

Faculty Senate Meeting Minutes

November 20, 2018

3:00 p.m. – 5:00 p.m.

Lee Hall Auditorium

Atty. Ann Cavazos, Faculty Senate Vice - President, Presiding

Officers (Present)

Atty. Ann Cavazos, Vice President
Dr. Tiffany Ardley, Secretary
Dr. David Guthrie, Parliamentarian

Officers (Absent) (Excused)

Dr. Bettye Grable, President

Senators (Present)

Dr. Lillie Brown
Dr. Kyle Eidahl
Dr. Novell Tani
Dr. Longineu Parsons
Dr. Reginald Ellis
Dr. Darius Young
Atty. Kenya Johnson
Dr. Lekan Latinwo
Dr. Katie Brodhead
Dr. Ezzeldin Aly
Dr. James Muchovej
Dr. Satyanarayan Dev
Atty. Phyllis Taite
Dr. Ebenezer Oriaku
Dr. Torhonda Lee
Dr. John Cooperwood
Dr. Rajiv Dalal
Dr. Tracy Thomas
Dr. Doreen Kobelo
Dr. Roscoe Hightower
Dr. Aretha Hill
Dr. Kelley Bailey
Dr. Sevilla Bronson
Dr. Ashvini Chauhan
Dr. Michael Martinez-Colon
Mr. Brian Crowell

Senators (Absent) (Excused)

Dr. Daniel Osborne
Dr. Muhammad Haseeb
Dr. Aavudai Swamy
Prof. Francine Huff

Senators (Absent)

Dr. Terrell Brown
Dr. Jeneen Surrency
Dr. Merlin Langley
Dr. Michael Thornton
Dr. Desmond Stephens
Dr. Lavetta Henderson
Dr. Hassiem Kambui
Dr. David White
Dr. Yassir Abdelrazig
Prof. Olivier Chamel
Prof. Enn Ots
Dr. Hudson Nwakanma
Dr. Naquita Manning
Ms. Karen Southwell

EX-OFFICIO (Voting) (Present)

Dr. Carl Goodman
Dr. David Jackson, Jr.

EX-OFFICIO (Voting) (Absent)

Dr. Robert Taylor
Mr. Bryan Smith

SGA (Voting) (Absent)

Ms. Robyn Seniors

Call to Order:

The meeting was called to order at 3:08 PM by Faculty Senate Vice-President, Atty. Ann Cavazos

Opening Remarks:

Atty. Cavazos stated the following:

*There is no quorum at this time.

*Request of FAMU Police Department Chief Terence Calloway to be moved up on the agenda. There were no objections from faculty senate. His material is for information only. No action items.

Safety Guidelines:

Chief Calloway offered the following safety tips for the holiday season: avoid distracted driving by being mindful of cell phone use; get a designated driver if there is alcohol consumption as the legal limit is 0.8; allow time to reach your destination; when shopping park close to the mall entrance; don't leave value items visible in the car, put items in the trunk; keep keys in hand when leaving at night as they can be used as a weapon; keep passwords secret when shopping online; try to pay for gas in cash; don't post your location on social media; check credit cards and credit as people have been known to have their cards compromised during this time and walk in well lit areas with someone if at all possible.

Atty Cavazos continued her remarks:

*Faculty Senate President Dr. Bettye Grable is in a meeting and may join later.

*Read that the BOG is eliminating the last three low school ranking and the Provost will address this item.

Workload (ADHOC) Update:

Mrs. Beverly Barrington and Mr. Lewis Johnson presented updates. Mrs. Barrington stated that Mr. Johnson was responsible for putting the faculty workload study, however, it falls under strategic planning and institutional effectiveness. The faculty senate did establish an ADHOC committee. The committee met on November 1st. There was a lot of discussion and everything came down to what faculty feels could enhance the document that was presented to the faculty during the faculty planning conference. The committee asked that Dr. Johnson and others to go back and make sure that the faculty perception section to be included before any information pertaining to assignment of responsibilities and want to make sure that whatever perceptions are included that they are actually related to the workload study. They also wanted a breakdown of the survey results by college and school and that will be added as an addendum. All of the charts will be standardized. There may be lack of understanding on the AOR form of how to actually complete the form. Each committee member was sent a copy of the AOR and the guidelines to assist in the completion of the form. These documents are also in the faculty senate packets for today. The belief is that most of the AOR forms are not completed accurately. The forms will be reviewed to make sure that everything is captured to accurately reflect the work load study. The revised document should be completed by the end of the semester and the committee will meet again in January of 2019.

Parliamentarian Dr. David Guthrie announced at 3:19 that there was a quorum.

Approval of Nov. 20, 2018 Meeting Agenda:

Atty. Cavazos asked for a motion to approve the agenda. Dr. Ebenezer Oriaku (COPPS) motioned to approve and it was seconded by Dr. Kyle Eidahl (College of Social Sciences, Arts & Humanities). The motion carried with voice vote with no opposition.

Approval of October 23, 2018 Meeting Minutes:

Atty. Cavazos asked for a motion to approve the minutes. Dr. Satyanarayan Dev (College of Agriculture & Food Sciences) motioned to approve and it was seconded by Atty. Phyllis Taite (College of Law). The motion carried with voice vote with no opposition.

Announcements:

- *Last meeting of the year.
- *Recognize Ms. Joyce Harris for preparing folders to make sure everything is in order and sets up meetings.
- *Recognize Faculty Senate Secretary, Dr. Ardley, who is diligent in taking the minutes.
- *President Larry Robinson is absent now but may be coming later.

University Administration Remarks:

Provost Maurice Edington stated the following:

- *Always a pleasure to be amongst colleagues.
- *Recent BOG meeting there were some changes made in the performance funding model. Most relevant change has to do with the allocation methodology. The bottom three institutions did not receive funding which was an issue that FAMU has been rallying against for years. Finally the BOG decided to eliminate that component. The institutions will no longer not receive funding based on the ranking against each other. As long as every institution scores above 50 they will all receive some level of funding. In two years you have to score above 70 and other components kick in like plans to improve student success. Another change is Metric 10 which is the BOT choice metric. They approved a change for FAMU to be the number of bachelor degrees awarded to transfers from the Florida College System. That will kick in in 2020. The current metric based on percent research and development expenditures funded from external sources in going to go away in 2020. The new metric fits in with several of our institutional priorities around recruitment and graduation. We have a focus on recruiting students with an AA degree. For us the effort is not new. Other updates in the Academic and Student Affairs committee there is a lot of discussion about engineering programs around the state and decreasing the number of required credit hours for the undergraduate degree. Most engineering degrees require more than 120 hours because of the demands in the field. Any changes that we make reach beyond Engineering because many courses prepare the engineering students for that program. Nothing has been decided but it is up for discussion. In the strategic planning committee there is discussion about institutional performance. Are we doing the right things that we need to do within the SUS to keep moving each institution forward? At the BOG level they are locked in on this topic. We don't have a choice but to improve our institutional performance. We need to improve in the national rankings as well. They are beginning to pursue funding to help in those initiatives. FAMU will also put together special requests for funding to help catapult our standings as well. There was a summit for Trustees to discuss student success, US News & World Report rankings (representative talked about methodology and strategies to climb in the rankings) and fundraising (best practices and strategies to increase funding; talking more with deans about raising money; faculty can assist deans with attracting resources).

- *Gave a presentation: Update from Provost Edington on Vision and Focus for Academic Affairs. The presentation outlined the Provost's vision and focus, core values and guiding principles, first 30 days as provost and the strategic priorities for the division of academic affairs.

Dr. Edington has provided a copy of this presentation to the Faculty Senate Secretary and will be provided to anyone upon request.

Update on critical issues and strategic priorities:

Academic leadership - Beginning to launch a national search for Dean of Law. Process to put together a search committee as well. Search coming to a close in the College of Education for a new dean. Three finalists were on campus last week. The DRS superintendent search will restart because nothing yielded out of the first search. Law and Education are up for reaccreditation in the Spring so they are working on their self studies for submission. Education has had a consultant on campus to assist.

Working on taking next steps based on work load study. One of the obvious things is that some programs need more faculty. We want to begin with looking at solutions to those problems. We will wait for the final study.

Dr. Edington asked the following: does each faculty know what the four year graduation rate is for your school/college? How many students graduated from your programs in the last three years? How many FTICs your

program enrolled this semester. Does faculty know what the first year retention rate for FTICs are for your department. We need to know this information to know where we are going. Faculty need to take ownership of student success outcomes.

We need more resources therefore we are working on that every day. We have to also be efficient with the current resources that we have.

Organizational structure: Will show the tweaked structure in the Office of Academic Affairs with a focus on improving administrative services and working towards an effective model.

Customer service: An external consulting firm came to campus to do a review and they will share their report which speaks to our customer service over the last several months. Includes feedback from stakeholders, visiting offices and monitoring services. There are faculty late to class, don't return graded work, don't input grades into learning management system, don't keep office hours and other issues. We have issues with staff as well but faculty need to be the champions in holding colleagues accountable.

Atty Taite asked how can we as faculty hold our colleagues accountable? Dr. Edington stated that faculty can influence the agenda for departmental meetings. Faculty can ask for data for high failure rate courses. Faculty need to put the obvious issues on the table to discuss.

Atty Taite asked how do you challenge leadership when you try to hold colleagues accountable and nothing happens? Dr. Edington stated that he knows that it is hard when it is a culture of the department but faculty can help drive the narrative and to help him understand when you need help.

Atty Cavazos asked when faculty don't adhere to anything what does it take to make a difference? Dr. Edington stated that he would speak to her one on one but the infrastructure should not allow for that to happen and if it's happening the system in place is not working.

Dr. James Muchovej (College of Agriculture and Food Sciences) stated that faculty know what is wrong and faculty tell but nothing happens. Dr. Edington stated that he tells deans and will continue to tell them to use the processes to hold faculty accountable.

Dr. Ashvini Chauhan (School of the Environment) stated that faculty see other faculty lacking while others are overtasked. Faculty need to be rewarded based on measures that exceed performance measures. Without that there is no motivation. There should be a merit based metric. Dr. Edington agreed that there should be a system to reward stellar performance. He disagrees that not rewarding leads to a lack of motivation. We have to separate a good job from a reward. High achievers achieve anyway.

Committee Reports:

Curriculum Committee Report:

Dr. Kyle Eidahl (College of Social Sciences, Arts & Humanities) presented a report including various modification requests from the following:

The report contains 5 new course requests, 3 course changes and one program modification.

Course change requests from the School of Architecture and Engineering Technology – Division of Electronic Engineering Technology adding Electronic Devices and Circuits lecture and lab and Introduction to Robotics lecture and lab. These are new courses added to a revised curriculum.

Course change requests from the FAMU-FSU College of Engineering submitted a request to remove the Master of Engineering comprehensive exam from the curriculum.

Course change requests from the College of Agriculture and Food Sciences – Animal Science Program. Genetics of domestic Animals as a new course. Introduction to Animal Science, Reproduction of Farm Animals and Meats change each from 4 to 3 credit hours.

Dr. Muchovej moved to approve the recommendations. Dr. Dev seconded. The motion passed by voice vote with no opposition.

University Administration Remarks:

Dr. Robinson stated the following:

*He was just coming from the installation ceremonies for the Leon County Commissioners and attended the City's transition the night before.

*Thanked faculty for participating in his inauguration activities. Several student organizations were showcased. Several people who have never been on campus were able to see the campus.

*Next legislative session is coming up and we will continue to look forward you support as we lay out our legislative priorities.

Dr. Muchovej was at a meeting with the President of FEA and the Director of UFF they stated that you and Mrs Barbara Cohen-Pippen had a tremendous impact in getting the modification that needed to be made, made in regards to the performance metrics. Dr. Robinson stated that she worked really hard to get this model changed. She was the boots on the ground. The elimination of the bottom three was tremendous.

Legislative Funding Priorities:

Mrs. Barbara Cohen-Pippen stated the following:

*Attended transition sessions for incoming speaker and incoming senate president.

*Senator Gibson, Democratic minority leader, who is a FAMU supporter and instrumental in the elimination of the bottom three.

*Dr. Robinson is such a great advocate for FAMU.

*Been at FAMU almost two years but history with FAMU is almost 30 years.

*Advocate, resource and liaison for FAMU

*The legislative process is a 60day process. It really starts when the session ends, we start for the next. Put budget requests in June which is driven by the university's mission, strategic priorities and president's goals. In June submitted to BOG then shared with legislative staff in house and senate appropriations committees.

*Asked for 14 million for strategic initiatives focused on students, advising and faculty support.

*The plan was enhancing the roadmap for student success.

*Advising, intrusive advising, students mentoring other students, online offerings to reduce debt and time to degree and upgrading technology.

*Startup packages for faculty

*A handout was provided which outlined the 2019-2020 legislative funding priorities. Included in that are Center for Access and Student Success, \$24 million; General operational enhancements \$13.5 million; Agriculture research, education and training in support of Florida's agricultural industry \$1.7 million, Integrated advancement for the FAMU-FSU joint College of Engineering, Public Education Outlay, \$31 million; and plant operation and maintenance.

*Engineering – increase salaries to get up to par with counterparts at FSU

*CASS (everything in one area to help students) this year got no funding but hope to get funding this coming year.

Announcements:

Dr. Lekan Latinwo (College of Science & Technology) mentioned the Institutional Research Award timeline and asked faculty to share with their colleagues and encourage them to apply.

The meeting was adjourned at 4:39.

Respectfully submitted by:

Tiffany W. Ardley, Ph.D.

Faculty Senate Secretary