



MEETING Minutes - Attendance
November 16, 2021- 3:00 p.m. - 5:00 p.m.
Lee Hall & 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. Jenelle Robinson
Dr. John Odhiambo
Dr. Muhammad Haseeb
Dr. Islam El-Sharkawy
Dr. Ezzeldin Aly
Dr. Lavetta Henderson
Dr. Patricia Broussard
Dr. Cynthia Ramkellawan
Dr. Bridgette Israel
Dr. Ebenezer Oriaku
Dr. Arlesia Mathis
Dr. Edith Onyeozili
Dr. Daniel Osborne
Dr. Micheal Thornton
Dr. Kyle Eidahl
Dr. Kyle Harris
Dr. Terrell Brown
Dr. Micheal Thornton
Dr. Courtnay Micots
Dr. Kenisha Thomas
Dr. Shonda Bernadin
Dr. Peter Kalu
Shuchun Liang
Ms. Karen Southwell
Dr. Phyllis Reaves
Dr. Kurt Gray
Mr. Craig Huffman

Senators Present Cont.

Dr. Roscoe Hightower
Atty. John Washington
Dr. Elijah Johnson
Dr. Richard Gragg III
Dr. Rachel Robinson
Dr. Robin Butler
Dr. Aretha Hill

SGA Present

Mr. Christopher Allen

Administrators Present

Provost Maurice Edington

Deans Present

Dr. Richard A. Alo
Dr. Valencia Matthews
Dr. Cynthia Hughes-Harris
Dr. Shawnta Friday-Stroud
Dr. Johnnie L. Early II
Dean Deidré A. Keller
Dr. Rodner Wright
Dr. Michael Abazinge
Dr. Reginald Ellis
Dr. Shelley A. Johnson

Senators Absent

Dr. Keerthisinghe Senevirathne
Dr. Clement Allen
Dr. Jeneen Surrency
Dr. Novell Tani
Mr. Anthony Thompson
Mr. Leon Prosper
Dr. Hsuan Huang
Dr. Jeffrey Wilkinson
Dr. Robert Taylor – Ex Officio

SGA Absent

Mr. Artise Lewis

Administrators Absent

President Larry Robinson

Deans Absent

Dr. Allyson Watson
Dr. Bettye Grable
Dr. Victor Ibeanusi



FLORIDA A&M UNIVERSITY
FACULTY SENATE

November 16, 2021- 3:00 p.m. - 5:00 p.m.

LEE HALL AUDITORIUM & VIA ZOOM

Presiding: Dr. Ann Marie Cavazos, Faculty Senate President

- I. **CALL TO ORDER:** Dr. Ann Marie Cavazos 3:08 pm

- II. **APPROVAL OF THE NOV. 16, 2021, MEETING AGENDA** – Moved by Dr. Osborne and 2nd by Dr. Ali. Motion passes

- III. **APPROVAL OF THE OCT. 19, 2021 MEETING MINUTES** – Moved by _____ and 2nd by _____ ??

- IV. **OPENING REMARKS: (President Cavazos)**

Warm greetings and welcome Senators, Faculty, President Robinson, Provost Edington, deans, and distinguished guests.

We are at the end of another semester and almost the end of 2021, and the holidays are fast approaching. This upcoming weekend is The Florida Blue Florida Classic, annual football showdown. So, hurry and get your tickets. This weekend will prove to be indeed an exciting and fun time.

Now, I want to wish everyone a Happy Thanksgiving. We, as a faculty, have much to be thankful for. We have been through so much since Covid-19. But we continue to work together, grow, and raise the bar in our teaching, research, and service. So, take some time during this Thanksgiving season, spend time with family and friends, and enjoy some Turkey and sweet potato pie! Stay safe!

Now, turning our attention to academic freedom. I want to begin by saying that of all the freedoms we have, one of the most important is our freedom of speech. I want to remind us of the opening lines of the 1st Amendment that states in part:

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
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(Congress shall make no law) ... respecting an establishment of religion or prohibiting the free exercise thereof; or (abridging the freedom of speech), or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

As many of you already know, the University of Florida had initially barred three professors from testifying in a major voting rights case against Florida.

In an Op-Ed piece in the Washington Post, the Editorial Board wrote the following:

“The unprecedented decision is an infringement — likely unconstitutional — on academic freedom that raises troubling questions about whether Florida’s flagship university bowed to political pressure to muzzle faculty voices on a matter of critical public interest.”

The American Association of University Professors (AAUP) very clearly set forth the following,

“College and university teachers are citizens, members of a learned profession, and officers of an educational institution. Therefore, when they speak or write as citizens, they should be free from institutional censorship or discipline ...”

Faculty, we have more than just a calling and responsibility to educate the future leaders of our nation and the world. Freedom to communicate ideas or facts is essential to academic freedom. We should be able to do so without being targeted for repression, job loss, or imprisonment. Moreover, we must stand up for injustice where and when we see it. Our voices matter and must not be silenced!

As a matter of fact, at the Board of Governor’s Summit meeting on Nov 4, 2021, Robert George, a very conservative professor from Princeton, discussed his viewpoints on diversity. After his talk, they had a panel discussion, and the first question was to ask Dr. George his opinion of the situation at UF. He stated explicitly that he thought UF should allow the professors to testify and to be paid – otherwise, it was an infringement on academic freedom. There was resounding applause!

We cannot allow the ox that is treading out the grain to be muzzled!

As expected, there was a national outcry from all educational, political, journalistic, and private sectors. Then, just like that, amid national controversy, the University of Florida abruptly reversed course to allow the three professors to testify as, subject-matter experts in the voting rights lawsuit against the state.

Yes, our focus is the education we offer to our students. But we must also stand with our sister institutions and our ancestors and fight unjust causes, and not allow ourselves to be intimidated or become afraid.

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

I want to encourage all of us to make our voices known in the highways and the byways of life wherever we see injustice and the attempted curtailment of free speech. We must stand and demonstrate the power of our collective voices.

I want to leave you with a quote from Aung San Suu Kyi), the Burmese politician, diplomat, author, the world's most prominent political prisoner, and a 1991 Nobel Peace Prize laureate

“The only real prison is fear, and the only real freedom is freedom from fear.”

Thank you, and once again, have a Happy and blessed Thanksgiving. Have a great Florida Blue Florida Classic weekend.

V. ANNOUNCEMENTS:

- 1. Dr. Cavazos states:** In support of our sister institution, University of Florida, the ACFS president eloquently delivered a statement at the Board of Governors meeting on November 4th, expressing our concerns about academic freedom violations. The statement was unanimously approved by SUS ACFS members. As a result, the ACFS is requesting each school to vote to endorse the statement on academic freedom. I am happy to report that our faculty senator voted electronically to support the ACFS statement by a majority vote. The statement demonstrated the power of our collective voices. I will report the vote to ACFS. Thank you, Senators, for your diligence and timely response.
- 2.** Special thanks to both Mr. Keith Miles and Dr. Shawnta Friday-Stroud for providing the requested documents in support of the candidates for the honorary doctorate degree.
- 3.** Drs. Eidahl and Cavazos will be working on the Revision of the Constitution tomorrow at the Faculty Senate to incorporate any and all comments that we received from faculty. If any senator would like to stop by to assist or observe, please feel free to do so.

Are there any other announcements? If so, please raise your hands to be recognize. Hearing not we turn our attention to the next agenda item. Thank you!

VI. UNIVERSITY ADMINISTRATION REMARKS:

- 1.** Provost Edington stated that President Robinson will not be in attendance today because he was travelling to Tampa, then to Orlando to prepare for the Florida Classic.

2. **Provost Maurice Edington** states “Kudos to faculty for being resilient during this time.”

a. **Academic Program Prioritization Initiative**

- 1) We are working on finalizing a model to assess our programs. We will have a workshop during the December Board of Trustees meeting. (December 1st at 1pm)
- 2) The Provost’s team has been visiting different colleges and schools to get faculty input on the initiative.

a) **Faculty salary benchmarking**

- 1) We have been given charge from the Board of Trustees and President Robinson to work on salaries for faculty and staff, which **Dr. Cavazos** has been keeping as a top priority.
- 2) One of the first steps is salary benchmarking. Along with **CFO/VP Brown**, we will be looking at the market data from other institutions and salaries of our peers and our aspiration years. Also, a sister component to the initiative will include looking at non-faculty salaries as well.

b) **Strategic planning** – The committee has identified high level goals and strategies. We will update the Board of Trustees at the December meeting to get feedback on goals. We will also come up with action steps. Completion is anticipated for early Spring.

c) **Strategic Recruitment**- The group has been looking at licensure pass rates in the health sciences such as nursing, physical therapy and pharmacy, as well as the health and viability of those programs. The College of Law has a separate committee.

(1) **Health professions recruitment team**- The College of Pharmacy's student enrollment has declined, and it has declined slightly in nursing. We are working to increase the incoming co-eds' academic profile to make sure that the students we admit have the best chance of being successful with licensing. We started looking at some strategies, and we recognized the need to have a team that complements our university recruitment team institute under student affairs. This University team will work on behalf of programs in various academic units.

Health Professions Recruitment Team



Targeted Programs

Pharmacy	Health Sciences
Nursing	Cardiopulmonary Science
Physical Therapy	Healthcare Management
Occupational Therapy	Public Health



ROI and Measures of Success

- Increased academic profiles of entering cohorts
- Higher licensure exam first-time passage rates
- Increased enrollment and degree production
- Increased capacity to address Florida's workforce and community needs
- Increased awareness of the "FAMU Health" brand
- Increase in program rankings and enhanced reputation

4

Health Professions Recruitment Team



- Coordinated, holistic recruiting approach for the health professions programs
- Established fall 2021
- 5 full-time FTE
- Currently advertising to fill new positions (anticipated spring 2022 start dates)
- Managed through the Office of the Provost



Key Strategies

- Targeted K-12 and AA transfer student outreach and recruitment
- Early and ongoing engagement with FAMU undergraduates
- Expansion of curricular and co-curricular activities for student development
- Expanded marketing and PR (digital, print, social media, etc.)
- Increased presence at recruiting events and showcasing of academic program offerings

3

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
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Update on Key Searches



Positions (Anticipated Completion Date)

Associate Provost/Dean, School of Graduate Studies and Research (December 2021)

Director, Meek-Eaton Black Archives (April 2022)

- Assisted by Greenwood/Asher

VP for Finance and Administration/CFO (April 2022)

- Assisted by Greenwood/Asher

Associate VP for HR (April 2022)

- Assisted by Greenwood/Asher

Dean, FAMU-FSU College of Engineering (May 2022)

- Assisted by Isaacson, Miller

d) **Key Searches** - CFO-request for two (2) faculty representatives on the CFO committee. Dr. Farrukh is the interim dean for the College of Engineering, as Dean Gibson is going on sabbatical after this semester before returning to the faculty.

(1) Searches are being done by two external firms.

e) **Questions to the Provost–**

(1) **Dr. Roscoe Hightower (SBI)** – The Search for Associate Provost/Dean of Graduate Studies and Research: Is this an internal search and are we getting help from the firms? What’s taking so long to get the position filled?

- **Provost Edington** - The search committee is for external candidates, not internal. Provost Edington responds that the timeline is still on schedule and is anticipated date is for December 1.

(2) **Dr. Jamal Brown (Pharmacy)** – who are we being compared to? Is it state institutions, HBCUs or national schools?

- **Provost Edington** – At the institutional level, the benchmark is against peer institutions. There are a number of different peer groups- one peer group is the State University System (SUS) salaries. Who is an R2 institution? National set of peers, Pell grant, small group of HBCU peers, aspirational peers, list of top 100.
- Program Benchmark is very significant when comparing salaries,

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

which vary by discipline.

(3) **Dr. Terrell Brown** (Social Sciences and Humanities) – Is there an update on the honor's center director? Also, have there been conversations concerning bonuses?

- **Provost Edington states:** There is an ongoing search for the director of the honors center and there are some anticipated finalists. There have been no specific conversations of bonuses.

(4) **Dr. Richard Gragg** (School of the Environment)– Are you going to incorporate return on investment? State is giving UF, USF and FSU \$50 million in preeminence. We are producing the same product as those institutions, but are not getting the funds. Our students meet the same post graduate opportunities and are competitive with the market. Our faculty are paid less and have a greater workload (15 hours vs. 12 hours).

- We need to use the right approach. We are different types of institutions. We have shown that we will support our faculty, we have similar goals and priorities. Provost is asking for consistency for each institution in the SUS to have fair treatment. FAMU has the hardest working faculty in the system due to the number of hours for our faculty.

VII. CONTINUING BUSINESS

Curriculum Committee Report - Dr. Kyle Eidahl

- a. College of Social Sciences and Humanities will be spearheading a change to convert some courses to mini-semester, 8-week courses, during the semester. This will enhance student success outcomes, such as retention and graduation rate, degree production, and distance education.

Curriculum Committee Report to the Faculty Senate

November 2021

The November 2021 report of the Curriculum Committee to the Faculty Senate contains 10 new course requests, 1 course change request, 15 online requests, 1 program modification request, and 1 Mini-Mester request. These requests were approved by the Committee at its November 3 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 5222 - Personnel Administration in Education	Existing Course (Online)
2	EDA 6061 - Effective School Organizations	Existing Course (Online)
3	EDA 6199 - International Perspectives in Educational Leadership	Existing Course (Online)
4	RED 3013 - Teaching Reading & Diagnosing its Growth	Existing Course (Online)

Course Change Requests from the College of Social Sciences, Arts and Humanities

	Course/Program Name	Description of Request
1	THE 2932 - Special Topics in Theatre: Management	Existing Course (Online)
2	CSSAH courses	Request to offer 8 week Mini-Mester Courses

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

Course Change Requests from the FAMU-FSU College of Engineering

	Course/Program Name	Description of Request
1	EML 5422 - Fundamentals of Propulsion Systems	Course Change - Prerequisites
2	CES 5835 - Design of Masonry Structures	New Course
3	CGN 5615 - Infrastructure Engineering and Management	New Course
4	EEL 5606 - Introduction to Mobile Robotics and Unmanned Systems	New Course
5	EEL 5688 - Principles of Autonomous Systems	New Course
6	ESI 5001 - Systems Test and Evaluation	New Course
7	ESI 5590 - Human Factors for Systems Engineering	New Course
8	CEG 5865 - Geotechnical and Structural Design Practices	Existing Course (Online)
9	EAS 5102 - Fundamentals of Aerodynamics	Existing Course (Online)
10	EGM 5330 - Random Data Measurement and Analysis	Existing Course (Online)
11	EML 5422 - Fundamentals of Propulsion Systems	Existing Course (Online)
12	EML 5710 - Introduction to Gas Dynamics	Existing Course (Online)
13	CGN 5615 - Infrastructure Engineering and Management	New Course (Online)
14	ESI 5001 - Systems Test and Evaluation	New Course (Online)

Course Change Requests from the College of Nursing

	Course/Program Name	Description of Request
1	NUR 4XXX - Research Methods & Evidence Based Practice	New Course
2	NUR 4XXX - Community & Public Health Nursing	New Course
3	NUR 4XXX - Community & Public Health Nursing: Clinical	New Course
4	NUR 4XXX - Research Methods & Evidence Based Practice	New Course (Online)
5	NUR 4XXX - Community & Public Health Nursing	New Course (Online)
6	NUR 4XXX - Community & Public Health Nursing: Clinical	New Course (Online)

Course Change Requests from the College of Agriculture and Food Sciences

	Course/Program Name	Description of Request
1	AGG 3XXX - Internship in Agricultural Sciences	New Course
2	BS Plant and Soil Science	Program Modification - Change Name from Agronomy

i. Questions for the report

1. **Dr. James Muchovej** – Will this be extended across the board to other colleges?
2. **Dr. Eidahl response** – Yes, we want to expand that flexibility in the future.

ii. Dr. Cavazos-I would like to entertain a motion to accept the curriculum committee report as a full slate

1. Moved by **Dr. Osborne** and 2nd by **Dr. Gray** – motion carries

b. Executive Council Update Dr. Kyle Eidahl and Dr. Tiffany Ardley

- i. There is still an issue with the FAMU website, links are broken. Leadership team is aware and are working on fixing it. If there are broken links for your unit, please let someone know so that they can be fixed and updated.

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

- ii. Mission was to have homecoming safe, organized and successful. Phase 2 of Bragg stadium renovation is about to be under way. Plan is for stadium to be ready for our first game in the fall. Homecoming was successful, safe and profitable for FAMU where \$ 11.8 million dollars was raised.
- iii. **Board of Governor's meeting** - November meeting went very well. We got public recognition from BOG, which was greatly appreciated since in the past oftentimes we have not gotten that type of recognition. **President Dr. Larry Robinson** got his contract renewed. **Brian Lamb** who is a baby rattler, was elected to be the Chair of BOG and **Dr. William Hudson** got the inaugural Norman D. Tripp Excellence in Supporting Student Success Award.
- iv. **Athletics** - NCAA has a draft constitution that we will be looking at very carefully. Speaks a lot about the BIG 5 conferences But can be damaging to some of the smaller conferences, particularly when it comes to funding and opportunities for competitiveness. The athletic department will be keeping a close eye on that to ensure that the smaller conferences are going to be treated fairly by the NCAA.

c. Constitution Revision - Dr. Ann Marie Cavazos (assistance from Dr. Muchovej)

- i. **Brief Update** - Nov 26, 2021 is the closing date for revisions. Faculty have given good feedback. **Dr. Muchovej** clarifies the process for faculty bylaws. The 2008 Constitution requires ratification of the faculty, which would have normally been done at a preplanning meeting. With this being so far away, we would like to expedite this, so we are going to look at having an electronic voting system online. The desire is to have the constitution and bylaws polling hopefully in CANVAS across the University. That way we know who the faculty is and you would have to be faculty to sign on. It will be a simple yes, no poll. Both the previous and the current revised version will be posted, so that you can take your time and look at it and polling will then be done over a period where we would like to have it done around the 10th of January. Once it is completed by faculty, it will be sent to Dr. Robinson and his team who will make final revisions. Thanks, were given to the senators and faculty who took the time out to review the documents. We got great compliments back and we greatly appreciate it. We are making a difference together.

d. Legislative Budget Update - Ms. Danielle McBeth

The special session of the Florida legislature is currently convening and they are addressing the federal mandate on vaccinations. They have also had several interim committee weeks and during the committee week, we make our rounds with the House and Senate leadership. Each state university, the Board of Governors and every state agency, goes through the legislative budget request process. Legislative budget request it's broken out into several

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

different categories, and so we have unique issues, we have shared services. We have our University of Distinction category, and then we have a course performance-based funding and university efficiencies. So, for our unique issues request, that request is our elevating and sustaining student success and that request is for \$15 million.

You heard **Provost Eddington** speak about the amazing faculty and hardest working faculty that we have here on the highest of seven hills in Tallahassee Florida, and so the majority of that request goes to support faculty excellence and vitality. Another portion is to support academic support for AA transfers, as well as student recruitment and scholarships, so that is the unique issues category. This is a template that we follow that provided by the Florida Board of Governors so then for shared services, we have our FAMU/ FSU joint college of engineering request and that request is, for \$6.6 million. And with that request we are looking at, supporting the state's leading tourism and agricultural industries through additional research and interactions, with companies that are doing business in Florida, by supporting a sustainable infrastructure aging in place, medical devices and aerospace and activities of that nature. Our other category is University of Distinction and that's a \$6 million request, and we are asked, as we did last year to submit the same area of distinction and ours is improving 21st century health and wellness.

The other part of the request that we are required to submit is showing and documenting how we will use our performance-based funding allocation for the current fiscal year, as we prepare for the next fiscal year. With regards to our strategic initiatives or student success initiatives transfer services and institutional operational support, as well as the accompanying performance metrics that it gets aligned with. The last component of what we have to submit on the template that's provided, is with regard to our efficiencies and we have three that we highlight each year they vary. This year we highlighted Honeywell Energy performance, we were expected to show return on investment and what we are doing to operate as a university in an efficient manner in various units of the university. Honeywell, Oracle student financial planning, as well as what we have done with implementing Atrium. With regard federal the recently passed and now signed into law, yesterday the infrastructure investment in jobs act. To hear about passage of that bill you may not think about what that is going to do for me, individually or us as a university, because a lot of folks have been talking about the build back better plan. That being the one that will be of more benefit to us individually, because that's, considered more of the personal infrastructure, as opposed to the traditional infrastructure. However, this particular bill will very likely be a great benefit to us, particularly with regard to the broadband component. We're currently in the process of applying to the connecting minority communities grant, that is due on December 1st. So that'll be one component of broadband, but with this additional funding that's included in the infrastructure investment and jobs act, we'll be able to do even more in terms of broadband equity access and that development program. Typically, when Congress passes legislation and then has an allotment for various programs, it takes a couple of months, of course, for the solicitation to come out and hit the street. Another program,

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

which is the Department of Energy led Regional Hydrogen Hubs and so we hope that we're able to participate in that program as well.

With regard to the 1890s scholarship legislation that might be of importance to you, we have, our chairman, David Scott, who is a FAMU Grad and he is shepherding this bill on the House side, it has passed the House Agriculture Committee. Currently the scholarships that are provided are not permanent and this particular bill HR 4252 would provide some permanent support for those students in agriculture attending our 1890s institutions and of course FAMU is one of them. The last piece of legislation to highlight, is also in the agriculture area, the S 300 Justice for Black Farmers Act is another bill that we're tracking that's in the agriculture realm. Separate and apart from that process, we submit programmatic request. We did that back in March, which is the timeframe typically for Congress to submit federal corporations request. There's currently a moratorium on specific requests, that's been in place for several years now, but what we can do is make programmatic request and those are around a strengthening HBCU's, 1890s Extension Program, the NOAA Educational Partnership program and minority serving institutions are some that we highlight with our programmatic requests that are submitted to our Leon County Congressional Delegation.

Legislative Budget Requests FY 2022-2023



Florida Board of Governors Legislative Budget Requests

- Unique Issues | Shared Services
- University of Distinction
- Performance Based Funding
- University Efficiencies

Elevating & Sustaining Student Success | \$15 million
Requested resources will accelerate the University's progress toward achieving targeted student success outcomes including scholarships and financial support, and faculty recruitment and retention.

FAMU/FSU Joint College of Engineering | \$6.6 million
To sustain the positive momentum of this grand experiment, robust support is needed to support undergraduate student success and recruit new faculty researchers.

University of Distinction \$6 million
Universities that submitted a University of Distinction proposal in 2021-2022 are to submit a proposal for the same area of distinction: Improving 21st Century Health and Wellness.

Legislative Budget Request FY 2022-2023



FY 2021-2022 Performance Based Funding Allocation

University Initiative	Dollar Value	Performance Metric
Student Success Initiatives	\$2,500,000	M 1,2,4,5,6,9
Student Financial Support	\$2,500,000	M 1,2,3,4,5,6,9,10
Transfer Services	\$150,000	M 6,10
Security and Technology Infrastructure Upgrades	\$1,500,000	All Metrics
Strategic Initiatives	\$1,000,000	M 1,2,3,4,5,6,9,10
Academic Program Support	\$2,500,000	All Metrics
Institutional Operational Support	\$2,501,647	All Metrics



117th Congress | 1st Session



Infrastructure Investment & Jobs Act

- \$1 trillion traditional infrastructure package approved by Congress in November.
- \$42.5 billion for Broadband Equity, Access, and Deployment Program.
- \$8 billion for Department of Energy-led regional hydrogen hubs.
- \$500 million for Transportation Resilience & Adaptation Centers of Excellence.
- \$492 million for the NOAA National Coastal Resilience Fund.
- \$250 million to create Digital Equity Competitive Grant Program.
- \$95 million for University Transportation Centers.

1890s Scholarship Legislation

- House Agriculture Committee approved H.R. 4252 in October.
- H.R. 4252 would provide permanent support to students in agriculture and related majors attending the nation's 1890 land-grant institutions, including Florida A&M University.
- Scholarships seek to encourage students to pursue food and agricultural science degrees at 1890 institutions to foster well-trained agricultural and food sciences workforce.
- Further consideration pending by U.S. House of Representatives and U.S. Senate.



Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

117th Congress | 1st Session



FY 2022 Programmatic Requests

- Strengthening HBCUs
- NOAA National Sea Grant College Program
- NOAA Educational Partnership Program/Minority Serving Institutions
- Federal Supplemental Educational Opportunity Grants
- Education Grants for 1890 Institutions
- 1890s Extension Program
- Scholarships at 1890 Institutions

S. 300 | Justice for Black Farmers Act

- Empower HBCUs and advocates for Black farmers
- End discrimination within USDA
- Enact system reforms to assist all farmers and ranchers
- Create Farm Conservation Corps
- Restore land base lost by Black farmers
- Assist all socially disadvantaged farmers and ranchers



i. Questions from the Presentation

1. **Dr. John Washington** question – From the \$15 million that is requested for unique issues, how much is earmarked for faculty salaries? Is there a formula or insight as to how the funds will benefit us in that regard?
 - a. Answer – The allotment of that \$15 million, is \$8 million (Faculty Excellence & Vitality), \$1 million for AA transfers and the balance is for scholarships and financial support. **Provost Edington** adds that there has not been a formula established yet. The focus is on trying to get the allocation, and then part of what will determine the formula is how much money we have and how much of the issue we can address. We want to first see how much funding we can secure from the legislature. In terms of how we allocate, that has not been decided but of course we would have to get some input from you all.
2. Follow up from **Dr. John Washington** – so is this actually \$8 million for salaries?
 - a. Answer from **Provost Edington** – No. Of the \$15 million total, there's \$8 million directed towards faculty excellence which

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

includes faculty hires. There's \$2 million specifically targeted for what we call faculty retention initiatives. So, if we got all of the request, we would at least have \$2 million that we could sit down and figure out how to allocate towards the faculty salary issue.

3. Follow up from **Dr. John Washington** – Will all faculty get a raise?
 - a. Answer from **Provost Edington** - Not necessarily, it depends on what formula is used to allocate, meaning what strategy and what outstanding issues are prioritized to be addressed. It will depend on the methodology that we all agree on that will determine how many individuals are touched by the money, so I cannot say that all 550 faculty members would be impacted by the retention dollars. I can say for certain however, that there would be some recent hires who would not. We may have situations where some just got a more competitive salary or make other adjustments that are fair to faculty.
4. **Dr. Richard Gragg** – I have 2 questions...what is meant by faculty vitality and why didn't you request more than \$2 million out of \$15 million?
 - a. Answer from **Provost Edington** - - We have a lot of internal priorities. We didn't go to the legislature asking for funding just for salaries, we asked for help with other problems. We can make a good impact with those funds, the \$2 million would be a reasonable ask. We also are asking for recurring funds. Members of the legislature have their priorities as well. We've had years where we asked for funding and got it all and a few where we didn't.

VIII. NEW BUSINESS

- a. The Graduate Counsel and Graduate Faculty concerns. These have been drafted for response from the **Provost Maurice Edington**.
 1. Graduate programs would like to receive their fall budgets by February or March
 - a. This will allow programs to offer financial packages to prospective students
 - b. The delay impacts Recruitment.

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

2. The delay in funding the graduate students' accounts has had an adverse effect on the program and the graduate students.
 - a. How can this issue be corrected if graduate students' accounts wait to be processed in the queue?
 - b. They cannot start work unless they are paid.
 - c. The delay in funding impacts Retention.
 3. Need for a Permanent Graduate Dean
 - ii. **Provost Edington's response** – I have been in discussion with **Dr. Reggie Ellis** to find the root cause. One of the major contributing factors with delayed payments has been how we allocate it with money recently. A significant portion of the allocation to Grad studies has come from Kerry Forest funds. That delayed the approval, because these funds get approved a month after the normal budgets. Provost Edington's team will get with the partners in financial administration to revert back to allocating money from the University's annual operating budget and get the money in the accounts as close as possible to July 1st. The other thing is, before the fiscal year starts, we want to give the authority for schools to make commitments based on what is estimated for their allocation. Provost Edington has agreed to come back during the January 2022 Faculty Senate meeting to give updates on these issues.
- b. **An overview of FAMU Foundation fundraising - Dr. Shantay Friday-Stroud**, FAMU Vice President for University Advancement and Executive Director of the FAMU Foundation. She has been asked to provide an answer to the below topics:
- i. **What is President Robinson fundraising goal?**
 1. This has been set at \$12 million, for this academic year.
 - ii. **What are the Deans' fundraising goals?**
 1. The Deans fundraising goals vary based on the academic units, because their units are different and their capacities are different as well. Only 2 colleges that have fundraisers, The College of Law and the College of Pharmacy, Pharmaceutical Sciences, IPH. Law and Pharmacy fund the positions for those fundraisers and the University doesn't have the resources to provide fundraisers for all academic units. We will be using a team-based approach. There are people on my team that specialize in other areas. We meet with the different schools and colleges monthly for the people who have been tasked

with assisting their units with fundraising. The persons from my office work with the programs around the University to help each other. Some faculty attend to help with dean's in the effort of fundraising. Faculty should get with their dean's and people shouldn't go rogue with fundraising. This can kill potential plans and discussions. We try to coordinate so that we don't cannibalize each other and that we are united. It helps all of us when we work together. Last year we brought in the largest amount of money in the school's history.

iii. What can faculty do to assist in that area?

1. **Guidance on solicitation.** – have conversations with the deans. Let them know that you want to come to our monthly sessions. As a member of CASE you can get training from **Kim Hankerson** in **Dr. Friday-Stroud's** office who can help. There are virtual sessions that people can attend.

iv. Data with respect to the percentage of the number of faculty donating.

1. Not enough and we've been higher. It's low... below \$50,000 with faculty staff giving.
 - a. It's difficult to discern exactly because some people may have given outside of the faculty endowment. Some people gave to FAMU cares, but maybe it got diverted to other areas.
 - b. Do payroll deduction to help with Faculty endowment. Even some of my staff members that are paid much less than faculty are on the donor roll.

v. How is the money collected for students, how is it used?

Those dollars are given in checks and/or online. Stocks are converted also. Award notification is done for the scholarship amount then is sent for verification by VP Friday Stroud's office (for available funds). If the student is registered as full time and in good academic standing (and has not exceeded the cost of attendance). This is put in their accounts through financial aid. As a donor you can not stipulate who gets your dollars, but you can set criteria, which will be followed in awarding the dollars.

- c. **Honorary Doctorate Committee (HDD) - Dr. Daniel Osborne, Chair.** The HDD committee met and received all of the application packets. The committee independently reviewed and voted in support of the candidates listed below to be considered by the full faculty senate:
 - i. We have 2 nominees:

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

1. Dr. William Pickard – Author of the book “Millionaire Moves - 7 Proven Principles of Entrepreneurship”. He is an expert on entrepreneurship, distinguished civil leader, business development and philanthropist. He was the 1st person in his family to get a Bachelor’s degree as well. He is the Chairman and Executive Director of the Global Alliance Automobile Alliance. He was nominated by Dr. Friday-Stroud.
2. Attorney Benjamin Crump – Attorney Ben Crump is the author of the book, “Open season”. He has been involved in very high-profile civil rights cases. He was the attorney representing clients such as Martin Lee Anderson, Trayvon Martin, Michael Brown and George Floyd.

ii. The motion to accept both candidates for approval was made by Dr. Ebenezer Oriaku and there was a 2nd by Dr. Patricia Broussard. The motion carried.

d. Update on UFF issues - Dr. Roscoe Hightower

- i. Got a request from faculty senate to come and give a report on some issues
 1. One major thing for the state of Florida UFF, NEA, FEA, AFT, and ASCIO was this issue with first amendment issue. People around the worked gathered to address this and were successful in getting it handled and addressed
- ii. Salary increase is an issue for arbitration in March or April of 2022
- iii. Faculty effort reporting guide DRAFT document
 1. Is being discussed in faculty meetings and is in discussions. If the usage of this document continues, the Union is prepared to take action.
- iv. Instructor promotion program – are having issues with the implementation. The Union is tracking the status and is willing to help if needed.
- v. If you would like to, go to website www.rattlersweb.com – click icon on the center to become a member and you’ll get a form
- vi. Dr Hightower’s email address is Roscoe.hightower@famu.edu

IX. **Ajournement:** 5:06pm.

Dr. Ann Marie Cavazos

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
Coordinator, Faculty Senate

Florida A&M University Faculty Senate Meeting Minutes
November 2021 Meeting
Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary & Ms. Tanya Milliner,
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