



MEETING Minutes - Attendance
August 16, 2022- 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. Daniel Osborne– Vice President
Dr. Jamal Brown - Secretary

Senators Present Cont.

Dr. Hsuan Huang
Dr. Jeffrey Wilkinson
Dr. Robin Butler

Senators Absent

Dr. James Muchovej – (Non-Voting)
Dr. Aaron Hilliard
Dr. Clement Allen
Dr. Novell Tani
Dr. Rhonda Hammond
Dr. John Washington

Senators Present

Dr. John Odhiambo
Dr. Muhammad Haseeb
Dr. Islam ElSharkawy
Dr. Ezzeldin Aly
Dr. Lavetta Henderson
Dr. Patricia Broussard
Dr. Cynthia Ramkellewann
Dr. Bridgette Israel
Dr. Arlesia Mathis
Dr. Ebenezer Oriaku
Dr. Edith Onyeozili
Dr. Keerthisinge Senevirathne
Dr. Shyam Katell
Dr. Benji Dangi
Dr. Kyle Eidahl
Dr. Kyle Harris
Dr. Longineu Parsons
Dr. April McCray
Dr. Ray Robertson
Dr. Kenisha Thomas
Dr. Shonda Bernadin
Dr. Peter Kalu
Shuchun Liang
Ms. Karen Southwell
Dr. Phyllis Reaves
Dr. Jian Jones
Dr. Leon Prosper
Dr. Ray Robertson
Dr. Roscoe Hightower
Dr. Elijah Johnson
Dr. Richard Gragg III

SGA Present

Ms. Makira Burns

SGA Absent

Mr. Artise Lewis

Administrators Present

President Larry Robinson
Provost Maurice Edington

Administrators Absent

Deans Present

Dr. Allyson Watson
Dr. Deidré A. Keller
Dr. Richard Alo
Dr. Valencia Matthews
Dr. Mary Simmons (Interim)
Dr. Victor Ibeanusi
Dr. Michael Abazinge
Ms. Mira Lowe
Ms. Faye Watkins

Deans Absent

Dr. Robert Taylor – Ex Officio Senator
Dr. Johnnie L. Early II – Prior Notice Given
Dr. Suvranu De
Dr. Andrew Chin (Interim)
Dr. Shawnta Friday-Stroud
Dr. Shelley A. Johnson



FLORIDA A&M UNIVERSITY FACULTY SENATE

Faculty Senate Meeting Minutes

August 16, 2022- 3:00 p.m. - 5:00 p.m.

Teleconference Center & Via Zoom

Presiding: Dr. Ann Marie Cavazos, Faculty Senate President

- I. Call to Order 3:01 pm** - Dr. Ann Marie Cavazos, Faculty Senate President
- II. Approval of the Agenda** – (August 16, 2022 meeting) Motion by Dr. Ebenezer Oriaku second by Dr. Kyle Harris. Motion approved with no issues.
- III. Approval of Minutes** – (April 19, 2022 meeting). Motion by Dr. Kyle Eidahl and 2nd by Dr. Edith Onyeozili. Motion passes with no objections.
- IV. Swearing in of Senators Elect** - Attorney Shira Thomas - The following is read to the new senators:

“I (state your name) solemnly affirm that I will perform the duties and responsibilities as a faculty senate representative to the best of my knowledge and ability and that I will uphold the constitution of the Florida Board of governors and Florida A&M University.”

- V. Opening Remarks** - Dr. Ann Marie Cavazos, Faculty Senate President

Good afternoon! Senators, Faculty, President Robinson, Provost Edington, Deans, and distinguished guests.

Greetings to all my esteemed colleagues! I welcome new senators and returning senators to another exciting and challenging academic year at Florida Agricultural & Mechanical University!

For the new senators, we are delighted to have you join the Faculty Senate FAMUly. Like the song from Dreamgirls says, “We are a family, like a giant tree, branching out to the sky!”, the FAMUly, here at FAMU, is striking boldly, like the Florida rattler, like a bolt of lightning, out and upward.

You are now a part of this great legacy! As I mentioned last week, legendary actress, Nichelle Nichols, who recently passed away, was thrust into stardom, when she was encouraged by Dr.

Florida A&M University Faculty Senate Meeting Minutes

August 16, 2022 Meeting

Dr. Jamal Brown, Associate Professor, Faculty Senate Secretary

Martin Luther King to remain with the Star Trek show and franchise. And aren't we glad she did. By accepting the challenge of Dr. King, she became a beacon, a pillar, a mentor, a trailblazer, and a heroine for millions of women and people of color throughout the world. In effect, she changed the world simply by striking out with boldness, where no one like her had gone before.

Think of it like this: Dr. Robinson is Captain Kirk; Provost Eddington is Mr. Spock. We, the faculty are the officers on the Bridge, including the Medical Physician, the Chief Engineer, and the Helmsman. Our job is to take care of the crew, our students, and get them safely to their next destination – beyond the stars; beyond their wildest imaginations, boldly going where others have never gone before.

The fight is still ongoing, the road is not easy, the challenge is present; however, let us not grow weary in our well-doing. Together, we are more powerful, more effective, and better focused to make real and lasting change in the world.

Thank you.

VI. Announcements

- a. I would like to highlight our 2021 – 2022 FAMU Faculty Senators who were either **recently hired into a tenure track asst. professor position** or **recently awarded tenure at FAMU (June 2, 2022)**.

Congratulation colleagues on reaching this milestone. Your hard work and dedication to the advancement of our students has not gone unnoticed. We look forward to seeing and hearing about all of your future success and accomplishments in the years to come.

Newly hired Tenure Track Assistant Professor, Faculty Senator:

Name	College/School	Department/Division
Cynthia Ramkellawan, Esq., J.D.	College of Law	NA

Newly Tenured, Faculty Senators:

Name	College/School	Department/Division
Ezzeldin Aly, Ph.D.	College of Education (COEdu)	Department of Health, Physical Education and Recreation
Jamal Brown Pharm.D.	College of Pharmacy and Pharmaceutical Sciences Institute of Public Health (COPPS_IPH)	Pharmacy Practice
Islam El-Sharkawy, Ph.D.	College of Agriculture and Food Sciences (CAFS)	N/A

Kurt Gray, PT, DPT	School of Allied Health Sciences (SOAHS)	Division of Physical Therapy
Muhammad Haseeb, Ph.D.	College of Agriculture and Food Sciences (CAFS)	N/A

Special thanks to Dr. Osborne, chair of committee on committee for who helped to formulate this list (above).

Thanks to both Drs. Kyle Eidahl and Daniel Osborne for assisting me in my absence, while I attended the Board of Trustee's retreat, in Orlando, at the Faculty Development Conference. They represented well. Thank you again.

- b. **Ad- Hoc Committee** on administration (faculty developing ideas and enhancing the communication between the administration and faculty)

- **Chairs** – Dr. Ebenezer Oriaku, Dr. Robin Perry and Dr. Angela Thornton.
- **Deans** - Dr. Valencia Matthews (College of Social Sciences), Dr. Allison Watson (College of Education), Dr. Richard Alo (College of Science and Technology), Dr. Lan'Tejuana Cooper (School of Allied health), Dr. Genyne Boston (Academic Affairs), Dr. Mira Lowe (Journalism and Graphic Communications), Dr. Mary Simmons (School of Allied Health Sciences), Dr. Deidré A. Keller (College of Law).

- c. **Ad-hoc 360 Evaluation for Deans**– Dr. Patricia Broussard, Dr. Daniel Osborne, Dr. Kyle Eidahl, Dr. Aly, Dr. Muchovej and Dr. Cavazos, Ex-Officio. This group will be discussing shared governance and creating a tool to reflect input from faculty regarding evaluations of Deans. The provost's office will use this tool to assist with their evaluations.

- d. **Recognize Dr. Eidahl' s Announcement** – FAMU will have its 1st football game against UNC. There will be a lot of activities and recognition of HBCUs. One of the reps from UNC is a FAMU grad. They would like to find a UNC grad to recognize at the 1st football game. Please let Dr. Cavazos know ASAP if you know someone on campus who is a UNC graduate so that they can be recognized.

- a. Instructors were promoted based on the new process for the University. Those persons will be acknowledged at a future meeting.

If there are no other announcements, allow me to present to you, Captain Kirk, I mean, Dr. Larry Robinson. (laughter) (Applause!)

VII. University Administration Remarks - President Dr. Larry Robinson

Dr. Robinson shared the brief remarks below, some of which were made during the University Preplanning conference:

- FAMU had another record year of applications. On the graduate level the overall percent increase is over 30%.
- Record year in research funding from \$66 million to \$75 million
- President's record year fundraising – The fundraising goal set by the Board of Trustees has been doubled. The goal was \$12.2 million, and we secured \$24.6 million.
- Record state funding over \$70 million to FAMU from the legislature for the fiscal year.
- The list of outstanding achievements this past year and each and every one of you played a relevant part and I appreciate you doing that.
- FAMU saw increases in our retention rate.
- The average salaries of our graduates and the percentage of those after those went up.
- Ranking went up from 117 to 104 top schools.

What comes next? The students are back! As difficult as things may get, you cannot go and say, "Beam me up Scottie" (Lol) You can't leave the mothership!

We have three components of excellence innovation and transformation. In fact, you could say excellence and innovation leads us to transformation. In case some of you don't know how the process works in the State University System of Florida, we do have one more step to go. I will be submitting the Strategic Plan, that we've already submitted to the Board of Trustees (which was approved), to the Board of Governors at their upcoming meeting. Hopefully the Strategic Plan will be approved because we've done a great job in linking our goals with the goals of the Florida Board of Governors. There has been a lot of reaching out to various stakeholders within the Board of Governors and the State Legislature also.

Since April of this year we've had an accountability plan and you're familiar with that document. This was approved by the Board of Governors and includes some of the metrics and goals for the year. It's like an annual checkup on our strategic plan. They have specific goals that we have to fulfill. There was a time in performance-based funding about 10 years ago where the goals were more related to the missions and priorities of the schools rather than the Board. The model has now changed to where all of the schools have the same goals of licensure pass rates, graduation rates, etc. We have work to do to improve. For example, we are working to get to the 4-year graduation rate desired by the Board. We have been one of the most successful in increasing retention rates in the SUS. The Board discussed a set of goals for President Robinson. We now have a giving goal that we've submitted to the Board of Trustees of \$15 million. We set an expenditure rate of \$45 million for this upcoming year. If we want to improve our ranking and evolve to a

Research 1 institution, we have to use the talents of the institution to work towards that and stay engaged in research.

Regarding the legislative requirements, Dr. Robinson notes that he hopes everyone understands the new requirements and how to best navigate them. FAMU is working on expanding partnerships between other institutions. We have some large pools of monies that the University can access through these partnerships. The Academy of Gulf Sciences Gulf Research Programs divisions committee is a \$500 million program created by fines from the BP oil spill. They are about to launch major new initiatives and on September 26th, we will be hosting a discussion here at FAMU and we are working out the details. We are going to be having that conversation here on Campus in September if you are able to join.

Faculty Administrator Dr. Richard Long, has succeeded Dr. Robinson in becoming the NOAA Center for Coastal and Marine Ecosystems (CCME) Director. He has gone from the CO-PI to a director of this multi-institutional group.

Dr. Robinson would like to invite everyone out on Friday afternoon at 12:00pm to the President's ice cream social on the lawn of the Lawson Center. This will be pre-packaged due to COVID-19. Celebrating the 20th Anniversary for the Grape Harvest Festival on August 20th from 8:00am to 4:00pm. At 2:00 pm on the 20th of August, there will be an event for the football team and the champion volleyball team held under the East side of Bragg Memorial stadium.

What was the football team's record for Harvard last year? You don't know because it's not a part of their culture. At FAMU that is very important in order to sustain an athletic program. Dr. Ebenezer Oriaku has accepted my nomination to be the faculty representative to the athletic department. We need to get rid of the barriers that prevent our student athletes from being successful. Dr. Robinson is amazed with the performance of the Marching 100 who went to perform in Paris. The video had more than 8 million views.

President Robinson wants us to enjoy all of the great things that the University offers. "You should be able to afford 2-3 hours of socializing at the football game, as long as you get your homework done!" We have a newly renovated stadium and by next Friday we will be able to walk through a renovated press box. There is a new play that will be featured on campus this year.

- **Question (Dr. Richard Gragg)** - How are faculty salary increases given by FAMU performance metric outcomes?
 - **Answer (Dr. Robinson)** – The funds that we receive are non-recurring. We cannot use performance-based funding on a recurring basis. In the performance model there are 2 pools of funds. One of them is from the institution contribution, which is your base which is \$14 million. If you score above that threshold, you get more funds. If you score higher than that mark, you then get access to other funds from

the performance funding realm, which is another \$13 million. That's why one of our goals is to get recurring funds from the legislature, which we can better address faculty salary opportunities. The BOT allowed us to make the increases this last time around. We sometimes have the ability to reallocate funds from our base. It's not sustainable to have faculty increases every 4 to 5 years and this is frustrating.

- **Question (Dr. Jamal Brown)** - How can we implement salary differentials based on region? Dr. Brown for example is based in Tampa, but the salaries for the faculty in his department are all based on Tallahassee's cost of living. A PharmD salary to live in Tampa or Miami is totally different than the cost of living in Tallahassee. There are 7 vacancies in my department, some of which are based on poor salaries. How can a pharmacist in Miami make the same salary but has to afford a \$700,000 home? How can we factor cost of living into the salaries for faculty at different campuses?
 - **Answer (Dr. Robinson)** - That's a great conversation for the Provost. We are looking at pharmacy salaries anyway. The President is yielding to the Provost as he is looking at the salaries to hopefully address this.

University Administration Remarks - Provost Maurice Edington

Provost Edington began his remarks by answering Dr. Gragg's question above – The President and administration appreciate and understand the need regarding faculty salaries and have begun taking action. Previously, we primarily targeted legislative funds, which we have realized isn't sufficient. We've also had to reallocate funds from our budget. One of the ways that we best address our salaries is by continuing to perform better, which we can then use as leverage when asking the legislature for additional funds. When institutions are able to highlight success, it's much more powerful to advocate for support. For example, we did get \$5 million dollars, some of which we can use for faculty salaries. We will also be doing this with respect to the academic prioritization initiative.

- **HB7** – We are adding some resources for faculty through the teaching website as we plan to navigate the year. We are obligated to follow this law regardless of our opinions.
- We have some bold and ambitious goals. We need to move into the top tier and is going to require us to think differently and hold each other accountable in a new way. To be in this higher place of performance we must operate differently in many ways around campus.
- **(Question by Dr. Gragg)** – What is the budget that we are going to get to do it?
 - The additional funding that you are talking about is not guaranteed. If and when we get additional funds we plug it right back into our priorities when that happens. Provost Edington emphasized that we don't necessarily have to get additional funds to meet lofty goals.
- **Provost Edington** confirmed the salary base increase of \$2400, approved by the Board of Trustee, will be disbursed in August 26, 2022.

Florida A&M University Faculty Senate Meeting Minutes

August 16, 2022 Meeting

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- **(Question by Dr. Jamal Brown)** - Are all teaching tenure track faculty getting the salary increase on the 26th?
- **Provost Edington** stated that there are some faculty are out of unit and some are in unit. So, this depends on whether or not an individual is in a position that is in unit or out of unit so I can't speak specifically regarding that. However, those individuals know whether they are in unit or out of unit.
- **(Question from Dean Keller via the Chat – Read by President Cavazos)** - Will the College of Law faculty also be receiving the salary base increase?
- **Provost Edington** – Yes, they will... The College of Law is not in the union, when we bargain with the union, they are not automatically included in that. President Robinson is very committed to making sure that we do not leave them behind, it has already been determined that COL faculty fall into that same category because they are faculty members as well.

VIII. Continuing Business

- b. **Curriculum Committee** report by Dr. Kyle Eidahl – The below classes are presented for approval

Curriculum Committee Report to the Faculty Senate

August 2022

The August 2022 report of the Curriculum Committee to the Faculty Senate contains 27 online requests. These requests were approved by the Committee over the summer. The Committee recommends approval of all the requests by the Faculty Senate.

Course Change Requests from the School of Allied Health Sciences (SOAHS)

	Course/Program Name	Description of Request
1	HSC 1000 - Orientation to Health Sciences	Existing Course (Online)
2	HIM 3006 - Foundations in Health Information Management	Existing Course (Online)
3	HIM 3006L - Foundations in Health Information Management Lab	Existing Course (Online)
4	HIM 3437 - Pathophysiology I	Existing Course (Online)
5	HIM 3438 - Pathophysiology II	Existing Course (Online)
6	HIM 3930 - Professional Development I	Existing Course (Online)
7	HIM 4226 - Clinical Classifications and Terminologies I	Existing Course (Online)
8	HIM 4226L - Clinical Classifications and Terminologies I Lab	Existing Course (Online)
9	HIM 4306 - Human Resource Management	Existing Course (Online)
10	HIM 4306L - Human Resource Management Lab	Existing Course (Online)
11	HIM 4426 - Health Information Privacy and Security	Existing Course (Online)

Course Change Requests from the FAMU-FSU College of Engineering

	Course/Program Name	Description of Request
1	ENV 5076 - Environmental Law for Engineers & Scientists	Existing Course (Online)
2	ESI 5590 - Human Factors for Systems Engineering	Existing Course (Online)
3	ESI 5XXX - Systems Engineering Leadership	Existing Course (Online)
4	EML 5224 - Acoustics	Existing Course (Online)
5	ESI 5705 - Cybersecurity for Systems Engineering	Existing Course (Online)

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

	Course/Program Name	Description of Request
1	CPO 6036 - Political Economy of Developing Countries	Existing Course (Online)
2	INR 5036 - Politics of Globalization	Existing Course (Online)
3	INR 5037 - Seminar On Developing Countries	Existing Course (Online)
4	ISS 5316 - Advanced Applied Statistical Research	Existing Course (Online)
5	ISS 6305 - Research Methods	Existing Course (Online)
6	PAD 3414 - Public Personnel Administration	Existing Course (Online)
7	PAD 4834 - Developmental and Comparative Administration	Existing Course (Online)
8	POS 4740 - Statistics for Political Science	Existing Course (Online)
9	POT 4364 - History of Political Thought	Existing Course (Online)
10	PUP 3313 - African American Politics	Existing Course (Online)

Course Change Requests from the College of Education (COE)

	Course/Program Name	Description of Request
1	EDA 6278 - Self and Interpersonal Contexts in Teaching and Learning Organizations	Existing Course (Online)

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Florida A&M University Faculty Senate Meeting Minutes

August 16, 2022 Meeting

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- c. Motion was made to approved, as a slate, the Curriculum Committee report by Dr. Ebenezer Oriaku and was 2nd by Dr. Leon Prosper. Motion passes with no objection.
- d. **Executive Council Update** - Dr. Eidahl wanted to remind everyone who may be considering serving on this committee of the commitment requirement. This is a 12-month commitment where you will meet every week including the summer. This includes Board of Trustees meetings (including subcommittee meetings) and you will be expected to commit to this level of service, which is very demanding. Dr. Eidahl submitted the Executive Council to the Senators.
- e. **Dean's Council** - Dr. Kyle Harris and Dr. Ebenezer Oriaku – *This report has been sent out by Ms. Tanya Milliner via email with their full report. The report provides summated notes from the Council of Academic Deans Meetings spanning between May 19, 2022 – July 21, 2022. Below are a few highlights:*
 - i. First meeting in May, Dr. Robinson addressed performance funding.
 - ii. Post tenure review was discussed.
 - iii. Action plan for graduating students.
 - iv. A report was given about admissions.

IX. New Business/Discussion

a) Elections - Dr. Cavazos

Vice President – Dr. Tiffany Ardley relinquished her position as vice president as she moved into a leadership position in the Provost's office. The following candidates have been identified for candidacy to fill her vacant position, which will last until April of 2023. All senators received guidelines on the voting process in advance of the meeting. *The below candidates have been nominated:*

- Dr. Kyle Eidahl nominated by Dr. Kyle Harris
- Dr. Daniel Osborne nominated by Dr. Islam El-Sharkawy
- Dr. Aly nominated by Dr. Jeffrey Wilkinson
 - Dr. Ezzeldin Aly withdrew his nomination for this position

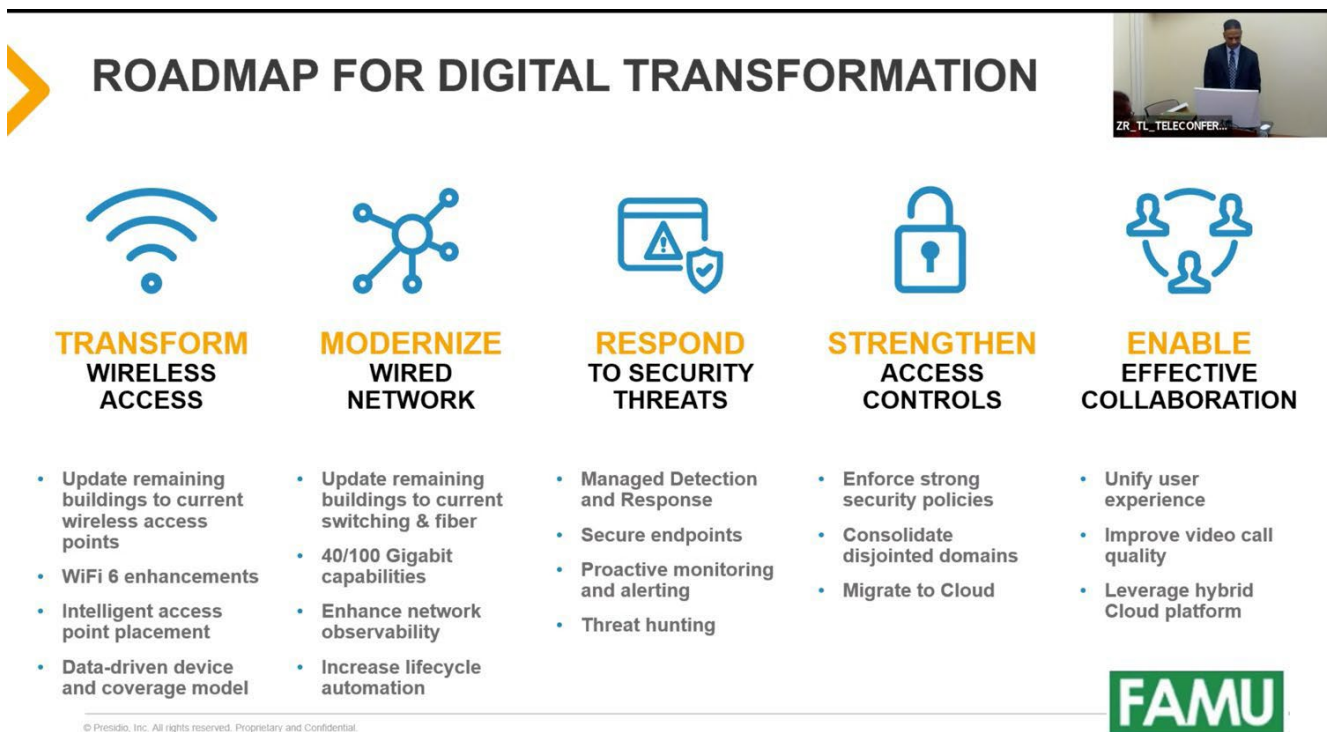
The nominees then did a brief speech (2 minutes) to the faculty senate of why they would be great candidates for this position and their platform. Ms. Tanya Milliner has created a Qualtrics survey for the present senators to vote after each candidate has given a brief address. Dr. Witherspoon is the timekeeper for this brief session.

Senior Leadership Team faculty representative – Dr. Tiffany Ardley also served in this capacity and this position also needs to be filled. *The below candidates have been nominated:*

Dr. Ebenezer Oriaku, nomination by Dr. Jamal Brown. 2nd by Dr. Osborne. No other person was recommended.

There will be no vote, so Dr. Oriaku will fill the position (Assuming that he is nominated by the college of Pharmacy, who has still not had their elections.)

b) **Technology Updates (Mr. Robert Seniors)** – Mr. Seniors gives an overview of the technology updates from the University.



i **Question (Dr. Jamal Brown)** – What's the timeline for getting the new technology at the distant campuses? We have students that have started already and are impacted by this.

- **Answer (Mr. Seniors)** - The board has approved the plans already and we are now working to go through procurement. After those parts are ordered, we can do it. We would hope to do it over the next 3 months, however the delays experienced with the supply chain may limit us.

ii **Question** – Is there a plan to address the weak wireless signal in Perry Paige?

- **Answer (Mr. Seniors)** - Yes, equipment has been ordered and we must schedule. We have outdated cabling that has to be torn out and physically installed, which will cause faculty and students to be displaced. We will be working over the winter break and even summer to do upgrades to the

networks. We did 2-3 months of work in allied health and nursing over a 2-week period.

iii **Question** – What about getting updated desktops?

- **Answer (Mr. Seniors)** - We will be doing a 3-year cycle of refreshing computers for faculty.

c) **Curriculum Concerns** - Provost Edington (a motion has been made by Dr. Eidahl to table the curriculum report due to the lateness of the hour. This has been 2nd by Dr. Oriaku.

d) **Teacher of the Year Presentation (T.O.Y.)** - Dr. Ann Marie Cavazos

- **Advisor of the Year – Dr. Patrick Joseph**



- **Teacher of the Year – Dr. Nan Liu**



- **Advanced Teacher of the Year – Dr. Kamal Tawfiq**



Election Results - New Vice President – Dr. Daniel Osborne (Applause)

X. Adjournment 4:49 PM

Dr. Ann Marie Cavazos

BOLDLY STRIKING