

Faculty Senate Meeting Minutes
Tuesday, February 15, 2011
3:00 p.m. – 5:00 p.m., Lee Hall Auditorium
Presiding, Dr. Maurice Holder, Faculty Senate President

Officers (Present)

Dr. Maurice Holder, President
Dr. Gwendolyn Singleton, Vice President
Mrs. Jeneice Smith, Secretary
Mr. James Muchovej, Parliamentarian

Senators (Present)

Dr. Ngozi Ugochukwu	Dr. Gloria Aguilar
Dr. Bettye Grable	Dr. Kinfe Redda
Dr. Ebenezer Oriaku	Dr. Gokhan Hacisalihoglu
Dr. Cynthia Davis	Dr. Edward Jones
Dr. Phyllis Smith	Ms. Ernestine Holmes
Dr. Lekan Latinwo	Dr. Frances Stallworth
Dr. Desmond Stephens	Dr. Elizabeth Davenport
Dr. Mary Diallo	Dr. Primus Mtenga
Dr. Adrian McCollum	Dr. Clyde Ashley
Dr. Marian Smith	Dr. Carl Moore
Dr. Kandy Woods	Prof. Beth Lewis
Dr. Narayan Persaud	Dr. Rufus Ellis
Dr. Matthew Powers	Dr. Dreamal Worthen
Prof. Thomas Pugh	Dr. Angela Murphy
Dr. Alice Rozier	Dr. Lambert Kanga
Dr. Roscoe Hightower	Dr. Uloma Onubogu
Dr. Janet Marshall	

Senators (Excused)

Dr. Tshaka Randall
Dr. Velma Roberts
Ms. Linda Williams

Ex-Officio (Voting) (Present)

Dr. Uche Ohia
Dr. Donald Palm
Dr. Lauren Sapp

Call to Order:

The Faculty Senate Meeting was called to order at 3:18 pm by Dr. Maurice Holder, Faculty Senate President.

Opening Remarks:

Dr. Maurice Holder welcomed the senators to the February meeting of the senate.

Remarks made:

- It is the middle of the semester and almost time for midterm grades. The Legislature is coming to town. Some are already here. Committee meetings are going on.
- We are just coming out of the Governor's budget proposal. The BOT met last week. You heard so comments on the things we were able to accomplish there. We are in the midst of many things that are going on.
- Dr. Holder stated that he is looking forward to this meeting today. He also mentioned he has only two more meetings and the retreat before his term as president is up.
- Next month, we will have elections for a new president of the senate. Those of you who are planning to run for that position, please remember that the process is described in the constitution and please adhere to those rules and regulations for election to the senate.
- Dr. Ammons is here and we welcome him to the podium to give his address.

Administration Remarks

President Ammons greeted the senators saying that it is always a pleasure to be here with you to share with you on issues that are really critical for the university. He stated that the first thing he wanted to do is to thank the faculty senate for their active participation in the dialog and the actions being taken in the restructuring and reinvesting process. Dr. Holder was thanked for his input in the dialog with the BOT. The President said that Dr. Holder was on point with his viewpoints. Key points mentioned in the president's address included:

- What we are going through here at the university is being experience on college and university campuses all across the country. This is a pivotal time for FAMU. Our future rest in our hands. We must make sure that this university is prepared and positioned to meet the needs of our students, this nation and the state as we develop this reinvestment and restructuring plan.
- The Governor's budget proposal is being examined as well as President Obama's budget to see what the implications are on higher education.
- From the Governor's budget, the 7.9 million stimulus dollars ends on June 30th. The Governor is not proposing to replace the stimulus dollars. The 6 million (5.8 mil.) is non-re-occurring money. In the Governor's proposed budget, this money will not be replaced beginning July 1.
- We are looking very closely at the Governor's budget proposal and how it might impact faculty and staff here at FAMU with the proposal for state employees to pay 5%% of your salary into their retirement plan. That is pretty much tantamount to a pay cut.
- The legislature now has the budget. This is just the beginning. For our students, there is no proposed base tuition increase in the Governor's budget. All 11 universities still have the authority to go to the BOT and request up to a 15%

increase in differential tuition. We have requested a 15% increase of in-state tuition. Not out of state, that is already high.

- There are some very important issues for FAMU and all of our state agencies. At FAMU over 250 employees are on stimulus dollars. They are spread all across the University. They include temporary and some are permanent full-time employees. We used stimulus dollars disproportionately in Academic Affairs to pay for adjuncts, overloads, graduate student assistants and other uses in the academic affairs arena. Those dollars were used all across the university, but academic affairs got most of those dollars.
- We must now get fully prepared for a restructured FAMU. We also must have revenue to reinvest in those programs, activities and functions that we decide to keep.
- President Ammons thanked Dr. Singleton and Dr. Davenport, who are representing the faculty as a part of the President's restructuring and reinvestment committee. They are representing the faculty as a part of the group of advisors to this committee. We are getting ready for our next meeting. We are now using the input we gained from our conversations, focus groups, forums and surveys.
- Over the next two days, the Academic Affairs portion of restructuring and reinvestment will produce a list of programs ranked by the methodology that we are using which includes items that came from the faculty. All programs will be ranked using that methodology. There are 4 quadrants in the methodology. The bottom two quadrants are, for lack of a better term, are low producing programs. We are going to meet and review the program listing and the programs that are not in those two high categories, the faculty, chairs, deans, and division directors of programs will have an opportunity to justify why we should consider keeping those programs. There is going to be criteria which will form the format to following when making the justification.
- When you go back to your departments, tell your colleagues that this is coming and it is imminent. The second part of this is that we will now begin to also look at the administration and management of the university and how we conduct the business of the university.
- Non-faculty position, non-teaching positions will be looked at. We will look at the functions that they carry out to see how we can leverage technology to be more efficient and rely less on the human element to carry out these functions.
- The state budget is not growing. We have to ensure that those programs, activities and functions that are key to our future are not crippled because we are trying to keep everything intact that we have had all these years. We can no longer afford to do it.
- The information we have received from the surveys and focus groups is being used. There are some themes coming through. First of all, you are saying that it is

important for FAMU to have a research presence and that FAMU's graduate status, especially at the doctoral level, remain stable. The Provost and I are naming a task force to restructure our doctoral degree programs at the university. This came about because of the Carnegie Classification rating down grading FAMU from a Doctoral Research University status to a Masters large programs status. It happened because the data used were not completely accurate. Your point is that we should graduate the requisite number of doctorates at FAMU on a consistent basis.

- Secondly, we have been talking about how we prepare students going into STEM and health sciences through our general education sequence for decades now. We have named a task force to look at how we provide the foundation for students who are majoring in the STEM areas and health sciences so that when it is time for them to be admitted at the junior level our students are competitive.
- Also, we need to recruit a larger number of students who meet the admission requirements. We have put together a task force to look at how we will build a first rate retention or academic success program here at FAMU.
- The fourth initiative is a community college initiative where we are going to build a relationship with the community colleges across Florida, beginning with Tallahassee Community College. FAMU day at TCC is on February 14th. This is to increase the number of transfer students at FAMU. There are 28 Community Colleges and one of the largest community college in the State of Florida is in our community. Several community colleges are going to be included on the up-close and personal tour this spring break.
- Our next steps as we streamline our administrative processes, as we identify high productivity programs and begin to reinvest in them, the work will be concentrated in our restructuring/reinvestment committee, in our colleges, schools, departments and institute. The goal is, on April 7th, to make a recommendation to the Board of Trustees on the FAMU of the Future, a vibrant highly productive, highly efficient and effective FAMU!

In conclusion, the President thanked everyone for their participation and input. He said that we would continue to work together. He also stated that it is extremely important to recognize the contributions that our colleagues have made to FAMU over the years. We have developed an employee assistance program which is being administered by Human Resources. They have a contractual agreement with The Allen Group. This program and its staff are available 24 hours a day, 365 days a year for counseling consultation and a wide range of service. It is a pre-paid benefit purchased by FAMU so it is free to employees. HR has reached out to Workforce Plus to conduct various workshops across campus to provide assistance to employee. It is so important that we show compassion and that we really look at the human impact that this is going to have as we move FAMU forward. The

counseling center is a part of this. The President encouraged all at the University to take advantage of these services being provided by Human Resources, Workforce Plus and the Allen Group.

Questions for the President

- Dr. Clyde Ashley from the School of Business and Industry stated that restructuring and reinvesting is not what we hear from the Governor and the Legislature in terms of investing in education. Dr. Ashley said that he is concerned about where we are on a number of fronts. He is concerned about faculty morale, shared governance, the fear of retaliation (faculty and staff without tenure), and uncertainty associated with job security or lack of job security. We need to address these issues.

President Ammons responded that, on the restructuring and reinvestment exercises, everyone in our community should have a voice in this. These are not pleasant topics and we held off as long as we could. Other universities started this process 3 and 4 years ago. They have finished. We decided to take another direction. We cannot do it anymore. Losing \$35 million from a budget and keeping everybody is also miraculous. The dollars did not come back into the economy and our coffers are not being replenished. It is understandable that morale is low. At the end of the day, we have to do what is best for the university. We will experience some human loss in the university. We are going to go through the process. We are going to eliminate programs. It took me forever to get to the point to say maybe everything we are doing may not be important. As tough and painful as it is, we are doing this together at FAMU. The President would like for people say that shared governance wasn't a myth at FAMU. We have worked together to chart a course for the future of the university. Lastly, President Ammons stressed that we will not tolerate retaliation when someone speaks their mind. Brain power is valued on this campus. If there is any faculty member who feels that they are experiencing this, I want to know. Come to me, I want to know who is retaliating against you. I would like for you not to have Dr. Ashley asking your questions. I want to your input. I want to know how you feel.

Dr. McCullum from Biology asked, as faculty, should we be concern of these budget cuts reflecting on 1) changing of the schedule so that we have a 4-day work week verses a 5-day like we've done before over the summer? 2) How does this impact our ability to continue to hire visiting professors, adjuncts and instructors to cover course material and 3) how will this impact the faculty as far as the Assignment of Responsibility? Should the faculty expect to have more classes put on them without compensation? He said that faculty in the biology department are presently covering 5-7 or more classes. The concern is for the overall impact of the budget

cuts on the faculty. Will the committee for PhD evaluations, evaluate potential PhD programs?

President Ammons said that the 4-day work week during the summer raised morale. We plan to have the 4-day week continue. Plus it was an energy saver. We must protect our ability to teach our students – summer school will be a little different. We may not have “A” term except with 12 month faculty teaching A and C term. B term will be fully funded. We will hire as many adjuncts & visiting professors as we can to keep our students on course for graduation. Faculty may be asked to teach more sections. Regular Faculty have first right of refusal to teach overloads. Our enrollment is going to continue to increase. Our labs will need more section. We are going to look at non-teaching offices and their functions throughout the university to see if we need as many employees in these areas where they are not teaching. We cannot become mediocre in those programs that define our brain. A task force is looking at existing PhD programs. There is another process for review for the potential programs.

Dr. Oriaku said that we need to know who is on the task force to review the PhD programs. Dr. Palm responded that the list is being accumulated now. Every department that has a doctoral program will be represented on the list.

Dr. Holder asked about downsizing of institutions. On a national level, if we continue to downsize universities, union people will say to administrators that we’re tenured and you can’t get rid of us without a struggle. Is there a movement in Florida and the nation to get rid of tenure, as they have been trying for years to do?

President Ammons said that tenure in university is one of the sacred concepts that gives faculty members freedom to do what they think is best in their classrooms and laboratories. Doing away with tenure is only speculation. There are people on the side of tenure who can make a more compelling argument for tenure than those who would like to do away with it. Tenure in the university attracts the best talent to a university.

Dr. Latinwo said that it took time and money to create programs that might be phasing out and it will take money to bring programs back. A lot of faculty can teach in different areas. Can we use faculty from other areas and not hire adjuncts or OPS people?

The President said that we are going to look at all of the options we have. We have programs that are highly productive programs that we have not invested in to bring them up to national and international recognition. We have to focus now on how we can be “best in class”. My thinking on how we approach this is as we look at this, first of all our temporary employees, adjuncts, visiting faculty and staff, that level will go first. We will look at how we can provide the education that we need with our regular faculty. We will look at all our options that we have, understanding that tenure means something in the university.

This concluded the Q&A session from the President. Dr. Holder thanked Dr. Ammons for his remarks.

Approval of February 15th Meeting Agenda

Dr. Holder asked for approval of the agenda for today. It was motioned by Dr. Worthen and seconded by Dr. Ashley to approve the February 15th meeting agenda. The agenda was approved as printed.

Approval of January Minutes

Next, Dr. Holder asked for the approval of the minutes from the January faculty senate meeting. He stated that the minutes were emailed today and also they are available in the back with Mrs. Bruce. Dr. Holder asked the senators to please send corrections to his attention in the faculty senate office. It was motioned and seconded to approve the minutes from the January faculty senate meeting, with corrections as needed. The minutes were approved.

Continuing Business

President Holder asked Dr. Singleton to come forward and present the information on Relay for Life.

- Dr. Singleton stated that the student scheduled for this had to leave. Ms. Gabrielle Riggins wanted to increase faculty participation in Relay for Life. The proceeds benefit the American Cancer Society. The Relay for Life registration is available online. Dr. Singleton encouraged those interested to go online and sign-up. The fee is \$100.00 per team. She added that Dr. Thornton thought it would be a good idea if we had a faculty senate team participating. The event is March 25th. You would have to sign up by February 25th to receive the T-shirts. A flier was provided with the registration fee and URL for the online site.

- **Curriculum Committee**

Dr. Maurice

Edington

Dr. Edington presented two sets of request from the Curriculum Committee. Six course requests and two program requests. Items 1-4 are from the College of Law. The first item is a request to increase credit hours from 1-2 hours and items 2, 3&4 are requests for new courses. Items 5&6 are requests from CESTA for new courses to enhance the base degree program. Dr. Holder stated that the chair would entertain a motion to accept the requests coming from the Curriculum Committee. It was so moved by Dr. Oriaku and seconded by Dr. Worthen. With no discussion, the motion carried.

Next, Dr. Edington presented a request from the CESTA for a new track at the Masters level in Soil & Water Science as an enhancement. Dr. Holder stated that the chair would entertain a motion to accept the request coming from the Curriculum Committee. It was so moved by Dr. Worthen and seconded by Dr. Ashley. There was one question from Dr. Ashley on the level of program. In clarification, Dr. Edington said that it is at the graduate level. After the vote, the motion carried. The last request today is from the College of Arts and Sciences in the Department of Music. The request is for a B.S. in Music. It is a new tract in Music Industry. The program requirement provided a business aspect. Dr. Julian White and Dr. Clemmons are here if there are any specific questions. Also, the course outline is attached for your convenience. Dr. Holder called for a motion for approval of the recommendation from the curriculum committee. It was so moved by Dr. Persuad and seconded by Dr. Ashley.

First question: Dr. Persuad - Why does natural science require 8 hrs and not 6 hrs? Dr. Edington responded that this references the change in natural science. The changes have not been updated.

Dr. Ashley – Business courses listed 15 hours, but this is showing only 12 hours. What is the other course? Business classes are required and the students not being business majors, may find that prep is necessary to pass this course for non-business majors.

Dr. White and Dr. Clemmons addressed the senators. The Natural Sciences will be updated. One course omitted from the page is BUL 4130, which is business law. NASM-AACSB identified the curriculum standard courses listed within the accreditation standards guidelines. Dr. Ashley wanted to make sure the students can pass classes like Corp. Finance. We need to find out if there is a prep class to take before the finance class.

Dr. Desmond Stephens presented a similar math course question; only math 1 & 2 listed. He asked about math courses like college algebra. Dr. White said that the department will meet with the mathematics & business departments. Dr. Holder called for a vote on the motion on the floor. The motion passed.

- **Teacher of The Year**

Dr. C. Perry Brown

It was stated that Dr. Perry Brown is not here today, however the Teacher of the year applications are being reviewed. We will forgo his report until the next meeting.

- **Research Awards**

Dr. Lekan Latinwo

Dr. Grabble presented the report for the Institutional Research Awards Committee, Dr. Latinwo serves as the committee chair. Other members on the committee are: Dr. Michael Abuzimbi, Dr. Perry Brown, Dr. Ken Redda, Attorney Phyllis Smith, Dr. Maurice Edington, Dr. Norman, Dr. Steve Chandler, Mrs. Barbara Clayton, Dr. Joyce Phinly Hurvy, Dr. Penchovi, and Dr. Martha Perryman. The committee met twice this semester. Eleven faculty have been nominated for 3 different awards. One nomination for the Distinguished Researcher Award; 5 nominated for Research Excellence Award and 5 nominated for the Emerging Researcher Award. Applications must be submitted to the office of the faculty senate by February 22nd. Nominations opened on October 20th and closed on Monday, the 22nd. Nominees were contacted by Dec. 10th. The applications will be evaluated by the committee from February 22nd through March 11th. Finalist will be interview by the committee from March 14th -28th.

- **Travel Awards**

Dr. Roscoe Hightower

Dr. Rosco Hightower stated that the committee has been working hard. There is one applicant for this round of awards. The committee will come back at the next meeting with the deadlines for the summer and next Fall. There was a question on the deadline for applications. The deadline for this semester has closed. Dr. Hightower said that they are looking for people to take on the chairmanship of this committee. President Holder said that with only one applicant, the bulk of the money will remain for summer and fall travel.

- **Evaluation**

Dr. James Muchovej

The Committee did not come to a complete understanding on whether or not the results from the evaluations will be public information or not, so at this time, we think that it is best to put this on hold until a future meeting.

New Business

- **Elections**

Dr. James Muchovej

Dr. Muchovej read Article 4 section 2, from the university constitution naming the elected officers of the Faculty Senate. Article IV reads: *Paragraph 02 Elected Officers. The Faculty Senate shall have a President, a Vice-President and a Secretary elected by senators from among its members in accordance with the By-Laws of the University. The President of the Faculty Senate shall be the presiding officer.* This information was also provided in print for the senators. Dr. Muchovej stated that the elections are held in odd years beginning in March 2007. The duties of the President, vice-president and secretary were read. Terms of office: The President and Vice-President shall be elected for a two-year term and may be re-elected for one successive term. After serving successive terms, neither the President nor the Vice-President may be elected until one year has elapsed after his/her previous terms in office. The term of office shall start on the first day of the fall contract period of the following academic year. Balloting Procedures: All faculty senate officers shall be elected by secret ballot. The President and Vice-President can be term limited out. The secretary position does not term limit out.

- **40-Hour Work Week**

Dr. Elizabeth Davenport

There were complaints in different departments, 2 or 3, about chairs and deans believing that there is a distinction between 9 and 12 month employees; saying that 12 month employees had to stay and work in their offices 40 hours per week. As you know, we work more than 40 hours per week. This subject was a subject of consultation with the President and he agreed that my interpretation was correct, that the criteria for evaluation calls for us to be in multiple places and you are not chained to your desks for 40 hours per week. It has been resolved. Thank you for listening.

Announcements

Please encourage your colleagues to show up for the next meeting. A reminder will be sent out.

Adjournment

The meeting was adjourned at 4:51.

Submitted by:

Jeneice Smith, Faculty Senate Secretary
Rebecca Bruce, Office Manager