

**Faculty Senate Meeting Minutes**  
**February 19, 2019**  
**3:00 p.m. – 5:00 p.m.**  
**Lee Hall Auditorium**

**Officers (Present)**

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

**Senators (Present)**

Dr. Terrell Brown  
Dr. Lillie Brown  
Dr. Kyle Eidahl  
Dr. Novell Tani  
Dr. Longineu Parsons  
Dr. Reginald Ellis  
Dr. Darius Young  
Dr. Michael Thornton  
Dr. Daniel Osborne  
Dr. Lekan Latinwo  
Dr. Katie Brodhead  
Dr. Hassiem Kambui  
Dr. Ezzeldin Aly  
Dr. David White  
Dr. James Muchovej  
Dr. Muhammad Haseeb  
Dr. Aavudai Swamy  
Atty. Phyllis Taite  
Dr. Maurice Holder  
Dr. Ebenezer Oriaku  
Dr. Torhonda Lee  
Dr. John Cooperwood  
Dr. Vivian Wilson  
Dr. Yassir Abdelrazig  
Dr. Rajiv Dalal  
Dr. Tracy Thomas  
Dr. Doreen Kobelo  
Dr. Hudson Nwakanma  
Dr. Roscoe Hightower  
Dr. Aretha Hill  
Dr. Kelley Bailey  
Prof. Francine Huff

Dr. Sevilla Bronson  
Dr. Naquita Manning  
Dr. Ashvini Chauhan  
Dr. Michael Martinez-Colon  
Mr. Brian Crowell  
Ms. Karen Southwell

**Senators (Absent)**

Dr. Jeneen Surrency  
Dr. Merlin Langley  
Prof. Kenya Johnson  
Dr. Desmond Stephens  
Dr. Lavetta Henderson  
Dr. Satyanarayan Dev  
Mrs. Sheila Barnes-Williams  
Prof. Oliver Chamel  
Prof. Enn Ots

**EX-OFFICIO (Present) (Voting)**

Dr. David Jackson, Jr.  
Dr. Robert Taylor

**EX-OFFICIO (Absent) (Voting)**

Mr. Bryan Smith

**EX-OFFICIO (Excused) (Voting)**

Dr. Carl Goodman

**SGA (Voting) (Absent)**

Ms. Robyn Seniors

### **Call to Order:**

The meeting was called to order at 3:00 PM by Senate President Dr. Bettye Grable

### **Opening Remarks:**

Dr. Grable stated the following:

\*No quorum yet. Parliamentarian Dr. David Guthrie will let us know when there is a quorum.

\*President, Provost, two BOT members and Dr. Grable had a meeting at 11:00 that morning with BOG Vice-Chair Sydney Kitson. He heard from BOT members as well as President and Provost. Provost gave presentation on where we are with the performance metrics as well as our branding and where we are as the top HBCU. Grable talked with him about the faculty and that we are here for our students. Faculty also needs the resources to be here for the students.

\*On March 26<sup>th</sup>-27<sup>th</sup> the BOG meeting will be here at FAMU. They hold a breakfast for faculty to interact with them. FAMU has the largest faculty participation compared to others. Vice-Chair Kitson said that at FIU only one faculty member showed up. He remembers the faculty turn out as well as the food. Here is where faculty get to talk face to face with decision makers. President and Provost will focus on performance metrics and facility enhancements. Faculty meeting is around 7-7:30 AM may be moved to 8:00 AM. You will get reminders. Faculty need to show up. Kitson specifically asked that we talk about faculty issues and challenges and how the BOG can assist us. Kitson has asked that a few presentations be done by faculty. Dr. Grable stated that she would take it before the Steering Committee. Mr. Kitson likes to hear stories about individuals as a faculty member. More information will be forth coming.

\*You should have gotten all attendees for senate meetings. Dr. Edington is inviting Deans to faculty senate meetings and they are starting to come.

\*Thanked Drs. Latinwo and Holder for taking our issues to the Leadership meetings.

**Quorum: Parliamentarian Guthrie announced at 3:11 that there is a quorum.**

### **Approval of the February 19, 2019 Meeting Agenda:**

Dr. Grable asked for a motion to approve the agenda. Dr. James Muchovej (College of Agriculture & Food Sciences) made a motion to adopt the agenda and Dr. David White (College of Education) seconded. The motion passed by voice vote with no opposition.

### **Approval of the January 15, 2019 Meeting Minutes:**

Dr. Grable asked for a motion to approve the January 15, 2019 meeting minutes. Dr. James Muchovej (College of Agriculture & Food Sciences) made a motion to adopt the agenda and Dr. David Jackson (Dean, Graduate Studies) seconded. The motion passed by voice vote with no opposition.

### **Announcements:**

\*Dr. Grable stated the Harambee Festival is this weekend. Urges faculty to come out and enjoy.

**\*Asked for permission to move Dr. Anika Fields from Counseling Services to move up on the agenda after the Provost because she has another meeting to attend. There was no objection.**

### **University Administration Remarks:**

Provost Maurice Edington stated the following:

\*Thanked the Deans for coming. It shows a commitment to work with the Senate. We are about to launch the annual budget and planning process. More opportunities for Colleges and Schools thru Deans to be their own advocates for budget requests. Budget workshop with deans on February 5<sup>th</sup>. Talked about budget process, timelines, planning and strategies. Make sure budgets put colleges and schools in a position to meet the needs of the

university. Show that colleges and schools are using the resources effectively. We want more transparency in the budgeting process. May not always agree but faculty will have participation in the process.

\*Highlights and priorities for the university – FAMU has benefited from the metrics and is making process. The graduation rate has increased significantly. Retention rates are up and cost to students as well as students with excess hours is down. Good with graduate degrees awarded in STEM. Dr. Robinson uses that to say that if we did that with no money, then with money we could be even better. We need to make sure the BOG understands that FAMU is a leader in the state for those who want access and opportunity (low income, 1<sup>st</sup> generation and social mobility). We have to do a better job of telling our story and successes.

\*Solicitation on Medical Marijuana proposal went out on Feb 1<sup>st</sup>. Gives faculty and students opportunity to submit a proposal for research. It's just the beginning with the mini grant. It could become something larger. Encourages faculty and students in behavioral and social sciences. Dr. Cynthia Hughes Harris has been very instrumental in helping to work with these grants.

\*Academic Advisement - academic and student affairs will partner in terms of advisement. Will meet with advisors regularly. Purpose is to move forward as partners. Advisors feel they are looked down on and referred to negatively by everyone. Will speak with Deans to make sure that they aren't referred to negatively. Advisors are encouraged not to refer to faculty and staff negatively either.

Dr. David Guthrie asked about the allocation of resources to units. Especially those who have increased risk like direct supervision of students. Students are providing services to the public. Those programs require the thought of additional resources. Has the university looked at that? Dr. Edington stated that it has not been brought to his attention yet. If it is important to your area, the area should educate him on that need.

Dr. David Guthrie also stated that there is an ongoing problem in the beginning of the semester with students getting materials in the beginning of the semester. Dr. Edington stated that student success is looking at barriers and make recommendations for getting better.

Dr. Kyle Eidahl commends Provost for meeting with advisors. Any plans to meet with departments and chairs. Dr. Edington will be coming to individual colleges and schools. Open to talking to departments and chairs. If there is a need is to have Associate Provost come to department meetings. We just need invitation.

Professor Phyllis Taite asked when the budget requests are due to your (Provost's Office). Dr. Edington referred the question to Mr. Herb Bailey who stated they were due on the 15<sup>th</sup>. Professor Taite stated that if the budgets are already due and faculty has not seen it and the Provost's office requested that faculty be involved and she requested the information and the first time they will hear anything is tomorrow because it's already submitted then there is no opportunity for faculty involvement with her Dean. Dr. Edington, almost has an open door policy. It would be more effective to have a one on one meeting to discuss it. Will ask Mr. Bailey to reach out and get more information. If what you are saying is true, the train has left the station but we know to look into it for the future.

Dr. Grable announced that Dr. Goodman is out of town but will be here next month to discuss two items, LECOM and ROSS partnerships. Information on those items are in faculty senator packets.

### **Counseling Services Dr. Anika Fields**

Had a power point presentation Updates on services offered. Focusing suicide prevention training for faculty, staff and students. Several students on campus have suicidal thoughts. About six students have been hospitalized. Hopes that everyone can get trained. Can come to classes to speak about mental health services. Two new initiatives, Well Track – self help therapy program via an app. Modules on depression, anxiety, relaxation and others. They are about eight minutes each. Well connect is an after hours phone number where one can talk to a licensed counselor 24/7. In 2017-18 stressors were anxiety, depression and relationship issues (family, faculty,

peers). Students wait to get services. They avoid mental health services because they are thought to be crazy. There are staff and practicum students at the center. Can help by listening and observing students, classroom presentations, suicide prevention, Well Track and well connect, put our number in your phone. You can walk a student over or they can come to the student. For more information and to schedule a classroom presentation call 850-599-3145.

Atty Ann Cavazos asked about the Law School. Dr. Fields stated that the Law School and Pharmacy Satellite campuses get face to face hours, faculty gets 24 hours consultation in terms of the student, they get monthly newsletters, orientation by well connect for students. Atty Cavazos stated that law students are stressed as well but have concerns about providing that information to the Florida Bar so they refrain. Dr. Fields stated that Mr. Harrington in student affairs at the Law School is the contact person for WellConnect. Faculty should also be getting the emails.

Dr. David White asked for the power point? Dr. Fields said yes. Dr. White asked how long does the presentation take? Dr. Fields stated 30 minutes. Senator (???) asked if she could help the high school? Dr. Fields stated no but I can call and talk to you about what you need.

### **Committee Reports:**

#### **Curriculum Committee Report:**

Dr. Kyle Eidahl (College of Social Sciences, Arts & Humanities) Last month there was a request for an example of the changes for the history curriculum along with a revised curriculum committee report for January. Both are provided in the senator packets. This month there are ten requests from three different schools and colleges. In the report there were two new course requests, one course change, one new degree program and six program modifications. The requests were approved by the committee at its February 6<sup>th</sup> meetings. The requests were as follows. Course change requests from the School of business and Industry – Information Systems and Operations Management: Introduction to Business Analytica and Big Data (new course) and Corporate Finance (Name change from Corporation Finance. Course Change Requests from the School of Architecture & Engineering Technology-construction (MS in Construction Management & Engineering Technology (New Degree Program) which is part of the FAMU Strategic Planning. Course change requests from the FAMU-FSU College of Engineering; Non-Thesis New Program Trach, 30 credit hours for each of the following : Electrical Engineering, Industrial Engineering, mechanical Engineering, Chemical Engineering, and Biomedical Engineering. Master of Engineering in Civil Engineering program modification dropped M. Eng. Comprehensive exam as a requirement. Research methods in Engineering as a New course.

Dr. Muchovej asked about MS in Eng. Technology (36) and MS in Electrical Eng. Thesis Option (30) Both are the same just additional courses.

Dr. Katie Brodhead (Science and Technology) stated that they have a Big Data Course in Science and Technology looking to build a data science track. What is the focus of this course? Dr. Eidahl responded that it is more towards business in Information Systems program. Will share the syllabus but it's not a General Education Class.

Dr. Grable stated that she would entertain a motion regarding curriculum committee report. Dr. Maurice Holder moved to accept the recommendation, Dr. Roscoe Hightower seconded. It passed by voice vote with no opposition.

#### **Executive Council:**

Dr. Maurice Holder (COPPS) Faculty input goes into meetings. Asked leadership to look into three areas and when complete we will bring it back to senate. Dr. Lekan Latinwo, will yield to Mr. Bailey to talk about incentives.

#### **New Business:**

Faculty Non-discrimination Complaints – Mrs. Carrie Gavin

Labor complaints for faculty deal with UFF collective bargaining agreement. Today's discussion will be on non-discrimination. Regulation 10.103 outlines procedures for filing a complaint of harassment based on a protected class.

(<http://www.famu.edu/regulations/Amended%20Regulation%20%2010%20103%20FINAL%207%201%2014.pdf>)

Outlines what discrimination and harassment is. The regulation can be found on the University's website at the link above. Dr. Gavin presented a power point on Harassment. She stated that sexual misconduct must be reported within 24 hours. For more information, contact her office at 599-3076 or [carrie.gavin@famu.edu](mailto:carrie.gavin@famu.edu) *If you wish to have the presentation, please reach out to Mrs Gavin.*

Dr. Muchovej asked how you can clear your good name after false files. Mrs. Gavin stated she understands when one is highly upset if it is false and proof that it is falsely filed is difficult. There is a difference between unsubstantiated and false claim. If you can't prove that one knowingly filed a false complaint we usually rule that it is unsubstantiated. If you know someone knowingly filed a false complaint there is a section to deal with that.

Dr. Ezzeldin Aly (College of Education) asked how can you report and keep it confidential? Mrs. Galvin said that you can call the office and request that it be kept confidential and they will try to the best of their abilities but it is virtually impossible. It puts the university in a bad spot. When you can't tell the entire story, especially outside of the university. Without a name we can't really deal with the situation adequately. It's difficult to charge someone without using names. People have a right to know who the accuser is.

Merit Pay Process & Procedure - Mr. Herbert Bailey

Provost asked him to convene a group to talk about merit pay issue. This issue has been in place for about a year and a half. It came up with UFF last year. It started but tapered off a bit. We requested information from Colleges and Schools and received information from four or five. Looking to prepare an instrument to use for merit. Right now what would possibly be used is the evaluations. We don't consider it a good tool so we have had to start from scratch. I just took on this task. We have to identify what we look at carefully. Once we prepare an instrument then we need to have a way to disperse funds and if the funds aren't in place we have another issue. If an instrument is put together it would not be implemented until the Fall of 2020. You have to have at least one year's information to use to establish merit. This is a little premature but because Dr. Grable asked me to come I wanted to let you know our starting points. It will be discussed with UFF and this body so that we can have a tool to use for merit.

Speaker Dr. Hudson Nwakanma (School of Business and Industry). If we are going to look at 2020 as target date for instrument does that mean faculty won't get raises until 2020. Mr. Bailey, we are looking at an internal tool to provide merit. Raises could come from the legislature. Can't answer questions about raises.

Dr. David Guthrie asked who was involved with the instrument. Mr. Bailey said initially Dr. Genyne Boston, Dr. Mjchovej and Dr. Hightower and himself. UFF and administrative team. Dr. Guthrie asks that there be more faculty involvement because each college is different. More representation from each faculty unit will be a better instrument. Mr. Bailey said that that is why they asked the different colleges and schools. Dr. Guthrie asked that the senate be allowed to ask for faculty representation. Dr. Roscoe Hightower stated that we are going to do our best and defer to Mr. Bailey's initial comments. At this point it is premature. FAMU senate likes to insert itself into terms and conditions of employment which is really between UFF and BOT. Our understanding was that each college and school was to provide input for the appropriate people on their bargaining team. Suggests that senators wait. Dr. Grable that the senate did not try to interject or come through any backdoor. The senate has a right to ask. They asked for information and the Steering Committee placed it on the agenda.

Dr. Hudson Nwakanma - Still important and we ask to be apprised of what is going on. Because if there are no across the board raises and merit pay until 2020 does that mean no raises until 2020.

Dr. Hightower stated that without becoming adversarial working of FAMU's best interest. We are hoping that people aren't allowed to inhibit what we are doing. The Union is here fighting for faculty rights. Mr. Bailey stated that we are working together to get the information to you. Atty. Cavazos stated that the Law School is not part of the Union. Mr. Bailey stated that they know about the Law School but still asks everyone for information for the instrument. Dr. Muchovej – two years ago when merit pay was brought up it was supposed to be tasked by each

college to come up with the instrument. Not sure if that occurred. If all raises are based on merit we need to know what the criteria is.

Dr. Ashvini Shauhan (School of the Environment) remembers it was presented to their college. Dr. Boston gave them the info to come up with the criteria in a week to ten days. It was presented to the Provost and we worked really hard and we presented the draft and we don't know what happened after that. Faculty input was solicited. Encouraging to be more effective in getting the mechanism in place. Process should be taken more seriously.

FAMU/FSU College of Engineering Update – Dean J. Murray Gibson

Unique shared College of Engineering. Will benefit both schools. The college is growing in the graduate school enrollment. Funding is increasing. We have doubled the PhD enrollment in three years. The research is enhanced by the partnership.

Dr. Yassir Abdelrazig (College of Engineering) stated that he commends the dean for the many improvements. The under graduate student enrollment on the FAMU side is low. Dr. Gibson stated that that is important. The enrollment is starting to increase, we are actively recruiting transfer students. We are working on increasing that enrollment.

Dr. Grable stated that we completed our agenda and on time. Talked about the BOG meeting with faculty again and will accept a motion to adjourn.

**The meeting was adjourned at 4:58**

Respectfully submitted by:

Tiffany W. Ardley, Ph.D.  
Faculty Senate Secretary