



**MEETING Minutes - Attendance**

**February 15, 2022- 3:00 p.m. - 5:00 p.m.**

**FAMU Teleconference Center & VIA ZOOM**

**Presiding: Dr. Ann Marie Cavazos, Faculty Senate President**

**Officers Present**

Dr. Ann Marie Cavazos - President  
Dr. Tiffany Ardley – Vice President  
Dr. Jamal Brown - Secretary  
Dr. James Muchovej - Parliamentarian

**Senators Present**

Dr. Michael Thornton  
Dr. Islam El-Sharkawy  
Dr. Janeen Surrency  
Dr. John Odhiambo  
Dr. Keerthisinge Senevirathne  
Dr. Elijah Johnson  
Dr. Courtney Micots  
Dr. Bridgette Israel  
Dr. Muhammad Haseeb  
Dr. Kevin Austin  
Dr. Patricia Broussard  
Dr. Edith Onyeozili  
Dr. Phyllis Reeves  
Dr. Cynthia Ramkellawan  
Hsuan Huang  
Dr. Terrell Brown  
Dr. Novell Tani  
Dr. Robin Butler  
Dr. Daniel Osbourne  
Dr. Kyle Harris  
Mr. Leon Prosper  
Ms. Karen Southwell  
Dr. Arlesia Mathis  
Dr. Jeffrey Wilkinson  
Dr. Victor Ibeanusi  
Mr. Craig Huffman  
Dr. Janelle Robinson  
Dr. Shonda Bernadin  
Dr. Richard Gragg  
Dr. Ebenezer Oriaku

**Senators Present Cont.**

Dr. Pete Kalu  
Dr. Kurt Gray  
Dr. Lavetta Henderson  
Dr. Roscoe Hightower  
Dr. Ezzeldin Aly  
Dr. Kenisha Thomas  
Dr. Kyle Eidahl

**SGA Present**

Mr. Christopher Allen

**Administrators Present**

President Larry Robinson  
Provost Maurice Edington

**Deans Present**

Dr. Allyson Watson  
Dr. Deidre A. Keller  
Dr. Richard Alo  
Dr. Valencia Matthews  
Dr. Johnnie L. Early II  
Dr. Cynthia Hughes-Harris  
Dr. Shawnta Friday-Stroud  
Dr. Reginal Ellis  
Dr. Bettye A. Grable  
Dr. Shelley A. Johnson  
Dr. Rodner Wright  
Dr. Victor Ibeanusi

**Senators Absent**

Dr. Clement Allen  
Shuchun Liang  
Mr. Anthony Thomas

**SGA Voting Absent**

Mr. Artiste Lewis

**Administrators Absent**

**Deans Absent**

Dr. Murray Gibson



FLORIDA A&M UNIVERSITY  
**FACULTY SENATE**

Meeting Minutes

February 15, 2022- 3:00 p.m. - 5:00 p.m.

**Presiding: Dr. Ann Marie Cavazos, Faculty Senate President**

**I. Call to Order - Dr. Ann Marie Cavazos (3:03pm)**

**II. Opening Remarks – Dr. Ann Marie Cavazos**

Good afternoon, Senators, faculty, President Robinson, Provost Edington, Deans, Staff, and Guests! As we're all aware, February is Black History Month. I want to begin today by sharing a quote from W.E. B. Du Bois

***“Now is the accepted time, not tomorrow, not some more convenient season. It is today that our best work can be done and not some future day or future year. It is today that we fit ourselves for the greater usefulness of tomorrow. Today is the seed time, now are the hours of work, and tomorrow comes the harvest and the playtime.”***

Faculty, you have been given the charge of that seed time. You are planting into the consciousness of our students not only academic information on the subjects they are studying, but you are teaching them to think critically, and that is the fullness of education – and education, said Malcolm X, is *“the passport to the future!”* As we continue to navigate through the Pandemic, I encourage all of us to remain vigilant, observe protocols, and stay on top of our health so that we may continue to educate and prepare our students!

Faculty, through all that we've been through over the last two years, you've continued not only to educate but to conduct scholarly works and serve the community. You continue to be the heart and soul of Florida A&M University! Our hope, prayer, and deepest desire is for the Pandemic to end and that it will be safe for us to live our lives, NOT the way we did – for going backward is not the answer – but being able to move forward into a better day in a better world.

Now is the accepted time, not tomorrow, but today! Thank you.

**Approval of the Meeting Agenda** – February 15, 2022, (moved by Dr. Roscoe Hightower and 2<sup>nd</sup>

by Dr. Daniel Osborne) (motion passed with no objection)

**Approval of Meeting Minutes** – January 18, 2022, (Moved by Dr. Ebenezer Oriaku, 2<sup>nd</sup> by Dr. Kyle Eidahl) motion carries (motion passes with no objection)

**Announcements- Dr. Ann Marie Cavazos**

- a. Dr. Kelly McMurray, Associate Vice President Division of Strategic Planning, Analysis, and Institutional Effectiveness leads the Strategic Planning Committee. The team developed a survey, and it was deployed over the summer and into the fall to collect feedback on current issues, concerns, obstacles, and opportunities that FAMU may face now or in the future. The survey was distributed to faculty, staff, students, and community members. More than 1,200 people provided critical input during this planning process, but only **184 faculty completed** the survey. Dr. McMurray indicated that she is about to release another survey, and I want to encourage the faculty to part-take in the survey because **Your Voice Matters!** You can make a difference. Dr. McMurray provided information on what has already been done. So please take the opportunity to review what was submitted. Dr. McMurray will be presenting at our next Faculty Senate meeting.
- b. President of Advisory Council of Faculty Senates (ACSF) and other members will meet with various legislative members on February 24th to learn more about higher education and engage in civil discourse. On February 25th, they will be meeting with the Board of Governor’s staff and Chancellor Marshall M. Criser, III to discuss policy changes and issues that affect faculty.
  - i. Board of Governor’s Chair Brian Lamb delivered a state of the University presentation. His speech is attached for your perusal.
  - ii. Dr. Ann Marie Cavazos emailed informational updates from the State University System, the Florida Board of Governor’s session Week 5 from February 7-11, 2022.
  - iii. I want to give a shoutout to Mr. Simmons, his team, and Mr. Seniors for their faithful and committed support to the Faculty Senate. I am grateful and blessed to have you on our team.

**University Administration Remarks – President Larry Robinson**

- a. We are in the midst of legislative sessions with the Florida Legislature. We’ve received results from operational audits and for the first time in our history we have one audit finding. The audit and compliance team have a lot of trainings and we keep track of the percentage of those who participate in the trainings. They are currently being asked to assess the impact of the trainings.

- b. Shout out to the College of Pharmacy and Pharmaceutical Sciences, IPH – First time board rate is 89.9% which exceeds state and national average for the 2021 class.
- c. There's been an issue of bomb threats at HBCUs. Although we have not received any threats, when it happens at other places it is concerning to us here too. We've had bombings in 1998. I have gotten calls from other University presidents, which is concerning. If you get a threat, please forward the information to the FAMU Police department so that they can determine the proper procedures to follow. We've engaged with FBI, homeland security and also the Florida Department of Education and Chief Calloway (FAMU PD) to do a walkthrough and meeting about this. We all know about the gathering points and management/training for bomb threat procedures. We've sent out info on FAMU alert on how to manage. You as faculty may be needed to be able to help students. Some people feel that HBCUs are the source of black excellence and that targeting our schools would be the best target.
- d. Been a wonderful month of acknowledgements for FAMU COVID site. We have been recognized as the "person of the year" by the Tallahassee Democrat and the City has made a proclamation. They have exceeded 616,000 of tests given. We are the longest lasting community-based testing site in the region and a COVID vaccine site. We aren't out of the pandemic yet, so don't let your guard down. Leon county is at 20% with COVID cases and the Omicron variant is still real and present, so be safe and take precautions.
- e. We had a session with Thermo Fisher who is partnering with HBCUS on the Just Project: Facilitating the Safe Reopening of HBCUs. In honor of Dr. Ernest Everett Just, a hub has been created a hub and process where others are sending samples to be tested. FAMU also received \$1,875,000 in operational support by the Gates foundation to run the project. The site on Mahan Drive in Tallahassee has currently done 1600 PCR tests in the lab.
- f. We are having outstanding growth for our undergraduate classes. Next fall and summer we will likely see another record about 2000 above our normal pool of applicants. Our average high school GPA was 4.01 in the fall but has dropped to a 3.96 GPA.

**g. Questions for President Robinson:**

i. **Dr. Ann Marie Cavazos** – What semester are we seeing an increase in the applications?

1. **Answer (President Robinson):** We have over 8000 applications for the Fall. We are seeing a decline in graduate and professional programs. Undergrad applications are off of the charts. We are seeing an influx of students who are transferring from other 4-year institutions to FAMU. Also, as a part of the FAMU ignite program students gain entry after obtaining their AA degree with partnering community colleges.

ii. **Dr. Ann Marie Cavazos** – We have a great number of applications, but it does not correlate to the number of enrolled students? How does this impact the performance-based funding metrics? How are we as an institution explaining this gap as compared to the other SUS?

1. **Answer (President Robinson)** - Not all of the students who are applying or who get admitted will actually attend. According to Vice President William Hudson, we have approximately a 50% acceptance rate. When you have a high-profile program, students may shop around for the best institution. When other schools offer more, they may choose to go to different institutions. From the performance-based funding model, the freshman and sophomore year retention rate is key for our group for academic progress. We also have to be concerned with other metrics from the model such as hire after graduation and 4-year graduation rate. We had an enrollment plan and goal to get to 12,000 students. We have approximately 10,000 students enrolled with 1,000 of them being part time. The Board of Governor's only counts full time enrolled students which is 9,000 for FAMU. We don't reject we redirect with the FAMU Ignite program. We have received \$30 million from performance-based funding initiatives, which have been challenging to navigate

despite how we feel about them. Students have to understand that the preparation for college starts a lot earlier than they may have anticipated. FAMU used to be the “backup place”, however students are having challenges getting accepted into various schools. People are angry with VP Hudson and President Robinson about this type of dilemma.

iii. **Dr. Maurice Holder** – Enrollment is driving what we do. Is there some number that we can end our enrollment at a cap.? I’m concerned with the rotational accrediting bodies also.

1. **Answer (President Robinson)** - We have an approximate number of 12,000, but we have to make sure that the other resources are available. For those students, we need the appropriate faculty, facilities and infrastructure. We have teams of consultants that we are working with to evaluate what we can handle. Enrollment only covers 25% of the cost of educating the students (since the cost of tuition hasn’t gone up in 10 years). There is no such plan to increase our revenue to the University outside of the performance-based model (which is not reoccurring). In Florida, unless you get more money for improvement, you can’t get more funds. For the new generation, we have to justify differently why they should come to FAMU. Jim Crow and the Civil rights movement isn’t enough to persuade them to come at this time in history because students may not connect to those issues.

2. **Answer (President Robinson)** - In regard to rotating accreditation from various bodies, the state leadership is seriously looking into it. With the concerns from UF and FSU this year, it is an ongoing consideration for the legislature, and they have a bill currently on the floor.

iv. **Dr. Jamal Brown**– Can you give insight to the dormitories that are being closed and the green space that is replacing them? What is the University’s current philosophy with housing?

1. **Answer (President Robinson)** – The cost of renovating versus demolition had to be considered. All four (4) dorms that were demolished were contributing to the campus’s history (McGuinn, Diamond, Cropper, Wheatley). The demolition seemed to be a more effective approach than renovation. The goal is to have 3,500 students housed on campus, however we only have 2,500. We then ran into problems with Gibbs hall where we lost approximately 350 rooms due to structural issues. To fix them, it would cost the University \$25 to \$30 million and to rebuild them would be double that price. Sampson and Young Hall were renovated with the Obama administration’s stimulus funds. We can’t use the funds for COVID -19 for the dorm renovations.
- h. **Dr. Richard Gragg** – Do you envision the legislature showing FAMU some love and giving us more support money and recurring dollars to sustain excellence?
  - i. **(Answer by President Robinson)**-We will do everything that we can, and I have been meeting with legislative members. I had lunch with the Florida Senate President to understand what we can do.

## II. **University Administration Remarks – Provost Maurice Edington**

- a. AOR issue – The Provost’s team has met with the Deans, Associate Deans and leaders in allied Health. The first meeting focused on identifying the issues and a second meeting talked about clinical faculty needs in various groups. We are continuing conversations with those groups. Also, the bargaining team will be meeting on the issue.
- b. Budget and planning – Units have been asked to submit their budgets by the 25<sup>th</sup> of February.
- c. Emerging Leaders Initiative – The process has been launched through February 18<sup>th</sup>. We are discussing a similar initiative for staff members.
- d. Academic Program Prioritization Initiative – We will be meeting with the programs and talking about rankings and discussing the process for

analyzing the results for each program. For example, if programs rank high, how did we get there and how do we assess strengths?

e. **Questions for Provost Edington**

- i. **Dr. Ann Marie Cavazos** – What should faculty response be to the AORs right now? Faculty are at a standstill.
- ii. **Answer (Provost Edington)** - We've already made the change and the AOR numbers have been implemented. We are trying to address the concerns as we are moving forward.

- f. **Dr. Ann Marie Cavazos** (budget and planning) – Does each unit's dean have to submit a budget, which includes an aspect of fundraising? Is that the same approach to budget planning?

**Answer (Provost Edington)** - Fundraising is not a part of the budget planning. **Dr. Shawnta Friday Stroud** added that Dean's do not get a fundraising budget. We are currently identifying fundraising targets for Deans.

- g. **Dr. Maurice Holder** – Is the fundraising a part of the discussion that Dean's should be expected to carry out upon hire? Do deans have to fundraise?

- i. **Answer (Provost Edington)** - It's largely a part of the discussion of what they are expected to do. Dean's will be expected in the future to do fundraising. Dr. Friday Stroud added that we are at \$18.5 million and have surpassed the fundraising goal.

- h. **Dr. Ebenezer Oriaku** – Will you still come to talk to the faculty regarding AOR issues? You've come and talked to the leadership, but the faculty want to speak to you.

- i. **Answer (Provost Edington)** - Yes, we will be coming to talk to them. We have to discuss DIS, clinical faculty issues and even research.

- i. **Dr. Maurice Holder** – Can we go back to the 12-credit hour week that the other schools are moving on? We are still stuck on the 15-hour week which is not in line with the memorandum of understanding with the



other SUS schools per the Chancellor.

- i. **Answer (Provost Edington)** - We need to revisit this. We do need to increase our productivity by giving our faculty more time to work on research. We also need to get more funding, because this will cause more classes that will need to be covered by faculty.
- j. **Dr. Ann Marie Cavazos** – What’s the update on the graduate Dean search?
  - i. **Answer (Provost Edington)** - We are at the last step. Any minute now I will be making an announcement. I have done all that I can do at this point. Being that there are internal applicants, I have to be sensitive to not give much more information on the matter.
- k. **Dr. Jamal Brown** – Are there going to be differences in salary based on cost of living? The salaries of employees are all based in Tallahassee, but these are not accounted for with cost-of-living variations.
  - i. **Answer (Provost Edington)** - We don’t have the resources to know at this time. The President is working on securing more funding, but we may have to have additional funds to accomplish this. to get our base salaries back then to work on that. The CFO and Provost have both been working on faculty salaries and also, we have a consultant who has been helping on the issue.

### III. Continuing Business

- a. Curriculum Committee Report - **Dr. Kyle Eidahl**

## Curriculum Committee Report to the Faculty Senate

February 2022

The February 2022 report of the Curriculum Committee to the Faculty Senate contains 9 online requests and 1 program modification, 3 new courses, and 4 course changes. These requests were approved by the Committee at its February 2 meeting. The Committee recommends approval of all the requests by the Faculty Senate.

### Course Change Requests from the College of Education

	Course/Program Name	Description of Request
1	EDA 6061 - Effective School Organizations	Existing Course (Online)
2	EDA 7406 - Quantitative Research Methods II	Existing Course (Online)

### Course Change Requests from the School of Allied Health Sciences

	Course/Program Name	Description of Request
1	HSC 1000 - Orientation to Health Science	Existing Course (Online)
2	HSC 2000 - Health Science Profession Systems	Existing Course (Online)
3	RCS 3030 - Introduction to Rehabilitation	Existing Course (Online)
4	RCS 4200 - Introduction to Vocational Evaluation	Existing Course (Online)
5	RCS 4610 - Supervision and Coordination	Existing Course (Online)

### Course Change Requests from the College of Social Sciences, Arts, and Humanities (CSSAH)

	Course/Program Name	Description of Request
1	ANT 2410 - Cultural Anthropology	Existing Course (Online)
2	ANT 2452 - Race and Culture	Existing Course (Online)

### Course Change Requests from the College of Agriculture and Food Sciences

	Course/Program Name	Description of Request
1	BS in Agricultural Sciences (General)	Program Modification

### Course Change Requests from the FAMU-FSU College of Engineering

	Course/Program Name	Description of Request
1	BME 4774C - Biodynamics & Systems Control	Change from 3 to 4 Credit Hours
2	EML 4221 - Acoustics	New Course
3	EML 5224 - Acoustics	New Course

### Course Change Requests from the College of Law

	Course/Program Name	Description of Request
1	LAW 6XXX - Music Law Seminar	New Course
2	LAW 6947 - Field Placement	Course Change – Added prerequisite

### Course Change Requests from the College of Pharmacy & Pharmaceutical Sciences, Institute of Public Health

	Course/Program Name	Description of Request
1	PHA 5628 - Post Graduation Readiness Elective	Change from 2 to 3 Credit Hours
2	PHC 7714 - Public Health Leadership Seminar	Change name from Health Education Seminar Series

- i. Motion to approve the changes for all of the above courses as a slate by **Dr. Daniel Osborne** and 2<sup>nd</sup> by **Dr. Tiffany Ardley**.

1. Motion is approved with no objections.

IV. **\*\*\*Executive council Update and Dean's Council Update have been tabled to the next meeting due to the time constraint\*\*\***

V. **Emergency Management and Campus Safety - Mr. Ashley Davis, Emergency Management Director**

- a. He has been able to get familiar with the campus in order to identify improvements. We need to be able to use one of our campus gyms in the event of severe weather or a shelter is needed.
- b. Also activated the emergency safety management systems by using one of the classrooms in CASS during the homecoming festivities.
- c. Closely working on ways to ensure the University is reimbursed for COVID expenses based on various programs that assist with this.
- d. Also working on emergency notification systems. We have ways to improve our dispatch of communication with tools that 12 other schools and 67 counties are using. We are working with IT on onboarding the system, which will work with blackboard connect.

VI. **Emergency Management and Campus Safety, FAMU Police Chief Terrence Calloway – Chief Calloway gives a presentation, “Emergency Awareness” during the faculty senate meeting. His presentation discussed the important issues below for campus safety.**

- a. Partnerships with other law enforcement groups to ensure FAMU's safety.
- b. FAMU communications to get pertinent messages out to stakeholders.
- c. “Run, hide and fight” tactic which can assist in protecting yourself.
- d. Types of emergencies that the FAMU PD can handle and the procedures to be follow include severe weather, crime, power outages, evacuations, water damage, medical emergencies, explosions, suspicious mail, fire, chemical spills, crime, evacuations, workplace violence, bomb threats, hurricanes and active shooter.
- e. The “LiveSafe” app is available for download. This app gives communication to the FAMU PD in the event of emergencies. This allows for communication via text, pictures, etc., with the Police department. This app also includes anonymous

features that allow sending of messages to the police department without their identities being compromised.

f. **Questions for the Police Chief Calloway**

i. **Dr. Richard Gragg**- We had a chemical spill in the science research building and I'm seeing a disconnect with your preparedness and what's happening in real time. I couldn't go into the lobby in the science research building due to the fumes in the building.

1. **Answer (Chief Calloway and Kendall Jones)**. This situation is an opportunity for us to learn and collaborate because our vendors need to keep our faculty safe. This situation will be handled jointly with the departments so that this does not occur.

ii. **Dr. Ann Marie Cavazos** – Is campus provided with routine sniff dogs in order to detect bombs?

1. **Answer (Chief Calloway)** - FDLE and Capital Police have them and we use them when needed. We've historically used them during commencement or other large gatherings. Leon County Sheriff Walt McNeil offered their services. The Leon County Bomb Rescue team and SWAT team have done a walk through and identified changes that we need to make.

iii. **Dr. Ann Marie Cavazos** – Can you clarify, what are the building speakers you spoke of?

1. **Answer (Chief Calloway)** -Some of the buildings have loudspeakers on them so that announcements can be made and also the tower speakers on the north and south parts of campus.

VII. **Adjournment**

- a. Motion to adjourn by **Dr. Daniel Osborne**
- b. Meeting adjourned at 5:05pm - **Dr. Ann Marie Cavazos**