in favor with no opposition. Motion passes.

### **Executive Council Update Dr. Novell Tani**

**Dr. Tani-** Notes were provided from leadership team meetings. Wants to echo need for faculty working together to get to the 100 schools from Provost's speech. There are a lot of shifts to distance and remote learning. This will allow us to broaden our reach. We will see emails from compliance for trainings and centralized required training coming from Rica Calhoun. Regarding attendance, we need to make sure to record in timely fashion. Help students to engage in safe behavior with COVID. Wear masks, get vaccinated, etc.

**Dr. Cavazos** has a question for Dr. Tani – in the August 24 update, 74% of students in campus housing were vaccinated. Any there any new updates?

- **Dr. Tani** says that it's a requirement for everyone in the dorms per their leasing agreements, so this should almost be done. Dr. Tani says to encourage the students to get vaccinate and regular testing.
- Ms. Rica Calhoun chimes in and reports that we are at 74% and will follow up with Ms. Tanya Tatum for more updates.

## New Business/Discussion

### Foreign Influence Attorney Rica Calhoun



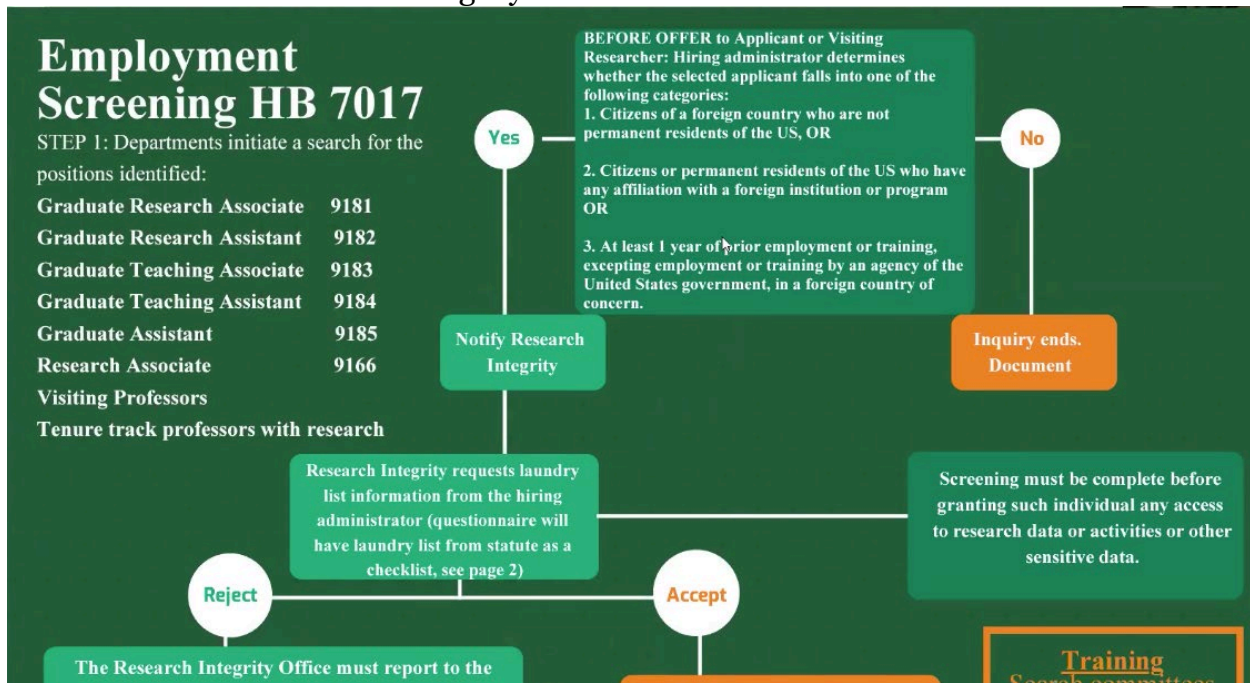
This is based on increased influence from China/North Korea. Institutions with Moffit cancer center were concerning with inappropriate relationships with foreign entities. This calls for Increased disclosure from research. If you have an agreement, there has to be an assessment to see if the safety /security of the US is being compromised. Foreign countries of concern (China, Russia, Iran, North Korea, Cuba, Venezuela, Serian/Arab Republic, or any agency in those countries).

This prohibits us from engaging in an agreement with or accepting grants which enhance their culture or impacts the security of the US. Our FBI field office is in Jacksonville, FL and they will be reviewing the agreement with the University.

### **Questions for Attorney Calhoun:**

Dr. Jeffrey Wilkinson from School of Journalism and Graphic Communication – if we have personal relationships with persons from china, do we have to come to you (Calhoun) or will you contact us?

- **Attorney Calhoun** responds that the Office of Research Integrity and Animal Welfare is the office ran by Dr. Tanise Jackson that will oversee that project. You should get in contact with her office.
- **Dr. Arlesia Mathis** – (College of Pharmacy) When looking for applicants, at what point do we consult when hiring from another country? If they are already in the country in another institution, what do we do?
- **Attorney Calhoun** states, employment screening HB 7017 gives guidance on the office of research integrity to do.



Hiring administrators must determine whether the selected applicant falls into one of the 3 categories:

- Citizens of a foreign country who are not permanent residents of the US
- Citizens or permanent residents of the US who have any affiliation with a foreign institution or program
- At least 1 year of prior employment or training, excepting employment or training by an agency of the US government, in a foreign country.

If researchers fall into one of these categories, research integrity must be notified who will request a laundry list of information from the applicant. This will either be accepted or rejected by Research integrity. The president or chief administrative officer of the state university or applicable entity shall designate a research integrity office to review all materials required and take reasonable steps to verify all attendance, employment, publications, and contributions listed in the application required prior to any interview or offer of a position to the applicant. Reasonable steps include searching public databases for research publications and presentations and public conflict of interest records to identify any research publication or presentation that may have been omitted from the application, contacting all employers of the most recent 10 years to verify employment,



contacting all institutions of higher education attended to verify enrollment and educational progress, searching public listings of persons subject to sanctions or restrictions under federal law, submitting the applicant's name and other identifying information to the Federal Bureau of Investigation or any federal agency reasonably willing to scrutinize such applicant for national security or counterespionage purposes, and any other steps deemed appropriate to the office. The state university or applicable entity may also direct the office to approve applicants for hire based on a risk-based determination considering the nature of the research and the background and ongoing affiliations of the applicant.

### **Questions to Ms. Calhoun:**

**Dr. Muchovej** - if you have researcher who is not on tenure track how does this work?

- **Ms. Calhoun** responds, this impacts every school in the SUS. This will be managed based on risk tiers.

**Dr. Jeffrey Wilkinson**, School of Journalism and Graphic Communication  
(comment)– He was in China for 6 years and defended our way of life for 6 years. This does seem to be extreme for persons who have to come back from foreign countries.

**Dr. Cavazos** (comment) – This is a concern particularly for hiring faculty. There will be great delays in the hiring process. How will we handle the hiring of these individuals and how far in advance do we need to prepare? This will have an impact on our hiring process.

- **Attorney Calhoun** responds that this will impact all schools in the SUS. The team will be providing information early and often so that hiring units can plan early. Their hope is that you don't miss good candidates and remove as many roadblocks as possible.

**Dr. Samique March-Dallas** - Is the \$50,000 a one time or cumulative process?

- **Attorney Calhoun** responds that its annual.

**Dr. Cavazos** – What about institutions who have received gifts in the past, how does that impact the institution?

- **Attorney Calhoun** responds that this is focused on the last fiscal year of the last 6 months.

## Teacher of the Year Presentation Dr. Ann Marie Cavazos and President Larry Robinson

- **Advisor of the year Nichole Jefferson** – Office of student Affairs in the College of Pharmacy and Pharmaceutical Sciences
  - She began this journey as a teenage mother at the age of 14 at FAMU and has grown over the years to now hold this title! Thanks Dr. Deborah Taylor, Dr. Renee Reams, Dr. Fran Close, and Dr. Cynthia Harris, students, son, daughter, husband, spiritual mother and Dr. Robinson. Special thanks to FAMU!!!



- **Teacher of the year - Dr. Mohammad Haseeb**, Associate Professor Entomology Department, College of Agriculture and Food science.
  - Thankful to Dr. Robinson, Dr. Edington, Dr. Boston, Dr. Cavazos and the faculty senate. Thankful to the committee for consideration on his application. He is very proud to be a part of this land grant institution. FAMU has helped him to produce quality research over the last 2 decades. A lot of this is due to his supervisor Dr. Lambert Kanga, Robert James, Dr. Steven Young, as well as students, staff, collaborators and students. He is also very thankful to his family that supported him over the years. His wonderful colleagues in the college of food sciences.



- **Advanced teacher of the year – Professor Kenneth Jones** Journalism and Graphic communication
  - Thanks for the opportunity to engage, impact change lives on the hill. In the Fall of 1961, my mom was pregnant with me at FAMU hospital, when she was obtaining her bachelor's in education. Now, sixty (60) years later, I am proud to be here receiving this award!!



## **President Robinson's Remarks:**

I am happy for the award recipients and know that the awards are well deserving. However, our primary job is to educate students, so they come back and tell great stories like the ones from our recipients. That 1961 story is part of our reality and existence. One-third of our students in 2021 are still 1st generation going to college, and the average household income is less than \$50,000. Yet, despite that, the faculty continue to do incredible things.

You know by now that we are the 104th ranked institution in America focusing on student success outcomes. We rose more than 13 points in that ranking, which is amazing! We were ranked 20th last year in social mobility but a year later ranked 13th. So the year is off to a great start. Unfortunately, we will have to "put up" with President Robinson for at least another year because the Board of Trustees has approved a one-year extension for his contract.

In the senior leadership team meeting, Dr. Weatherford mentioned that we had secured \$40 million of aid this year, and he believes that we will soon get to the \$80 million level. President Robinson believes that this is due to the faculty and what we've been doing. He appreciates the \$30 million award but mentions that although he's the PI, most of the work has been done by the faculty from various colleges and schools over the years.

We have reached out to the best and brightest faculty to put this grant together. Even monies received by Cares Act and others have strings attached. However, we have been able to use 56 million to eliminate student debt. When you look out in the classroom seats, I hope that you see the future of America. Get their autographs, Twitter handles, and phone numbers because these are the leaders of tomorrow! You are primarily responsible for that, and the President wants to thank the faculty for that in advance. Today's purpose of my visit is to thank you for serving the student of FAMU and those invested in this institution.

Dr. Cavazos wants Dr. Robinson to show the video from the presentation in the board meeting. She loves that he supports faculty, as was shown in the video.

**Dr. Cavazos** asks for a motion to adjourn.

- Motion from Dr. Osborne
- Adjournment at 5:06pm.