



FLORIDA A&M UNIVERSITY
FACULTY SENATE

FACULTY SENATE MEETING MINUTES
FEBRUARY 16, 2021
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)

Mr. Christopher Allen
Dr. Clement Allen
Dr. Ezzeldin Aly
Dr. Kelley Bailey
Mr. Douglas Blackburn
Dr. Jamal Brown
Dr. Terrell Brown
Dr. Ashvini Chauhan
Dr. Tarik Dickens
Mr. Keith Fagg
Dr. Kyle Eidahl
Dr. Islam El Sharkawy
Dr. Lisa Gardner
Dr. Kurt Gray
Dr. Muhammad Haseeb
Dr. Lavetta Henderson
Dr. William Henslee
Dr. Roscoe Hightower
Dr. Aretha Hill
Dr. Craig Huffman
Dr. Leah Hunter
Dr. Leona Johnson
Dr. Michee Lachaud
Dr. Michael Martinez-Colon
Dr. Arlesia Mathis
Dr. Courtney Micots
Dr. Mahsan Mohsenin
Dr. Ebenezer Oriaku
Dr. Daniel Osborne
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. Kenya Washington Johnson
Ms. Carrington Whigham
Dr. Pia Woodley

Senators (Absent)

Dr. Anthony Ananga
Dr. Yassir Abdelrazig
Ms. Thomasina Brock
Dr. Robin Perry
Mr. Anthony Thompson
Dr. Micheal Thornton

EX-OFFICIO (Voting) (Present)

Dr. David Jackson, Jr.
Dr. Robert Taylor

Faculty Senate Meeting Minutes
February 16, 2021
3:00 p.m. – 5:00 p.m.
Virtual Meeting via ZOOM

Call to Order Dr. Ann Marie Cavazos

Dr. Cavazos called for a quorum. At 3:01 p.m. Quorum present.

Approval of the Agenda – February 16, 2021

Dr. Cavazos called for a motion and vote to approve the agenda. Moved by Dr. Pia Woodley. Second by Dr. Daniel Osborne. No discussion. No opposition. Motion passed via zoom voice vote; meeting Agenda approved.

Approval of Meeting Minutes – January 19, 2021

Dr. Cavazos asked for a motion and vote to approve the November 17, 2020 meeting minutes with necessary correction. Moved by Dr. Roscoe Hightower to approve minutes with any necessary corrections. Second by Dr. Angela Thornton. Dr. Cavazos called for discussion. None presented. Voting conducted via Zoom voice vote. No opposition. Motion passed, minutes approved.

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

Good Afternoon and warm greetings: Senators, Faculty, President Robinson, Provost Edington, Deans, and distinguished guests.

February is designated as Black History Month here in our nation. It's a time when we celebrate the extraordinary achievements of notable Black Americans. We also pay honor to their memory, for they are the reason we are here today!

And in a way, each of you is extraordinary, and each in your own way has accomplished notable achievements. Isn't this what our history is all about; honoring and celebrating those who've sat on a bus (Rosa Parks), marched across a bridge (Congressman John Lewis), blazed a trail (Dr. Martin Luther King, Jr.), helped send a rocket into space (Mathematician, Katherine Johnson), or helped develop the vaccine for COVID-19 (Dr. Kizmeekia Corbett), who will definitely not remain a hidden figure

Florida Agricultural and Mechanical University was founded as the State Normal College for Colored Students and began classes on October 3, 1887, with fifteen students and two instructors. Today, in 2021, we have 8,499 students, 536 Full-time instructional faculty and 2,598 staff. EXTRAORDINARY! Thank you for your continued service to our FAMU community

FAMU Alum and the Honorable Mayor of Atlanta, Keisha Lance Bottoms at Black History Month Virtual Town Hall, "The Rise & Relevance of HBCUs", said, "The great thing about FAMU is that you just don't come in and are told that you are great—you "work to be great"

Faculty, each and every day whether in the classroom or outside the classroom, as educators and leaders, you teach students how “to work to be great”.

Faculty, we honor and recognize your achievements in research, online teaching/ learning through Office of Instructional Technology and Faculty Development workshops, and hyperflex teaching. Thank you for remaining committed to creating a nurturing environment for the education of our next generation of outstanding students. Your incredible work has made you great!

As FAMU continues to be the doorway to the American dream. We will continue to build those bridges together, to move this great public institution of higher education forward and maintain our relevance in an ever-changing world.

There’s a famous line from an old spiritual, “nobody told me that the road would be easy,” and indeed, the road leading up to where we are today has not been easy. And while we’ve come this far by faith, we still have much work to do.

Thank you!

UNIVERSITY ADMINISTRATION REMARKS: Provost, Dr. Maurice Edington

Summary of Updates:

Spring Commencement – University planning and preparing for different scenarios and assessing the feasibility of having in person ceremonies. As of today, no final decision has been made.

Planning for the 2012-2022 Academic Year – Topics for planning for the upcoming year include housing and course scheduling with a goal of having some measure of campus life for students.

FY2022 Budget Process – Initial meeting with Council was held. Discussed general approach to budgeting for the next fiscal year. Process of requesting input from all units through submission of budget request has been implemented. However, the high degree of uncertainty surrounding funding allocations impact the planning process. A part of the initiative is to encourage departments to be thoughtful in their request, maximize use of existing resources and the current level of funding.

Service Excellence (Customer Service Initiative) – This is the University’s customer service initiative that was launched a couple of years. The focus for current year is Faculty Excellence and Employee Recognition Programs. Webinar planned for March 2021 to share feedback from surveys of students and faculty feedback. Best practices and strategies around engaging students, particularly with a focus on the remote learning environment will also be a part of the webinar. The Employee Recognition Program will utilize a nomination process and committee to manage the nominations and awards.

Early Alert System (Civitas) – Preparing to pilot the system, trainer sessions have occurred, and faculty have been identified to participate to gather data and feedback on system use. The Early Alert System will be used by faculty to identify students who are at risk and having difficulty.

The information may be shared directly with advisors and other campus staff that have a responsibility for student success. The system has a proven track record of positive impact on retention and graduation rates. Dr. Lewis Johnson and his team will be reaching out for faculty feedback as the University moves to the next phase of planning.

Coronavirus Response and Relief Supplemental Appropriations Act – Higher Education Emergency Relief Fund (HEERF II) allocations are expected and University is finalizing a spending plan for the projected funding. The general categories for the spending plan include

- Student Assistance -cash grants
- Distance Education and Remote Instruction
- Instructional Support – training faculty
- Technology Equipment – for faculty, students, staff

Questions for Provost Edington

Dr. Leah Hunter – Does the budget recommendation of having programs work with existing resources instead of adding resource include filling positions that were approved but hiring was delayed?

Provost – Positions that were formally approved may still be supported, but need to speak with respective deans in regards to ensuring requests went through the mission critical process.

Dr. Muhammad Haseed – Are there still plans to implement performance-based benefit?

Provost – Allocation for funding are expected. In terms of performance there are two pieces to the performance funding model. One is the performance and the other is ranking and scoring. This year, funding will also be based upon if the institutions meet the criteria for allocations.

Dr. Angela Thornton – Inquired about recognition for service. Previously faculty and staff were recognized for years of service and gifted with tokens of appreciation such as a pen or certificate. Is that a program we can bring back to the University?

Dr. Maurice Edington – Agree this not being done consistently and will take the recommendation and explore how the University can reinvigorate the program.

ANNOUNCEMENTS, Dr. Ann Marie Cavazos

Welcome to our newest Senator, Karen Southwell, Library representative.

Special Thanks to

- VP Beverly Barrington
- Mr. Miles
- Dr. Agatha Onwonli

Providing the numbers for student faculty and staff in my remarks today.

Senators for attending and representing the faculty at:

- Senior Leadership team meetings: Drs. Eidhal and Tani
- Dean's Council: Drs. Hill and Oriaku
- Budget Council: Drs. Aly and Washington-Johnson

State after the Provost address the Ethics section: The Steering Committee discussed at length a need to form an Ad Hoc committee: Consideration of an Administration-Faculty Collaboration Ad Hoc Committee. The committee will comprise of senators and administration officials to have open and frank, strength discussions about a number of organizational, academic, and campus-related matters.

CONTINUING BUSINESS

Curriculum Committee Report, Dr. Kyle Eidahl, Chair University Curriculum Committee
Report is summarized as follows:

The January 2021 report of the Curriculum Committee to the Faculty Senate contains one new program and one program modification. These requests were approved by the Committee at its January 2021 meeting. The Committee recommends approval of all the requests by the Faculty Senate.

- FAMU-FSU College of Engineering
 - 7 new course requests
 - 4 existing courses to be offered online
 - 2 course name changes that will include update to course description and prerequisites
- College of Pharmacy and Pharmaceutical Sciences and Institute of Public Health
 - Course/Program requests for Institute of Public Health
 - 1 new course for post graduation readiness
 - 1 course change to increase credit hours
 - 3 course name changes from sequence of I, II, and II of same course name to titles that describe course offering.
- School of Nursing, Graduate Program
 - 1 course modification that include course name change, increase in credit hours, and modification of course content
 - 1 course termination, course content incorporated into course modified
- College of Law
 - Program modification –
 - Juris Doctor degree to support efforts to increase Bar pass rate. Degree requires specific courses that are geared towards Bar preparation
 - Students with less than 2.7 GPA will also be required to take specific courses for Bar preparation in place of general electives based upon individual interest. The designated courses focus on Bar tested subject areas.
 - 2 course name changes to clarify course description

Question from Dr. Angela Thornton: Will the courses for law be a substitution for other program courses?

Dr. Eidahl – Program specific courses will still be required. The change is for electives, where the student will take certain preparatory courses based upon GPA due to the correlation of Bar success with GPA.

Dr. Cavazos raised a concern about review course offering for students with GPA less than 2.7, particularly if additional courses are used as a review and students have not previously taken the course.

Deidre Keller, Dean, College of Law replied with additional clarification– Students with lower performance will take the traditional core courses and in addition will take a minimum of three of the highly Bar tested courses. Students will also be advisedly by instructional faculty deans or a member of the Academic Success and Bar Prep Program.

No additional questions.

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

Dr. Ebenezer Oriaku motioned to approve Curriculum Committee Report as a slate. Second by Dr. Leah Hunter. Voting conducted via Zoom voice vote. No opposition. Motion passed and report approved.

Report available via email upon request to secretary.

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

- University is undergoing audits. Faculty please report back to units to encourage compliance with notices of training.
- Covid-19- encourage faculty to comply and stress to our students and other employees to engage in testing per University 2-week requirement, as well as uploading test results.
- Encourage students to report results, especially those that are tested off campus. Currently no system to capture those results.
- FAMU is now a vaccination site and urge those eligible to take advantage of vaccine availability.
- Request faculty continue to share concerns to be communicated to senior leadership team.

Question from Dr. Cavazos – Any update since the report of a new strand of virus?

Dr. Tani replied that FAMU's numbers of positive Covid-19 cases are decreasing

Dr. Eidahl replied that information was shared about concerns of variant of the virus but was informed that current vaccine is effective. Also reminded faculty that although FAMU is a vaccination site, the University will be required to follow the state guidelines. There will be 200 doses per day available to University personnel and the community.

Question: Dr. Leah Hunter asked about registration for eligible persons

Dr. Eidahl – procedure for registration is currently being established and Ms. Tanya Tatum is a point of contact for additional information.

Question: Dr. Cavazos asked for clarification of report item discussing data collection on student success.

Dr. Edington replied: University conducting surveys of faculty and students. Surveys will collect data on perspective of both as to the impact of remote learning on student learning.

Question: Dr. Longineu Parsons asked when would vaccination be available to persons younger than age 65 years.

Dr. Tani replied no updates at this time. University following Centers for Disease Control and Prevention (CDC) guidelines for vaccine administration.

Question: Dr. Arlesia Mathis asked if university was evaluating impact on student learning outcomes during the remote learning/teaching environment.

Dr. Edington replied that several offices are conducting surveys, and at this time survey focus is on student success as it pertains to results outcome.

Question: Dr. Jamal Brown asked if any plans to partner with vaccine administration sites to offer vaccine to faculty and students located at distance campuses.

Dr. Edington: The University has made attempts to collaborate with other agencies for testing as well as vaccine administration. At this time, no partnerships have been established to offer vaccine at distance campus locations.

Report available via email from secretary

Legislative Update, Ms. Danielle McBeth, Director, Government Relations

- Higher Education Emergency Relief Fund (HEERF II) allocation is expected
- Governor's recommended funding allocation will mean a negative \$7.6 million
- Request submitted for academic program enhancement of \$15 million to assist with faculty excellence, student recruitment, scholarships, academic support for transfer students, and online education
- Governor recommended allocation of \$560 million for the State University System for performance-based funding
- Senate Bill 264 incorporates recording of class and classroom activity; asking for feedback on this legislation

Dr. James Muchovej inquired about legislative mandate for requiring faculty to record classes taught.

Dr. Cavazos asked about Senate Bill 264 and what it means for faculty, the purpose of recording and how recordings will be used.

Ms. McBeth reported United Faculty of Florida has testified against the bill. Shared that author of bill based information on what was reported by students. Bill has been discussed for several years and yet to gain enough support to be reviewed by the Governor.

Question: Dr. Arlesia Mathis asked if recording is for remote learning only or will it continue once return to in person learning has resumed?

Ms. McBeth replied recordings are being posed as an ongoing access for students. This bill would allow students to record without faculty approval.

Dr. Hightower: President of UFF, cited position is against legislation and will put out more information to increase faculty knowledge of this bill.

Question Dr. Angela Thornton: Will the University issue information to faculty regarding the specific impact of the bill? Concern is use of recorded information. Inappropriate use by students and faculty from other institutions.

Dr. Hightower reported that UFF will have a representative at the legislative meeting to address faculty concerns.

Question: Dr. Robert Taylor: Are there any actions or plans to address legislature on the state requirement to match funding for research and extension? Reported College of Agriculture have not received those matching funds.

Ms. McBeth: Currently engaged with the Senate Chair of Agriculture Appropriations Committee and requested study on funding.

Dr. Eidahl expressed concern that bill politically motivated more than student driven.

Ms. McBeth replied that bill has been amended and one of those included restriction of recording classroom for personal use only and prohibiting publication of recordings.

Dr. Cavazos announced may need to table remaining three agenda items due to time.

Dr. Pia Woodley moved that the following agenda items be moved to March 2021 meeting under continuing business:

1. Student Financial Assistance, Dr. William Hudson, VP for Student Affairs
2. Student Conflict Resolution, Ms. Antoneia Roe, Esq., Asst. VP for Student Affairs
3. Students grievance with faculty

Second by Dr. Terrell Brown.

Discussion: Dr. Aly stated his opinion of the importance of scholarship and the nearing end of the semester. Inquired about how far out would the tabling of the item push the agenda item.

No further discussion. No opposition. Motion passed via zoom voice vote.

NEW BUSINESS/DISCUSSION

Dr. Cavazos opened with comments to Dr. Edington coming from Faculty Senate Steering Committee. Concerns of faculty include relationship with administration, transparency, communication, and organizational culture. The committee is considering if there is a need to establish an Ad Hoc committee to address faculty concerns.

Provost Edington

Topic: The ethics of collaboration, respect, communication, and relationship with administration officials within the schools, colleges, and units.

The University has a structure and a way of operating that promotes and encourages communication and collaboration with faculty. There is a Senior Leadership Team that is inclusive, where representatives are encouraged to be equal members. There is also a Council of Dean's that are recognized as a standing agenda item. The senior leadership believe in shared governance, try to be consistent in their message and communication of expectations. It has already been determined that leadership, including Dean's Council will designate time to discuss faculty concerns, outside of the regularly scheduled Dean's Council meeting.

Will begin with two initiatives. Believes Ad hoc committee should be formed and designated meeting should be held to identify and address faculty concerns. The goal is not to point fingers but to identify the issues and problems, and then work towards resolution.

Dr. Cavazos voiced her support of identifying the offense and not the offender. She also voiced concern over faculty report of feeling unappreciated and at times disrespected. A discussion point for the Steering Committee is to work towards improving the collaborative relationship and partnership with administration to enhance organizational culture and climate. The recommendation from Faculty Senate President is to have representative from each college and school on the committee.

Provost reminded us there is a process in place to address problems in workplace with an individual, supervisor, or manager. The goal with this initiative is assess the culture across the organization.

Dr. Thornton: Thanked Provost for being open in comments. Spoke for colleague who requested meeting with Provost and junior faculty without leadership for that particular college or school.

Provost replied he would support meeting requested and welcome informal conversations as well.

Dr. Jermaine Robertson: Commented on concern faculty have about virus. He stated there has been a decrease in morale due to concerns over safety and trying to work during the pandemic. Conflicted on how to support requirement and support faculty who have experienced personal and family illness and death related to the virus.

Provost replied that department chairs and leadership have a responsibility to ensure communication within the right context. The message should not be "the Provost said" but

inform faculty of the efforts that were made to implement a plan and approach that is best for our community, students, and faculty.

Dr. Cavazos noted Ad hoc committee will be developed and include the junior faculty.

Dr. Cavazos called for motion to adjourn.

Motion by Dr. Ebenezer Oriaku. Second by Dr. Kyle Eidahl.

Adjournment: Meeting Adjourned at 5:07 p.m.

Respectfully Submitted

// Naquita Jackson Manning //

Naquita Jackson Manning, DNP
Faculty Senate Secretary