

Faculty Senate Minutes  
Tuesday, January 17, 2012  
3:00 p.m. – 5:00 p.m., Lee Hall Auditorium  
Presiding, Dr. Narayan Persaud, Faculty Senate President

Officers (Present)

Dr. Narayan Persaud, President  
Dr. Dreamal Worthen, Vice President  
Mr. James Muchovej, Parliamentarian  
Dr. Cynthia Davis, Secretary

Senators (Present)

Dr. Roscoe Hightower  
Dr. Charles Magee  
Dr. Tshaka Randall  
Dr. Lekan Latinwo  
Dr. Edward Jones  
Dr. Narayan Persaud  
Prof. Thomas Pugh  
Dr. Angela Thornton  
Dr. LaRae Donnellan  
Prof. Kandy Woods  
Dr. DeEdgra Williams  
Ms. Ernestine Holmes  
Dr. Ngozi Ugochukwu  
Dr. Adrienne Cooper  
Dr. Nazarius Lamango  
Dr. Elizabeth Davenport  
Dr. Endya Stewart  
Dr. Dreamal Worthen

Dr. Bettye Grable  
Dr. Ebenezer Oriaku  
Dr. Cynthia Davis  
Dr. Frances Stallworth  
Dr. Mary Diallo  
Dr. Kyle Eidahl  
Dr. Lewis Johnson  
Prof. Beth Lewis  
Dr. Elijah Johnson  
Prof. Aurelia Alexander  
Ms. Jeneice Smith  
Dr. Gloria Aguilar  
Mrs. Almeta Washington  
Dr. Lambert Kanga  
Prof. Chao Li  
Dr. Angela Murphy  
Dr. Pat Broussard

Senators (Absent)

Dr. Adrian McCollum  
Dr. Peter Kalu  
Dr. Gervin Robertson  
Dr. Desmond Stephens  
Dr. Uloma Onubogu  
Dr. Hudson Nwakanma

Dr. Gary Paul  
Lt. Diana Hess  
Dr. David Jackson  
Dr. Renee Reams  
Dr. Brenda Bryant  
Dr. Marcia Owens

Senators (Excused)

Dr. Rufus Ellis  
Dr. Gwendolyn Singleton  
Dr. Christopher Ikediobi  
Dr. Carl Moore

Ex-Officio (Voting) (Present)

Dr. Uche Ohia  
Dr. Donald Palm  
Dr. Lauren Sapp

Dr. Muchovej announced that we had a quorum at 3:15 p.m. The meeting was called to order.

President Ammons requested to speak at the beginning of the meeting because of a prior engagement. He noted that administration is continuing to address incidents related to Robert Champion's death. The University has not received any additional information from the Orange County Sheriff's Office. Since he last met with us, the FAMU Board of Trustees has agreed to form a Blue Ribbon Anti-hazing Committee. This Committee will look at how to best govern the Marching 100 and their activities, hazing at other campuses and how it has been handled, and getting students to resist hazing, what has worked. Trustee Belinda Shannon will be coordinating the formation of this committee. The Board of Trustees, with the assistance of the University and others, has compiled a list of experts in academia – hazing, social sciences, psychology and law with outstanding credentials to be part of this committee. In addition, there will also be a mandatory Campus-wide Forum on Campus Safety at 3:00 p.m. on Tuesday, January 31<sup>st</sup> in the Lawson Center. He would like us to put this on our calendars and to share it with our colleagues. We want to make sure that the campus is made aware of how incidents that affect the health and safety of all individuals are reported.

He wants us to be involved as researchers in this national conversation on hazing. It is the university's intent to involve the intellectual capacity of the faculty on issues involving campus life. Hazing is one issue that many college campuses face. It presents a number of challenges, which is rooted in secrecy as age-old practices and traditions and has grown more pervasive over the years. President Ammons cited a 2005 national study that shows that hazing behavior is interwoven in student life and campus culture. He announced that the administration is establishing FAMU Anti-Hazing Research Initiative focused on strict anti-hazing measures. This initiative will offer small grants for faculty to conduct collaborative research across disciplines to study the nature and extent of hazing behaviors in campus organizations and groups. He hopes this will lead to the development of strategies to eradicate hazing. The specific focus areas of this initiative will be on (1) promoting interdisciplinary approaches to study the nature and extent of hazing behaviors among student organizations, unofficial subgroups and off-campus entities, (2) develop alternatives to hazing and promote respect and dignity and (3) develop novel approaches to eliminate the fear of retribution, and encourage unencumbered reporting when hazing incidence has occurred, to include administrative structure alignment and reporting, and (4) identify effective education, training, communication and awareness mechanisms for existing students, faculty, staff, alumni and new entrances to the University. He wants to ensure that FAMU is represented in a very significant way in the national discussion on hazing. He wants the seed money to be used for developing proposals that will be sent to other funding entities to tap into the greater pool of resources available to address issues involving significant aspects of student life. Funding will be a competitive process. Dr. Redda will provide additional information that will be sent out over FAMU Info. An information session will be scheduled with faculty with Provost Cynthia Hughes-Harris, Vice President of Research Dr. Ken Redda and the Crisis Management team.

He hopes that PIs will receive indirect cost rebates. If they do not they are to see Dr. Ken Redda, Vice President for Research.

Dr. Ammons opened the floor to questions:

Dr. Hightower asked about the amount of the initial funds for the Anti-hazing Initiative.

Dr. Ammons responded that fifty thousand dollars had been put into the initial fund and the specifics would be discussed in upcoming messages from Dr. Redda. He hopes that this will generate interest in the initiative.

Dr. Donnellan stated that she had read in the newspaper about 2 national conferences on hazing. One was in Washington, D.C. the other in South Carolina. She asked about how FAMU fits into these conversations.

Dr. Ammons stated that he hopes that FAMU becomes a significant part of this dialogue. He hopes some funds will be used to attend these conferences and visit other campuses where they have put practices in place that have worked

Dr. Donnellan stated that the conference in South Carolina is in February she asked if the funds would be in place for faculty to go or would they be on their own dime. He asked Dr. Redda to look into support for faculty.

Dr. Redda said that the awarding of grants will be done as early as possible. However, it will be a peer-reviewed process and February would be too early.

Dr. Donnellan asked if there were any other funding mechanisms in place for faculty interested in attending the conferences.

Dr. Ammons suggested that faculty talk to their unit Chairs and Deans to see what resources were available within units.

Dr. Persaud hopes the funding mobilizes interest in researching on hazing. He has already tapped individuals interested in working on this issue of hazing. He requested an update on quorum status from Parliamentarian. Dr. Muchovej confirmed that we had a quorum.

### *Opening Remarks*

Dr. Persaud's opening comments began with a welcome back and happy New Year to all Faculty Senators. He remarked that on the 70<sup>th</sup> birthday of Mahatma Gandhi, renowned physicist and Nobel laureate Albert Einstein remarked that generations to come would doubt that an actual man, such as Gandhi, actually walked upon this earth. He recognized that January 15<sup>th</sup> marked what would have been the 83<sup>rd</sup> birthday of Dr. Martin Luther King, Jr. and there are many today who doubt that such a man walked to this nation's Capital and demanded justice and peaceful coexistence for Americans of every creed, every color, and every persuasion. He drew similarities between Gandhi and Dr. Martin Luther King, Jr. as fearless activists and advocates. He stated that we at FAMU must become the advocates, activists, and fighters against injustices directed against students, faculty and our institution. The hazing death of Robert Champion and the events that followed has cast a nationwide negative view on our remarkable institution. We cannot allow ourselves to be pummeled into political submission, negativity or dishonor. As the blame game continues, we need to boldly face our many challenges He stated that looking forward in the year we will have to continue to face a number of challenges. He proceeded to

enumerate many of our unresolved challenges including crafting and implementing institutional policies in a rapidly changing digital age; improving student passage rate of the Bar, and other licensure/certification exams; the recruitment, progression and retention of postsecondary prepared students; depletion of institutional funding; and, unresolved faculty salary inequities. We have to map our own course of action to the challenges we face. Only through our aggressive advocacy and activism we shall be able to overcome not someday, but today, tomorrow, and throughout the months and years to come.

#### *Approval of January 17<sup>th</sup> Agenda*

The agenda for the day's meeting was moved and adopted at 3:33 p.m.

#### *Approval of December Minutes*

The December minutes were moved and approved pending corrections at 3:35 p.m.

#### *Continuing Business*

Dr. Thomas Pugh first discussed the need to adjust the policies regarding the time limitations for undergraduate degree completions. He also discussed the adoption of changes to the language in University Academic Policies 4.001 and 4.015 regarding the termination of academic degrees and the approval of new degree programs. Sandra Kinsey was present to answer any questions regarding the policies.

#### *Council on Shared Governance*

Dr. Lamango stated that they were having some difficulty in getting members to join the council and to meet. He hopes to have a report at the next meeting.

#### *Faculty Welfare and Relations Council*

Dr. Grable stated that the council has a large number of committees and will have a full report at the next meeting. One of the committees, Research Awards Committee did meet the previous week. Dr. Latinwo and Dr. Perryman are co-chairs of that committee. They will be focusing on the guidelines for the 2011-2012 awards for:

- Emerging Researcher Award: faculty member must be at FAMU no more than 6 years at the time of application. It provides a one-time award in the amount of \$2,000 and a plaque. An individual can only receive the award once in a five year period. There can be no more than 2 awardees in this category.
- Research Excellence Award: faculty member has to have been at FAMU at least 6 years. It provides an award in the amount of \$3,000 and a plaque. An individual can only receive the award once in a 7-year period. Maximum of 2 awardees in this category.
- Distinguished Researcher Award: Faculty member must be a Full Professor and at FAMU for a minimum of 12 years. There is only 1 award in this category per year. The award in the amount of \$5,000 and a plaque. An individual can only receive the Distinguished Researcher Award once during their tenure at FAMU.

The committee has received eleven nominations. Three nominations were received for the Emerging Researcher Award. Six nominations were for the Research Excellence Award. There were 2 nominations for the Distinguished Researcher Award. Nominated faculty have until January 23<sup>rd</sup> to submit their application portfolios to the Faculty Senate Office. There are 17 faculty members serving on this committee.

Attorney Tshaka Randall asked if the exclusion of faculty at the Law School had been addressed.

The response was that the resolution of this issue was outside the purview of the committee and that it must be handled by the full Faculty Senate.

Dr. Persaud stated that he had spoken with Dr. Redda about revisiting this policy to ensure that it was consistent with existing promotion and tenure policies.

Dr. Worthen asked that we pull the minutes from the meeting last year to examine what was discussed on this issue during the previous Faculty Senate administration.

Dr. Redda had told Dr. Holder (former Faculty Senate President) that this was a Faculty Senate policy and not a Division of Research policy. The Faculty Senate would need to ensure that all faculties can be included in the consideration of the Research awards.

Attorney Randall moved a motion to make an exception to consider members of the Law School for the Distinguished Researcher Award.

Dr. Aguilar stated that this would be after the deadline for recommendation for the awards.

Dr. Davenport stressed that last year's discussion of the Research Awards issues also involved the exclusion of many of the Social Sciences faculty.

Dr. Redda clarified that the issue presented by Attorney Randall involved the fact that Law School faculty would not be eligible for the Distinguished Researcher awards, which require the faculty member to be at FAMU for a minimum of 12 years, because the Law School is too new.

Dr. Latinwo stated that the Law School faculty members have not been excluded from the process because there is a faculty member from the Law School on the committee. He emphasized that the deadline could not be extended just for the Law School. The deadline would have to be opened up for everyone.

Dr. Persaud stressed that we would make sure to revisit the issue so that the Award process is consistent with the promotion and tenure policies and will come up with recommendations to resolve any outstanding issues related to the Award process, if necessary. Attorney Randall withdrew his motion.

### *Student Relations Council*

Dr. Stewart reported that the council held its first meeting on December 7<sup>th</sup>. The next meeting will be on January 18<sup>th</sup>. They will have a full report for the next meeting. One topic of discussion will be looking at ways that faculty can work with the Counseling Center to help our students.

### *Budgetary Policy Council*

Dr. Hightower reported that the committee is still working on getting access to the 2011-2012 University budget and the proposed 2012-2013 University budget. He was told that the administration is working on the request.

Dr. Davenport said that the committee can go to the CFO or request it via the Sunshine Law.

Dr. Hightower emphasized that he wanted the request to be part of the record as a means to expedite the process. He withdrew his request/motion?

### *New Business*

Dr. Davenport wants the Faculty Senate to pass a resolution against hazing and molestation. She stressed that it should be written for the parents and children. It is difficult to write something when there are alleged reports being investigated and current court cases have not been decided yet. There is now increased monitoring at FAMU DRS and we need to support school programming so that children know that they can say "No!" She will send out an electronic version of the proposed resolution for Faculty Senate members to review and comment on needed changes to the language.

One concern highlighted by Senators was the use of "child abuse" instead of the use of the term "molestation". If left as is, the resolution becomes too broad.

Another concern expressed was that only students were listed in the resolution when it may be appropriate to also include staff.

Attorney Broussard from the Law School expressed that language regarding hazing should include bullying and that discussions should include the actions of the faculty and administration's interaction with each other.

A Senator asked Dr. Broussard to define bullying. There were also concerns expressed about the use of the term "zero tolerance" in any resolution or policy related to hazing as well as the definition of hazing being too broad to be productive.

Dr. Davenport stressed that it has been two months since the Champion's death and she wanted to get something done quickly to get the faculty voice out there, since it has been missing in current discussions.

Dr. Diallo suggested that statutory definitions and citations be used since Florida does have statutes regarding hazing being a felony crime. She also wanted to caution members about including administration and faculty interactions in the anti-hazing message. This is a separate issue.

Dr. Davenport asked Faculty Senate members to comment on changes to the resolutions within 48 hours. She hopes that we will be able to vote electronically on adopting the proposed resolutions.

Attorney Randall stated that the proposed amendment to Faculty Senate By-Laws was not sent via email as planned. He would like to change the number of Senators required

for a quorum for Old & New Business issues. Reason cited for proposed change is that currently we cannot deal with New Business issues without a quorum.

In response, Dr. Diallo stated that Senate meetings are governed by Robert's Rules of Order. However the Senate By-Laws does not follow the times as described in Robert's Rules of Order.

Dr. Persaud informed members that there was no new information on Robert champion investigation. He noted to Faculty Senators that he was the only person to vote against bringing in another party to address the issue of hazing. He does not think another party would have the authority to conduct an investigation or provide any information that we do not already know. He feels that if we cannot benefit from the panel we should not be spending monies that can be used to resolve inequities in faculty salaries.

Meeting was adjourned at 4:35 p.m.

Respectfully Submitted by,

Dr. Cynthia Davis  
Faculty Senate Secretary

Mrs. Rebecca Bruce  
Faculty Senate Office Manager