



FLORIDA A&M UNIVERSITY
FACULTY SENATE

FACULTY SENATE MEETING MINUTES
JANUARY 19, 2021
ATTENDANCE ROSTER

Officers (Present)

Dr. Ann Marie Cavazos, President
Dr. Tiffany Ardley, Vice President
Dr. James Muchovej, Interim Parliamentarian

Senators (Present)

Mr. Christopher Allen
Dr. Clement Allen
Dr. Ezzeldin Aly
Dr. Anthony Ananga
Dr. Kelley Bailey
Mr. Douglas Blackburn
Dr. Jamal Brown
Dr. Terrell Brown
Dr. Ashvini Chauhan
Dr. Kyle Eidahl
Dr. Islam El Sharkawy
Dr. Lisa Gardner
Dr. Kurt Gray
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. Mahsan Mohsenin
Dr. Ebenezer Oriaku
Dr. Daniel Osborne
Dr. Robin Perry
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. Yassir Abdelrazig
Ms. Thomasina Brock
Dr. Tarik Dickens
Mr. Keith Fagg
Dr. Muhammad Haseeb
Dr. Naquita Manning
Dr. Courtney Micots
Mr. Anthony Thompson
Dr. Micheal Thornton

EX-OFFICIO (Voting) (Present)

Dr. David Jackson, Jr.
Dr. Robert Taylor

Faculty Senate Meeting Minutes
January 19, 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 3:00 p.m. Quorum present.

Approval of the Agenda – January 19, 2021

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

Approval of November 17, 2020 Meeting Minutes

Dr. Cavazos asked for a motion and vote to approve the November 17, 2020 meeting minutes with necessary correction. Moved by Dr. Arlesia Mathis to approve minutes with any necessary corrections. Second by Dr. Abdul Sharif. 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.

Happy New Year and welcome back to our Spring semester 2021

To say that 2021 has started off just a bit rocky is an understatement and there are not enough superlatives in the dictionary to describe what the last 10 months have been like or the last week. Suffice to say that this season of time has been one of the most challenging, and one, I might add, you the Faculty of FAMU, have splendidly risen to meet. Faculty enabled.....Mission Accomplished!

In honor of Dr. Martin Luther King Jr. Day, which we celebrated yesterday, I'd like to begin by sharing one of his most profound quotes:

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

I firmly believe that part of our mission is to prepare our young people to continue the great legacy left to us, not only by Dr. Martin Luther King Jr., but also by so many incredible notables of the past; Rosa Parks, James Baldwin, Zora Neal Hurston, John Lewis and today's notables; Esmerelda Simmons, Van Jones, Patrisse Cullors and our very own FAMU alumni, Ibram X. Kendi and her honor, Mayor Keisha Lance Bottoms!

Faculty, you matter; you make the difference not only in our students' lives but in the lives of their families and community. We have come a long, long way, yet we know that we have many more miles to travel. Traveling in tandem is the way we all get where we need to be – a brighter day!

While this Pandemic is rapidly changing, our commitment to FAMU remains constant. I am extraordinarily proud of our Faculty, administration, and staff's efforts to ensure that we continue to deliver an exceptional education to every student.

While we do not yet know with certainty what the future holds, we do know that this commitment will carry us forward, and that we will emerge from this global crisis resilient, focused, and ready to lead in an ever-changing world.

Tomorrow, our great nation will inaugurate a new President and, for the first time in our history, a woman Vice President – a woman of color! This is historical, and this is momentous. Vice President-Elect, Kamala Harris a graduate of Howard University, an HBCU.

Faculty, you are educating and preparing the next generation of doctors, scientists, attorneys, professors, engineers, senators and yes, Vice Presidents and Presidents.

Faculty, you have answered the call, you have weathered the storm, you have overcome the odds and you have prevailed!

Thank you, as always, for all you do to support FAMU, and most importantly our students.

Job well done!

Faculty enabled, excellence at its best...Mission accomplished!

Thank you!

ANNOUNCEMENTS

- I. UPDATE ON THE HONORARY DOCTORATE DEGREE: (CALL LINDA) What happened, the Senators are asking, we need an explanation.
- a. The senate approved and recommended the following individuals to receive the honorary doctorate degrees: Names:
 - i. Serena Williams, Venus Williams, Althea Gibson, Thomas “Tom” Joyner, and Adora Nweze
 - b. The Senate is requesting a status update on the following individuals mentioned. Not sure whether President Robinson or Provost Edington can provide that information in their remarks.
 - i. This Committee was Chair: Dr. Thornton and Committee members, LaVette Henderson, Shiv Persaud, Daniel Osborne.
 - c. In December, 2020, the senate approved and recommended Congressman David Scott to receive Doctor of Humane letters. His Honorary Doctoral Degree was presented to

him at FAMU Virtual graduation, 2020.

- i. Special thanks to Dr. Thornton, Chair and the committee members, Drs. Shiv Persaud and Dr. Kurt Grey. Thank you

II. Please mark your calendar.

President Robinson will be giving the State of the University Address on Thursday, January 21, 2021 at 3:00 pm – 4:00 pm. See you there!

III. INSTITUTIONAL RESEARCH AWARD OPENED on NOVEMBER 25, 2020. (for nominations)

Please review the senate schedule for important dates. For the submission of the application, interviews and selection process.

IV. DR. Robin Perry, Chair of Teacher of the Year and Advanced Teacher of the Year -date and time will be extended because of Covid-19.

Due to Covid-19, the Chair and I discussed extending the nomination deadlines and review process. There was so much that faculty were dealing with the end of last semester (especially with preparation for the spring semester and new teaching protocols, etc.), I imagine thoughts about the Teacher of the Year award nominations was low on the priority list of faculties.

Dr. Robin Perry communicated the following recommendations for revision:

- Nomination for Awards be extended to Monday February 1.
- Application Materials by qualified nominations be submitted by Friday February 19.
- Evaluations of materials will be completed by Teacher of the Year Committee members by March 5.
- Interviews of finalists will take place March 8-19th.
- Recommendations can still be submitted to the Faculty Senate on March 29th.

This new and updated information will be posted on the Senate Webpage and FAMU Info will be used to send update to all faculty. Thank you

Dr. Perry requested Senators work to ensure faculty receive information by sending the update respective departments to insure dissemination and enhance interest for the award.

V. Dr. Kelly Bailey, Chair of Committees on Committees

The Committees on Committees Chair reported ongoing recruitment of fellow faculty to serve on University Committee and fill positions available and needed to meet the intent and responsibilities of the committees. A special thanks to both Faculty Senate Vice President Ardley for helping Committee stay on track and move forward.

UNIVERSITY ADMINISTRATION REMARKS: President, Dr. Larry Robinson

Thank you, President Cavazos and members of the University's Faculty Senate. Advised all to stay safe during the transition of power, Presidential Inauguration.

Honorary Doctoral Degrees

- The Williams' sisters' doctorates were tied to a plan of renaming the FAMU tennis complex to honor tennis great, FAMU Alum Althea Gibson. Due to COVID-19, plans were changed and new schedule is being worked.
- Thanks to Senate for getting honorary degrees approved and plan to award two degrees Spring 2021

Instruction

- Commend faculty on transition to remote, hybrid, HyFlex modes of instruction

University Accolades

- Once again, FAMU is the #1 HBCU in awarding of degrees to African Americans at the bachelor's degree level and several other degree programs and levels.
 - o FAMU is in the Top 10 for several bachelor degree programs, which are agriculture, architecture, health professions, engineering, communication, biological and biomedical sciences.
 - o Top 10 for several master's degree programs, which include architecture, social sciences, and pharmacy to name a few.
 - o Top 10 in professional doctoral practice degree programs; #1 in Pharmacy, #2 and #4 in rehabilitation and therapeutic professions, and #5 in Law
 - o Top 10 in doctoral research degree programs

University Success

- Theme for State of the University address is "Sustaining Excellence". The goal is make sure excellence is sustained for the next generation of Rattlers.

Dr. Cavazos called for questions directed to Dr. Robinson.

Dr. Longineu Parsons, Jr. inquired about COVID Vaccinations for University personnel.

Dr. Robinson reported that Ms. Tatum will provide information regarding availability and delivery within the federal guidelines. Will begin with critical workers who are providers and students engaged in clinical practice. Members of faculty and staff who are age 65 years and older will also be eligible.

Dr. Jamal Brown asked about vaccine availability for faculty and students at distance campuses, such as Tampa location.

Dr. Robinson noted that those who can travel to Tallahassee are available for vaccination. At this time there is not sufficient resource availability to disperse vaccine outside of FAMU Tallahassee campus location. Encouraged faculty to seek resource availability in local area that are provided vaccine to "essential workers", such as those in health care profession.

UNIVERSITY ADMINISTRATION REMARKS: Provost, Dr. Maurice Edington

Summary:

Began with thanking faculty for hard work in preparation for Fall and Spring semesters instruction.

Technology upgrades to classroom facilities is a long-term improvement to aid in the delivery of instruction from top notch facilities that will broaden our educational reach.

Budget and Planning Council

- Had its first meeting to begin preparation for next year's allocation for the University
- Working with individual units and divisions to develop budget requests

Strategic Priorities

- Aligned with goals of the University President and priorities of the Board of Trustees
- Student Success
- Distance Education – expanding infrastructure and capacity
- Reviewing Academic Program offerings – meeting need to be competitive as an institution
- Faculty excellence initiatives – supporting and strengthening faculty
- Data Analysis – using data to drive decision making for budgeting and business processes
- Customer Service with an academic focus

Questions:

From the Chat: What will be the requirement for COVID testing for those who have been vaccinated?

Dr. Edington deferred question to team who will be providing update.

Dr. Leah Hunter asked additional information on evaluation of academic programs and the timeline for which it will occur.

Dr. Edington: The timeline is the current fiscal year. We really want to take a look at our current degree offerings and evaluate productivity, such as where are the opportunities to invest and do we have all of the right programs in place to meet workforce demand. It is a comprehensive approach going beyond this year. Internal analysis and external consulting will be applied to help develop a framework for a model that be used to ensure the University is strong and relevant.

From the Chat: A faculty member ask how would that impact some of the schools or colleges that have challenges with licensure passage.

Dr. Edington: The licensure programs are some of our signature programs. Evaluation will only strengthen these programs. The focus is mainly on outcomes. Therefore, we have to drive improvements in performance.

Dr. Roscoe Hightower: Asked for information regarding faculty tenure and promotion

Dr. Edington: It is appropriate for each college and school to have its own criteria for tenure and promotion. However, there is an opportunity to ensure some consistency with some of the processes and procedures for best practice on how different units can execute the process.

Also encourage colleges and schools to review their criteria for tenure and promotion to see if there is a need to make modifications that would promote achievement of individual programs goals and vision.

Dr. Angela Thornton: A part of that, are we supposed to be evaluated by our immediate supervisor and then the Dean evaluation as well?

Dr. Edington: Would like to have additional information as to the chain of supervision to make sure that incorrect information is being provided. Welcome conversation by way of Dean's Council, and available to come to colleges and schools.

Dr. Maurice Holder: Are there changes in the strategic plan due to COVID restraints?

Dr. Edington: There have been adaptations but the goals are maintained. The impact has been the availability of resources. Student success continues to be the central focus for the strategic plan. An opportunity to accelerate meeting goal of student success was the enhancement of infrastructure and technology to support education.

Question from Q&A: Are the minutes from Dean's Council available to faculty?

Dr. Edington: They meeting minutes are not on the website but are available if you contact the Provost's office with request.

Dr. Ann Marie Cavazos
Thank you, Dr. Edington.

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
 - New: Bachelor of Science to Master of Science degree program pathway for Civil Engineering
 - Request Thesis version for existing program
 - Program modification request to change Master of Science degree Electrical Engineering to non-thesis track, and change degree program hours from 33 credit hours to 30 credit hours
 - This will align this program with other engineering Master's degree programs

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

Dr. Daniel Osborne motioned to approve Curriculum Committee Report. Second by Dr. Ezzeldin Aly. Dr. Cavazos opened for Discussion, none came forth. Voting conducted via Zoom voice vote. No opposition. Motion passed and report approved.

Executive Council Update: Dr. Novell Tani and Dr. Kyle Eidahl Summary of Report

- The leadership team is open to faculty and want to hear from faculty members. Meeting occurs every Tuesday. Encourage faculty to reach out to Faculty Senate Executive Council members to communicate any concerns.
- Encourage faculty to continue to inform students of their rights to engage in options afforded through HyFlex learning modalities.
- COVID testing is ongoing, and reminder to upload results to FAMU Student Health.

Dr. Cavazos called for questions.

Dr. Michael Martinez-Colon asked about mandatory requirements for COVID testing for faculty, staff, and students.

Dr. Cavazos asked for question to be held for update that will be presented by Ms. Tatum.

NEW BUSINESS/DISCUSSION

Provost Edington

a) Academic Dishonesty

Dr. Edington presented on concern regarding academic dishonesty. Faculty has posed concern of this topic. University working with Judicial Affairs to present the correct language for policies. In the meantime, encouraged faculty to continue to reinforce expectations to students. Provost Edington asked that faculty communicate with Deans, members of Dean's Council to provide concerns about issues that he may not be aware.

Dr. Robin Perry inquired if statement from Judicial Affairs be primarily focused on reinforcement of principles or will it address potential consequences? In addition to the Code of Conduct for the University, is the goal to provide consistency with respect to message across all colleges and schools?

Dr. Edington: The goal is to communicate and reinforce the code of conduct, student expectations, and consequences for conduct that will not be tolerated.

b) Update on faculty merit pay procedures

Each college and school were asked to develop set of merit pay and procedures. This was paused; however Dr. Boston and Mr. Bailey will move forward with this item.

c) Update on Fam-Flex (face-to-face)

Face-to-Face instruction began as scheduled. Offering traditional face-to-face and HyFlex. IT team has been working with technology and are available to assist as needed. Upgrades to classroom will benefit student success. At least 50 classrooms will be Zoom Rooms with more to come at a later date.

Dr. Roscoe Hightower, President of United Faculty of Florida

Update from UFF-FAMU

Reopening Plans

- Andrea Jenkins, PhD Candidate, Pharmaceutical Science and President of Graduate Assistants United reported graduate students met on December 17, 2020 and expressed their position of opposition for full reopening plan for Spring 2021 to maintain safety of graduate and teaching assistants.

Dr. Hightower voiced disagreement with face-to-face instruction included in reopening plan for University. Reviewed COVID morbidity and mortality rates for Florida and Leon County. Thus, the Union has prepared questions for discussion that were not addressed during President's town hall meeting.

Encouraged more faculty to become involved with United Faculty of Florida

Dr. Robinson thanked Dr. Hightower for report and update. He provided clarification on data provided by Dr. Hightower for COVID-19. He asked that University personnel seek data from University that is open to communicate with any faculty to provide real-time data on University COVID-19 status of students and other university members. Currently the overall positivity rate for faculty and staff is approximately 2% and student positivity rate is less than 1%.

President Robinson also commented that it is the University's goal to be transparent and that the Town Hall was open to anyone who had questions and no one was excluded.

Ms. Rica Calhoun, Chief Compliance and Ethics Officer and Ms. Tanya Tatum, Director, Student Health Services

Update on COVID-19 and student self-report and its impact on FamFlex

Focused approach on making sure campus and campus community is updated to include increased cleaning and protocols to configure office and classrooms for social distancing. Question about mandatory COVID-19 testing was addressed. Team has created a testing framework that is built on expanded testing for faculty, staff, and students. The idea is to ensure all understand the importance to adhering to those expectations.

Ms. Tatum added that compliance with testing requirements helps the individual and the campus community. The sooner positive cases are identified, the sooner effective actions may be deployed to minimize impact on our campus community.

Ms. Calhoun reported the University is focused on using a comprehensive approach for monitoring and applying environmental controls to improve safety and minimize risks.

Question from Q&A: You talked about voluntary compliance, how do I know if a student in my class has been tested and how long ago they have been tested?

Ms. Tatum: faculty will not know and test results are confidential information. However, it is okay to ask students about their testing status. Additionally, email be sent to Ms. Tatum for inquiry and voice concerns. Roster of all classes have not been presented to Student Health, and manpower is not available to monitor a roster of all courses offered. What is being done is a follow up on all that test positive.

Dr. Robinson noted HIPAA standards that restrict sharing of medical information. There is a plan in place for managing positive cases.

Dr. James Muchovej: Understand the legal issues of divulging names but believe faculty should have knowledge of testing results for student participation in class. Also would like to know if vaccinated persons still need to test.

Ms. Tatum reported testing will continue, but may divert to PCR testing as opposed to Rapid Testing. Vaccine does not grant full immunity, thus mandatory testing, face coverings, and social distancing will continue to be required.

Dr. Maurice Holder: Inquired about plans for going forward as we navigate the Pandemic.

Dr. Robinson: The plan has a built in flexibility to modify as needed, dependent upon circumstance. Interest is still high for new students and current student profile is increasing with an average GPA of 3.7 this current year.

Question from Q&A: If student expresses that they have not been tested and have no plans of testing, what can the faculty do in that situation?

Ms. Calhoun: This has been a response from students and others. It may be knowledge deficit, and have not seen a lot of "I refuse". Faculty are to contact Student Health.

Q&A: Are there any discussions about closing campus in lieu of FBI announcement of threats against all capitals across the country, especially since FAMU is in a capital area?

Dr. Robinson: FAMU Chief of Police has been in contact with local authorities and National Guard. Currently no suggestions to change operations for the University.

Dr. Leah Hunter: What if we cannot sell the need for testing and full disclosure for COVID results? Reports having students stated were positive but did not notify university.

Ms. Tatum: asked that faculty please notify student health services that they may cross reference and follow up as indicated.

Legislative Update Ms. Daniel McBeth, Director, Governmental Relations

Dr. Cavazos requested motion to table legislative update until next meeting, February 2021.

Moved by Dr. Leah Hunter, with second. No oppositions. Motion approved.

Dr. Cavazos: Time 5:03 p.m. Called for motion to adjourn meeting. Moved by Dr. Ebenezer Oriaku.

Dr. Cavazos asked Dr. Hightower to send questions so that she may forward to Provost Edington. Provost stated he did address some of the questions in the Q&A and others were statements. Provost proposed that Dr. Hightower and he have a discussion to address questions and concerns.

Meeting Adjourned

Respectfully Submitted

// Naquita Jackson Manning //

Naquita Jackson Manning, DNP
Faculty Senate Secretary