

Faculty Senate Meeting Minutes
Tuesday, January 19, 2016
3:00 p.m.—5:00 p.m., Lee Hall Auditorium
Dr. Bettye Grable, Faculty Senate President presiding

Officer's (Present)

Dr. Bettye Grable, President
Dr. Joe Ann Houston, Vice President
Prof. Ann Marie Cavazos, Secretary
Dr. James Muchovej, Parliamentarian

Dr. Aretha Hill
Dr. David Guthrie
Dr. Sevilla Bronson
Dr. Marcia Owens
Mrs. Gloria Woody

Senator's (Present)

Dr. Lillie Brown
Dr. William Guzman
Dr. Huberta Jackson-Lowman
Dr. Allezo Owens
Dr. Kyle Eidahl
Dr. Darryl Scriven
Mr. Longineu Parsons
Dr. Paulette Reneau
Dr. James Strohaber
Dr. Lekan Latinwo
Dr. Desmond Stephens
Dr. Lavetta Henderson
Dr. Rebecca Blankenship
Dr. David White
Dr. Raymond Hix
Dr. Daniel Solis
Dr. Keawin Sarjeant
Prof. Phyllis Taite
Dr. Tiffany Ardley
Dr. Ebenezer Oriaku
Dr. Perry Brown
Ms. Sheila Labissiere
Ms. Thomasina Brock
Dr. Dawn Brown-Cross
Dr. Loralyn Burke
Dr. Clyde Ashley
Dr. Roscoe Hightower

Senator's (Absent)

Mrs. Pamela Monroe
Dr. Jenny Jones
Dr. Merlin Langley
Dr. Musiliyu Musa
Dr. Hassiem Kambui
Dr. Glen Wright
Prof. Joseph Grant
Dr. Maurice Holder
Dr. John Cooperwood
Dr. Yassir Abdelrazig
Dr. Mark Weatherspoon
Prof. Craig Huffman
Prof. Antonio Soares
Dr. Michael Abrams

Senator's (Excused)

Dr. Richard Gragg

EX-OFFICIO (Voting) (Present)

Mrs. Faye Watkins

EX-OFFICIO (Voting) (Absent)

Dr. Donald Palm

SGA (Voting) (Present)

Justin Bruno

The meeting was called to order at 3:02 p.m. by Senate President, Senator Bettye Grable and at 3:28 p.m. Dr. James Muchovej, Parliamentarian announced a quorum.

Adopt Meeting Agenda motion by _____ moved and seconded by _____. The motion carried.

Approval of November 17, 2015 meeting minutes

Dr. David Guthrie (School of Nursing) indicated that there were two (2) transcription errors on page 3. After reviewing my notes and listening to the tape the information transcribed is what was stated. There are no correction to be made on page 3.

Motion by Dr. Clyde Ashley (SBI) to accept the minutes and seconded by Dr. Houston, (Vice President of the Senate). Motion carried.

President Grable stated that we will be receiving in February and moving forward the following information in our Faculty Senate package.

- Meeting dates and time for the BOT and BOG meetings from 2016-2018;
- From President Mangum, "From My Desk" notes;
- Legislative Updates; and
- FAMU Press Coverage

Opening Remarks:

President Grable directed our attention to the following documents in our package.

- Curriculum Committee Report;
- The Faculty Senate support and approval of the University Work Plan;
- 2015-2016 Committee for Teacher of the Year/Advanced Teacher/Advisor;
- 2015-2016 Researcher of the Year Committee

Special thanks to Dr. Houston for gathering non-faculty senators to participate in the above committees.

University President's Remarks:

President Elmira Mangum greeted and welcomed the faculty back and wished all a Happy New year! "I trust that you're all going to have a great semester. I saw our students are the ball game and they are excited to be back this semester. Wanted to share a couple of things that are occurring." She expressed appreciation for the

letter of support for the University Work Plan from the Faculty Senate because it is “our Work Plan and what we are going to be held responsible for in the coming year.” She stated that the Work Plan is the view and lens by through which the rest of the State, our alumni, stakeholders, and students will look at us and judge us by our student performance and how well we do with regards to our research, teaching and scholarship. “Accountability is the name of the game. It has been around for at least three (3) years with this Work Plan. There has been a whole lot of talk about our Work Plan but the truth of the matter is we have not failed in our Work Plan according to the metric that was set for us by the University system. So don’t get the impression because people are not satisfied with our results of course, it is just like teaching any of your classes. You expect your student to and want them to attain a 100% but everyone does not attain a 100%. We were at the passing level for the performance metric that was set for us the first time it went around. There has been the discussion about where they would like FAMU to be or want us to be. Unlike the first year of implementation of the performance metric, FAMU did not fail to meet the minimum standard. Be clear even though we were in the last place but we did not fail to meet the minimum standard. The year before there were three (3) other institutions at the bottom and some of them did not meet minimum standards but you didn’t hear the same kind of conversations. I understand the value of us having this conversation, the value we bring to our students because we want our students to perform well, we want our students to get jobs, we want our faculty to get the resources and they do. We will continue to push you and push our students and you will push our students to attain the highest number of excellence that they can attain because that is what we want for our institution. That is what moving FAMU forward means to me. We could be the best in the class and the best that we can be and we will continue to challenge ourselves. The metric changes every year. I am sure unless something happens really strange we will be writing a memo again. We will still meet the objectives and goals that was set for quality by the system for our institution that much we already know. Unless later on in the week they change the metrics again! We still will be ok but that doesn’t mean our position would be different, so we are always prepared. So we thank you for your understanding and we want you to pay attention to the politics associated with positioning in our system of higher education in the State of Florida. Our ultimate goal is to make sure our students get educate and is competitive in the market. I’m not in competition with FSU, UF, or UCF or anybody else but I’m ----- quality of our students so they can go out and get the jobs they need to be successful.”

“We accepted the Governor’s challenge because we were the only school that didn’t. We didn’t talk about it or take it up as an issue as Board of Trustee or

University when the letter was sent back in November, 2015. The challenge was ready, set, and work! Now one hundred percent of our students in our two highest concentration of area of graduation to having jobs within one year. That's a heck of a challenge and a heck of a commitment because we are committed to all of our students and all of our graduates getting jobs. We were asked to sign on to the challenge because everyone else did – so we sign up for the challenge. We said we are committed to helping all of our students. We are committing to helping all of our students but the largest graduates are in the area of Criminal Justice (CJ) and School of Business & Industry (SBI) and a one hundred percent of the graduates getting jobs within one year after graduation. We have to have a strategy for doing that so we have requested the Dean of Social Science, Arts & Humanities to explain what their strategy will be for making sure _____ same with SBI.

We provide master classes in order to help students to become ready for the workforce and to become more independent. There are many programs in place for all of FAMU students. When this conversation starts with the Board you will know what we are talking about.”

“Some other things that are less fun to talk about are about the newspaper comments as it relates to Bill Crosby and his personal situation. You guys can talk about it but I have nothing to say except to say that “when we receive donations and scholarship funds for our student we use them for the purposes that they are given and we are grateful and we are thankful to anyone who wants to give us money to help our students and help our faculty.” (Applause) “So just so you are clear-- that is my position.”

There are going to be continuous changes for the benefit of the institution. What we are looking for are “results” and we are being held accountable for “results.” If there are people in place that I feel they are not as responsible as they need to be, I will make changes for the benefit of the institution. You can indulge me or embrace it. What we are looking for are results. Unless you have any questions that's it.

President Grable asked if anyone had questions.

Dr. Clyde Ashley (SBI) - I don't know where to start. I wish the Provost was here because the Provost today addressed the School of Business & Industry and I wanted to commend the Provost on the outstanding job she did in addressing the students. The topic was on performance metric. She not only educated our students but then she talked about the role the University plays in meeting those standards. I would like to suggest that these conversations should take place

throughout the University because the students, faculty and staff needs to be informed for all us to work and make sure this happens. Now, I want to comment on the high performers in SBI and Criminal Justice. ‘I don’t know anywhere in the country where a hundred percent of anybody doing anything! It’s the craziest challenge I ever heard but I know we had to accept it but we are going to do our best to meet the goals because we are FAMU, and we are SBI and Criminal Justice and we appreciate the fact that you accepted the challenge and we will work with you to make it happen.’ (Applause)

Dr. Huberta Jackson-Lowman asked “Is the challenge that the Governor is giving to the universities being given to employers as well?”

Can we get credit for students that are employed outside of Florida?

The state system counts students...when it comes to us reporting our own numbers we will report on our students employed in-state and out-of-state. We are able to layer on top of that report what we believe our numbers are. I think the goal of the program is not so much of measuring but it is a political statement and we are going to help all of our students get jobs and we will report our best statistic. One of the things that is of particular concern that we have to talk about and what the discussion is currently in the Senate and legislature is “what they consider a job?” A job is determined by the salary a person receives. Right now it is just under \$17,000.00. The discussion now is “whether or not a college graduate should earn a minimum of 25,000.00 to 27,000.00 thousand dollars a year.” So those are political discussions that will be heard over the next few weeks and the BOGs and the Legislature will consider.

Q Does it matter what area they get a job? The language says the graduate of that area. It did not say they cannot become an entrepreneur in another area. They want to become a beginning farmer. So I’m going to encourage all of you since we became “Strike Force State” today and what does that mean is that beginning farmers or farmers who have been in farming under ten (10) years, there is 50,000 thousand dollars from the Department of Agricultural to start that business. So there may be some people interested in attending some of our corporate extensive program and business program and start a small business.

A non-faculty member and non-faculty senator wanted to know “what is the reward for meeting the challenge? He stated that he is asking because if there is no incentive or rewards then

President Mangum said “at some point there will be punishment. One of the things that is associated with this type challenge is that one of the performance metric have to deal with the number of students employed after graduation in the State of Florida, but it is for all students.” You can read into why they have selected the most popular majors and as faculty we know that we have ways for our students to obtain a degree to keep them from churning and churning so sometimes it’s called and interdisciplinary degree, multi-interdisciplinary degree or general degree. Not at FAMU, but at another institution you may graduate with a general degree. But that is the largest number of degrees at other institutions-BS degrees.

Dr. Grable thanked President Mangum. (Applause)

Dr. Houston, Vice President said that *“as Senators we need to be aware of something that President Mangum said, we buy into the hype of the media and the media is always dumping on us. One of the things we talk about at the Steering Committee is telling the good news of what we do at FAMU. So when someone starts bashing us don’t join in the bashing. You just heard our President say we may have been at the bottom, but we met our goals. We need to report that!”*

Continuing Business:

- a. **Curriculum Committee Report:** Dr. Neil James reported on the Curriculum Report which was provided to all Senators prior to the meeting and can be found in your package. There is a request for twelve new courses and one program modification. The Committee recommends approval of all of the requests by the Faculty Senate.

Dr. Clyde Ashley (School of Business & Industry SBI) motioned to accept the report and it was seconded by **Dr. Kyle Eidahl** (College of Social Sciences, Arts & Humanities). Motion carried.

President Grable informed us that Dr. James had an accident and we wish him the very best as he recovers from his accident. He has not missed one day of work. He is committed to doing his job. We wish him well.
(Applause)

- b. **Faculty Senate Activities to Support FAMU’s Approved Work Plan:**

President Grable stated that the Faculty Senate did support in writing and approved Work Plan. However, the Steering Committee is still concerned that we can do more as a faculty in terms of potentially discussing other activities that show our support as faculty member of the approved Work Plan. At this time Dr. Lekan Latinwo (College of Science & Technology) will share some of his thoughts and thoughts from others as we think about what we can do to make sure that our Work Plan goals are achieved. At the Steering Committee it was discussed as to how are we going to carry out this Work Plan? What problems can we define? The results will be brought back to the Senate for discussion. If we fail to achieve the Work Plan, I think some of us are the people that are going to be replaced. Who is going to replace us and who is going to teach our children and grandchildren?

President Grable inquired if there are any comments? No comments

President Grable then suggested that maybe we should establish an Ad Hoc Committee to further address the concerns of Dr. Latinwo.

Dr. Clyde Ashley made a motioned to develop an Ad Hoc Committee for the Work Plan. It was seconded by Dr. Lavetta Henderson (College of Education). Motion carried.

Dr. Latinwo and Vice-President Houston will work with the Ad Hoc Committee and report back to the Faculty Senate.

President Grable at this time recognizes the presence of two Deans-Dean Ruena Norman and Associate Dean Yolanda Bogan.

Dr. David Guthrie also acknowledge Associate Dean of Nursing, Dr. Jaibun Earp.

- c. **Update of Faculty Senate Committee on Committees:** Dr. Joe Houston, Vice President of Faculty Senate first thanked the Senators who previously served on Committees but indicated that they are in the process of restructuring the Committees. Several names were called and asked that they prepare a list of people from your colleges who are willing to serve on University Committees. There are people in the Senate and junior faculty who have never served so we are allowing new people to serve in the Committees. Dr. Houston also encouraged us to participate in the Strategic Planning.

President Grable thanked Dr. Houston for encouraging other faculty members outside of the Senate to participate in these committees.

Mrs. Faye Watkins inquired whether you have to be on the Faculty Senate to serve on Committees. Dr. Grable deferred to Dr. Houston who stated as long as you are a faculty member and have faculty status you can participate on Committees.

President Grable acknowledge Dr. Diallo who was a former President of the Senate.

Dr. Ashley asked if there was a formal acknowledgement of the passing of **Pat Tucker (former union leader)**. **President Grable** said that it will be discussed in the Steering Committee to determine how best to acknowledge these outstanding members of FAMU family who passed away.

New Business:

- a) **Tobacco Free/Smoke Free Campus Initiative:** Dr. Mary Simmons stated that they are trying to push the University forward to a Tobacco Free smoke free campus. She is asking for the Faculty Senate support for this policy. There is a four (4) page draft policy included in your package. Please take the time to review the policy. Are there any questions?

Dr. Ashley volunteered to serve on the committee due to the impact smoking personally had in his family. Dr. Clyde Ashely made the following motion that the Faculty Senate form a committee that will be responsible for putting together and presenting it to the President. Dr. Ashley motioned that

Q: **Dr. Huberta Jackson-Lowm** inquired about how the policy will be enforced.

Dr. Simmons indicated that the enforcement has to be all of us to enforce the tobacco free campus. The enforcement is to promote better health and not to punish. Several sensation classes will be offered to all on campus. The purpose is to help and not punish.

Dr. Houston stated that as a teaching community we need to provide workshops to educate students, faculty and staff. This policy is near to my heart because I have had family members passed due to smoking. Dr. Houston strongly supports the tobacco free policy completely and request that the ashtrays be removed around campus and simply ask people not to smoke.

Dr. Clyde Ashley made a motion that the faculty form a committee and have Dr. Simmons head that committee to put together a formal document to present to the Faculty Senate and then make a recommendation to the present. Dr. Ashley said he will also volunteer to serve on the committee.

The motioned was seconded by Prof. Phyllis Tate.

President Grable opened the floor for discussion.

There was a question from Faye Watkins about whether the faculty and employees in the library that smokes will have an opportunity to provide feedback on this policy.

Dr. Simmons stated that everyone will have an opportunity to respond to this policy. She indicated that they have been working on this policy since 2010.

President Grable called the question and the motion passed

Meeting Adjourned: 4:03 p.m.