

Faculty Senate Meeting
Tuesday, October 17, 2017
3:00 p.m. – 5:00 p.m., Lee Hall Auditorium
Dr. Bettye A. Grable, Faculty Senate President, Presiding

Officers (Present)

Dr. Bettye Grable, President
Atty. Ann Cavazos, Vice President
Dr. Tiffany Ardley, Secretary
Dr. James Muchovej, Parliamentarian

Senators (Present)

Dr. Lillie Brown
Dr. Kyle Eidahl
Dr. Novell Tani
Dr. Merlin Langley
Dr. Longineu Parsons
Dr. Komalavalli Thirunavukkuarasu
Dr. Lekan Latinwo
Dr. Desmond Stephens
Dr. Katie Brodhead
Dr. Lavetta Henderson
Dr. Hassiem Kambui
Dr. Ezzeldin Aly
Dr. David White
Dr. Muhammad Haseeb
Dr. Satyanarayan Dev
Atty. Phyllis Taite
Atty. Joseph Grant
Dr. Maurice Holder
Dr. Ebenezer Oriaku
Dr. Torhonda Lee
Dr. John Cooperwood
Dr. Mark Weatherspoon
Dr. Lon'Tejuana Cooper
Dr. Tracy Thomas
Dr. Clyde Ashley
Dr. Aretha Hill
Prof. Francine Huff
Dr. David Guthire
Mr. Brian Crowell
Ms. Karen Southwell

Senators (Absent)

Dr. John Warford
Dr. Reginald Ellis
Dr. Darius Young
Dr. Michael Thornton
Dr. Anthony Ananga
Dr. Yassir Abdelrazig

Senators (Excused)

Dr. Courtney Micots
Dr. Jenelle Robinson
Dr. Roscoe Hightower
Dr. Hudson Nwakanma

EX-OFFICIO (Voting) (Present)

Dr. Carl Goodman
Mr. Bryan Smith

EX-OFFICIO (Voting) (Absent)

Dr. Robert Taylor

EX-OFFICIO (Voting) (Excused)

Dr. David Jackson, Jr.

SGA (Voting) (Absent)

Mr. Devin Harrison
Ms. Kenidee Webster

At 3:00 PM Dr. Betty Grable welcome everyone to this month's meeting. The meeting was called to order at 3:01 PM. Dr. Grable stated that we would wait for a quorum for voting items.

She commented on the following:

Great homecoming

Thanked everyone for support of the President's Gala

We have actively engaged research faculty

Dr. Ellis who received Tenure, Promotion and Teach of the Year will share the title of his book.

President and Provost will both be in attendance which shows their continued concern for faculty concerns.

Provost Wright was called up to address the faculty and said the following:

We completed an exciting homecoming. Faculty planning is now underway to discuss performance metrics and goals and to monitor progress of students through their advisors. We have to keep in mind that the semester was interrupted. And we are approaching the midpoint of the semester. The greatest tool to monitor student progress is via Blackboard analytics. Students and advisors can monitor grades and attendance. Deans have received a list of classes in the system and a list of those faculty members using blackboard within their colleges and schools. Unfortunately only 25% of faculty are using Blackboard. Senators are highlighted and should be ambassadors and talk to colleagues about the importance of using Blackboard. We are trying to decrease the attrition rate from the first to second year and we are also looking at decreasing it from the first semester to the second semester. When we need to intercede we will and we can affectively do so by use of Blackboard. We will eventually transition to Canvas and even though the software will change, the use of it is what is important. We know that faculty are managing the classrooms and are engaging the students but we need the information for intervention. He asked faculty again to please use Blackboard.

Tenure and Promotion reviews are now at the department and college levels. Interfolio is used for applications. Faculty are asked to read the materials and review portfolios in the system.

Search committees are forming for Dean's positions for COE, COPPS, SJC, Science and Technology as well as for the Superintendent of DRS. Those who were not selected to be on the committees will have opportunities to participate. The goal is to have these positions filled before the next academic year.

Provost Wright entertained questions. Dr. Katie Brodhead from Mathematics commented that students do continually check Blackboard and she encouraged colleagues to use Blackboard. She asked the Provost if he meant to say operating system or just use of Blackboard? Provost Wright clarified that he encourages faculty to use the system so that true assessments of student's performance can be monitored.

Dr. Grable commented that Blackboard has reduced questions from her students about grades.

She was then informed by Parliamentarian Muchovej that there was a quorum present at 3:11 PM.

Dr. Grable then asked for approval of the agenda for the October 17, 2017 meeting. The motion to approve was made by Dr. Maurice Holder and seconded by Dr. Clyde Ashley. There was a voice vote in which the motion was approved with no opposition.

Dr. Grable asked for an approval of minutes from the September 19, 2017 meeting. The motion to approve was made by Dr. David White and seconded by Dr. Clyde Ashley. There was a voice vote in which the motion was approved with no opposition.

Dr. Muchovej was called to take nominations for the Committee on Committees and Steering Committee. He explained that both committees require one senator per college. The following senators were nominated:

Steering Committee:

Dr. Reginald Ellis – College of Social Sciences, Arts & Humanities

Dr. Lekan Latinwo – College of Science & Technology

Dr. David White – College of Education

Dr. Satyanaranan Dev – College of Agriculture and Food Sciences

Atty. Joseph Grant – College of Law

Dr. Ebenezer Oriaku – College of Pharmacy & Pharmaceutical Sciences

Dr. Yassir Abdelrazig – College of Engineering

Dr. Tracy Thomas – School of Allied Health Sciences

Dr. Roscoe Hightower – School of Business and Industry

Dr. Bettye Grable – School of Journalism and Graphic Communications

Dr. David Guthrie – School of Nursing

Ms. Karen Southwell – Library

The following Colleges and Schools do not have representation: FAMU DRS, School of Architecture, School of the Environment

Committee on Committees:

Dr. Darius Young – College of Social Sciences, Arts & Humanities

Dr. Desmond Stephens – College of Science & Technology

Dr. Ezzeldin Aly – College of Education

Dr. Muhammad Haseeb – College of Agriculture and Food Sciences

Atty. Phyllis Taite – College of Law

Dr. Thrhonda Lee – College of Pharmacy & Pharmaceutical Sciences

Dr. Mark Weatherspoon – College of Engineering

Dr. Lon'Tejuana Cooper – School of Allied Health Sciences

Dr. Clyde Ashley – School of Business and Industry

Prof. Francine Huff – School of Journalism and Graphic Communications

Mr. Brian Crowell – Library

The following Colleges and Schools do not have representation: FAMU DRS, School of Architecture, School of the Environment, School of Nursing

Dr. Holder moved to accept the slate. It was seconded by Dr. Lekan Latinwo. There was a voice vote in which the motion was approved with no opposition.

Dr. Grable stated that it is important for senators to show up and participate. She stated that there are several other committees that are inclusive of faculty that are not senators.

Dr. Grable asked that those in attendance keep Faculty Senate Vice President Atty. Ann Cavoza in their thoughts as she has been ill.

Dr. Kyle Eidahl was then called forward to give the Curriculum Committee Report. He provided a written report. In summary the report contained requests for eight online courses, four new courses, two course name changes, one grading change and one pre-requisite change.

Dr. Mark Weatherspoon asked if online versions of existing courses will be the same. Dr Eidahl stated that they will.

Dr. Eidahl asked for a motion to approve the committees report. Dr. White moved to accept the report. Dr. Clyde Ashley seconded. There was a voice vote in which the motion was approved with no opposition.

Dr. Grable commented that the BOG is moving in the direction of having the SUS offer more online classes.

Dr. Grable then called Interim President Dr. Larry Robinson to come forward and give remarks.

Dr. Robinson stated the following:

*Legislative budget requests have been submitted.

*He recognized Barbara Cohen-Pippen who is the Director of Governmental Relations who was in attendance.

*He provided a report detailing Famu's Legislative Budget Requests. The report states that increasing student success is the top priority. The request includes:

1) \$21, 473, 149 for a Center for Access and Student Success which is a one stop shop for recruitment, admissions, financial aid and enrollment management.

2) \$14, 805,000 for General operational enhancements to expand our capacity to address critical workforce needs to the state of Florida.

3) \$7,549,000 for General operational enhancements to provide the necessary security to protect sensitive data and technology information.

4) \$1,246,072 for Agriculture research, education and training in support of Florida's agricultural industry to help contribute to the state's workforce and innovation goals, and to support the enhancement of agriculture industry. This money will be used for the Brooksville site.

5) \$6,168,000 for Integrated advancement for the FAMU-FSU joint College of Engineering.

*He has been meeting with legislators over the last few weeks

*The Florida Black Caucus will be in town on October 24th and will tour and have formal meetings at the Black Archives. Faculty are encouraged to attend.

*Senate Bill 3 is back

*Senate Bill 4 addresses the 4 year graduation rate and block tuition.

*The BOG requires the SUS to pick a new choice metric. In the past we had an 80% threshold and got full 10 points because of our federal and state funding.

*There are now new calculations on how NSF and training grants are calculated. Training grants like Title 3 are not research grants so can not be included. So we are choosing another metric.

*Currently the BOG chooses 1, we choose 1 and the Legislature chooses 8.

*The BOT approved 3 potential metrics for the BOG to pick from: number of degrees awarded (grad and undergrad); four year graduation rate of AA transfers and number of AA transfers that we accept.

*Being in the bottom three of the SUS institutions is an issue. Those institutions tend to rotate in and out of the bottom three. It is hard to hire and have pay increases with funding cuts.

*The BOG is looking at setting a threshold above which institutions would get some performance funding instead of nothing. There is a general acceptance of the concept but the time frame is uncertain. If put into place this model will allow institutions to be effective whether getting the whole amount or not.

*Two things that are currently below the radar:

1. Medical marijuana – we have been asked to develop an education program for the benefits of its use. The Provost, Governmental Affairs Director and VP of Research is working with the Institute of Public Health, Agriculture, COPPS and others to put a plan together. They have met with the Department of Health and they are pleased with the possibilities. FAMU will need over \$200,000 to pay licensing fees and to fund the program.

2. Industrial Hemp – the BOT will have to approve the use of hemp (the non narcotic portion). FAMU or UF would develop and internal process for a pilot project. There are ecological issues for maintaining the lower threshold of the narcotic component. The Department of Agriculture will make the rules on how it will be done and we are in talks with them. Dr. Robinson stated for the record that FAMU is not in the production mode for medical marijuana.

Dr. Maurice Holder stated that faculty at FAMU are underpaid in general. He stated that the College of Engineering faculty at FAMU are paid less than the College of Engineering faculty at FSU. He also stated that the COPPS faculty are paid lower than the UF faculty. He stated that when Dr. James Ammons was president, he did a study to look at faculty salaries and compared and contrasted with others and was to put us on par. Then Dr. Elmira Mangum told us that it would go forward. Now we have a new administration but does not believe that this matter is being taken seriously. He stated that budget drives performance and salaries should be part of the budget.

Dr. Robinson responded: The last time he was Interim, he secured the funds to level the field in Pharmacy and that was not easy. We do want to strengthen academic programs and address faculty salaries but we have to be strategic in our approach.

Dr. Holder responded: The state should be sensitive to faculty and help accomplish the goals of the strategic plan. The College of Engineering faculty pay should be the same as the same faculty in the same city. Equal performance should mean equal pay.

Dr. Ashley asked that the parking issues be moved on the agenda since Dr. Robinson was present. Dr. Grable stated that since Chief Calloway was present, he would address those concerns. Dr. Ashley stated that questions around parking impacts the Chief and the President. Dr. Robinson stated that he had heard it all from the two faculty representatives on the Executive Council (Drs. Weatherspoon and Holder). Dr. Grable stated that the agenda was set and approved and that we would follow it. She assured Dr. Ashley that the President and Provost hear about our concerns from several sources.

Dr. Robinson stated that there is a new concept to label certain schools as Regional Universities. He stated that FAMU is by no means regional being that we have students from over 70 counties, multiple cities, states and countries. We are also a Federal Land Grant Institution and we do not want this concept to affect our funding.

Executive Council Update

Dr. Holder stated that every Tuesday he and Dr. Weatherspoon interact with administration. He highlighted three things:

1. The Fallen Rattler wall has now been settled. The wall will be built on campus by the College of Architecture. This has been more than 10 years in the making but is not coming to fruition.
2. The use of the technology fee for salaries has now been settled. This is no longer the case. The four people who were getting paid from these fees are no longer being paid from these fees.
3. For parking, Chief Calloway is here to discuss moving from limited parking.

Dr. Grable commented that this shows that our concerns are being heard. Dr. Deidra Powell championed the Fallen Rattler wall even after her retirement.

Dr. Michael James was brought to the floor to discuss the mass emailing issue. He stated that he was brought into this issue late. He stated that Mr. Henry could not attend the meeting. He stated that they would like to put together a small committee with IT and Senators to put rules and regulations in place to govern the mass email issues. They want to address if these mass emails are compromising the entire system.

Dr. Ashley made a motion to establish a subcommittee/task force to address the mass emailing issue.

Dr. Holder seconded it.

The motion passed by voice vote with no opposition.

Chief Calloway was called to the floor to discuss parking. He stated that Dr. Holder did bring up the issue of limited parking at the leadership meeting. He stated that parking is just limited on campus. He stated that Foote Hilyer has only 35 spaces so the parking in the gate is limited. If people from around campus can park in there as well, then he gets complaints from those who work in Foote Hilyer that they have no where to park near the building. That is why there is only gate access to the parking lot to the building in which you work. He stated that those with gate admission can also use any general parking on campus. He stated that the Parking Committee in the past included Dr. Joe Ann Huston and the SGA President. He stated that the committee voted on the limited access. He also mentioned that the parking fee was raised by \$50 for faculty. That money will be used to repair lots. He stated that the 3rd floor of the parking garage is closed because of structural issues. He stated that he will choose safety over convenience. He also stated that he wants to put additional handicap parking over by SBI but there are rules and regulations by the ADA and in most cases three regular spaces become one handicap space. So again it limits parking but he has engineers looking at it to give the OK before it can be done. He also stated that there are over 5,000 spaces on campus but all of them are not close to your building which seems to be the problem. He stated that the shuttles run from 6 AM-6 PM daily and they will drop you close to any building that you want to get to.

Dr. Ashley stated that there has been an increase in fees and he is limited to parking on only one side of the SBI building even though he has a handicap sticker. He stated that he can't get into the College of Pharmacy or Administration building's gated lots to get to the handicap parking. He stated that according to the Collective Bargaining Agreement, changes to parking must be approved by the Union and the administration needs to go thru the process. He stated that the committee did not bring these decisions back to the Faculty Senate and that we need to be involved in the process.

Chief Calloway stated that it is a problem when faculty pay for an area and can't find a parking space.

Dr. Ashley stated that at Lee Hall every spot is reserved and there is virtually no parking at the Administration building. He stated that he teaches across campus and especially needs handicap parking.

Chief Calloway stated that he would meet with Dr. Ashley personally and will send Dr. Holder an email based on the meeting.

Dr. David White stated that the Lottery for parking was only open for four days.

Chief Calloway stated that he and Ms Allison McNealy who is the Director of Parking Services are taking calls and concerns and will agree to come to another meeting strictly for parking. He also mentioned that there were concerns about broken gates at SBI and that they are expensive to fix due to the new ones being handled by a different company which requires different wiring but they are working to get them fixed.

Dr. Ashley stated that we need an open dialogue about parking and would like to come to an agreement between faculty and the administration.

Dr. Grable stated that Chief Calloway and the Steering Committee need to come together.

Chief Calloway gave his number for faculty to call if they have concerns: 850-570-2573.

Dr. Grable called Dr. Goodman to the floor and stated that he was sharing information only because his comments may be a Union issue.

Dr. Goodman stated that perhaps we should look at Faculty evaluations. He stated that if there are 150 students in the class but only 10 submit the evaluation then it is not an accurate evaluation. We need better ways to ensure evaluations are complete. He stated that we may need to look at the questions and how they are presented on the evaluations. He stated that maybe at the end of the semester, grades are held until evaluations are complete. He stated that maybe we should prep students for three weeks prior to evaluations being available and use dashboard to track evaluations. He finished by stating that he is not trying to change the process but is asking faculty to take a look at it.

Dr. Weatherspoon stated that in Engineering both FSU and FAMU use paper versus electronic. This is how they capture both campuses. He stated that paper was best. They have not had an issue with evaluations. He stated that if electronic is preferred, we would need to speak with IT at FSU to see how it can be worked out.

Dr. Goodman thanked faculty for using Blackboard as it is helping the early alert system. As a result advisors and directors can use the information. He stated that around 80% of faculty are using Blackboard for course content. This allows for better student engagement. He stated that only about 40% of faculty are putting grades on Blackboard. He stated that this allows for advisors to be proactive with the early alerts; it allows for intervention and referrals for the Learning Centers an tutoring; it allows targeting students and it also allows for students that are excelling to be acknowledged by their advisors. He encouraged Senators to use Blackboard and to encourage faculty in their colleges and schools to use it as well.

Dr. Grable stated that she will make the Union aware of this discussion.

Dr. Maurice Eddington was called to the floor to discuss the Strategic Plan. He stated that the plan is available on the FAMU website. He also stated that it was sent out via FAMU Info. He stated that they are designing the Strategic Plan website to keep us updated on the progress. He stated that it went to the BOT in June and the BOG in September and implementation began this summer. He said that there is a timeline to have the plans updated and finalized in December. He stated that the plan is very comprehensive and focuses on increasing student success including retention, graduation and licensure pass rates. He stated that he wants the Senators to be very involved in the full implementation process.

Dr. Grable asked that senators look at the plan and let the senate know where they would like to serve and then called for a motion to adjourn.

Dr. Oriaku made a motion to adjourn the meeting and it was seconded by Dr. Weatherspoon.

The meeting adjourned at 5:01PM

Respectfully submitted by:

Tiffany W. Ardley, Ph.D.

Faculty Senate Secretary