



MEETING Minutes - Attendance
September 20, 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
Dr. James Muchovej - Parliamentarian

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. Aaron Hilliard
Dr. Arlesia Mathis
Dr. Ebenezer Oriaku
Dr. Edith Onyeozili
Dr. Shyam Katell
Dr. Benji Dangi
Dr. Kyle Eidahl
Dr. Kyle Harris
Dr. Longineu Parsons
Dr. April McCray
Dr. Novell Tani
Dr. Ray Robertson
Dr. Kenisha Thomas
Dr. Shonda Bernadin
Dr. Peter Kalu
Shuchun Liang
Ms. Karen Southwell
Dr. Phyllis Reaves
Dr. Jian Jones

Senators Present Cont.

Dr. Roscoe Hightower
Dr. John Washington
Dr. Elijah Johnson
Dr. Richard Gragg III
Dr. Jeffrey Wilkinson
Dr. Robin Butler

SGA Present

Administrators Present

Provost Maurice Edington

Deans Present

Dr. Deidré A. Keller
Dr. Richard Alo
Dr. Valencia Matthews
Dr. Johnnie L. Early II
Dr. Mary Simmons (Interim)
Dr. Shawnta Friday-Stroud
Dr. Michael Abazinge
Ms. Mira Lowe
Dr. Shelley A. Johnson
Ms. Faye Watkins

Senators Absent

Dr. Keerthisinge Senevirathne
Dr. Clement Allen
Dr. Leon Prosper
Dr. Rhonda Hammond
Dr. Hsuan Huang

SGA Absent

Mr. Artise Lewis
Ms. Makira Burns

Administrators Absent

President Larry Robinson

Deans Absent

Dr. Robert Taylor – Ex Officio Senator
Dr. Allyson Watson
Dr. Suvranu De
Dr. Andrew Chin (Interim)
Dr. Victor Ibeanusi



FLORIDA A&M UNIVERSITY FACULTY SENATE

Faculty Senate Meeting Minutes

September 20, 2022- 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 at 3:06 pm**
- II. Approval of the Agenda** (September 20, 2022 meeting) – motion for acceptance by Dr. Daniel Osborne; 2nd by Dr. Ebenezer Oriaku. Motion approved with no changes.
- III. Approval of Minutes** (August 16, 2022 meeting) - motion for acceptance by Dr. Eidahl; 2nd by Dr. Alethia Mathis. Motion approved with no changes.
- IV. Motion to approve Agenda for the August 16th meeting and Curriculum committee report** - *At the August 16th meeting, a motion was made by Dr. Ebenezer Oriaku to approve the agenda for the August 16th meeting as well as the Curriculum committee report. At the time of that motion, the College of Pharmacy had not yet officially approved their senators, so this motion needs to be replaced by someone who had been approved as a senator at that time. We need a motion for someone to replace Dr. Oriaku's motions, although he is now officially a senator.*
 - A) Dr. Daniel Osborne made a motion to approve the Agenda from the August 16th meeting and the Curriculum committee report. 2nd of the motion was made by Dr. Patricia Broussard. Motion passed with no objections.
- V. Opening Remarks - Dr. Ann Marie Cavazos**

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

In the 135 years FAMU has been operating, we have fought hard and achieved much. We have persevered through many changes in this nation, from post-Civil War, Reconstructionism, and Jim Crow to the Civil Rights movement of the '50s and '60s right up to Black Lives Matter and George Floyd!

Each year, hardworking FAMU students receive their diplomas and take their FAMU education to new levels as they embark on their unique professional paths. As a community, Faculty, students, staff, and administrators have faced much over the past couple of years—making this year even more inspiring. U.S. News and World Report emphasized the excellence of Florida's public universities across the country, with Florida Agricultural and Mechanical University rising

one place, from #104 to rank No. 103. FAMU was also recognized for the third year as the No. 1 public HBCU in the country.

Brian Lamb, Chair of the Board of Governors, said, "None of this would be possible without the steadfast commitment of our university leadership, faculty, and most importantly, our students,"

Now, we have some serious and pressing issues that must be addressed, and fixed – immediately! Our future depends on this. We must not despair or surrender. We must act and organize to rebuild our athletic program, the Band program, financial aid, and Academic Advisory, and regain our students, their parents, the community, and trust in each other and the institution.

We have lost some of our momentum, but together, Faculty, we will stand strong in support of our president, Dr. Robinson, the leadership, and the mission of this institution. We are going to have to discuss concrete strategies and proven frameworks with the intent of changing the status quo and identify solutions to those problems. We must hold each other accountable, collaborate, lead with respect, and be transparent.

Remember, our president, always says, "our athletes are students first!"

Deans and Faculty, our reason for being here is to educate our young people and prepare them for the future. A future our ancestors never saw but hoped for us, and now we, for our progeny!

This is our purpose – to educate Black and Brown students, and yes, all students who would come to us for not only education but to provide all that they have need of while they're here!

I'd like to close here with a famous slogan from the United Negro College Fund –

"A Mind, is a Terrible Thing to Waste!"

Let's not waste any more time! We are champions for Change. We will rise and boldly strike

Thank you!!!

VI. Announcements

- a) On behalf of the faculty, Dr. Cavazos congratulated the Interim Athletic Director, Michael Smith, Head Football Coach Willie Simmons, and the student-athletes for their first win last Saturday.
- b) Dr. Cavazos and the Faculty Senate recognized Dr. Tiffany Ardley for her outstanding service to the Faculty Senate. From 2017 to 2019, she served as Secretary; from 2019 to 2022, she served as Senate Vice President. The Faculty Senate presented her with a plaque in recognition of her service.



c) Freedom of Expression:

- i. The Free Expression Statement states that “The principles of freedom of speech and freedom of expression in the United States and Florida Constitutions, in addition to being legal rights, are an integral part of our three-part university mission to deliver a high-quality academic experience for our students, engage in meaningful and productive research, and provide valuable public service for the benefit of our local communities and the state.”
- ii. It goes on to assert that “Individuals wishing to express ideas with which others may disagree must feel free to do so.”

d) Is the Free Expression Statement intended to apply in full to specifically instructional contexts?

- i. In the instructional context, faculty have an obligation to direct discussion in ways that promote relevant learning. This often requires dismissing and otherwise silencing the expression of ideas and opinions.
- ii. It makes no exception for ideas that may be thought to be discriminatory and does not explicitly exempt any campus community members from its scope.
- iii. Are faculty included within the scope of the Free Expression Statement?
- iv. *There will be a meeting with Provost Edington and his team to hear our voices. We have the go ahead from the BOT to discuss Freedom of Expression to vote on it, because the BOG is expecting this from us. With respect to faculty, we do have the option to agree or disagree. They want to hear the student and faculty's voices on this topic.*

e) ACFS-SUS shared concerns on Freedom of Expression Statement as follows:

- i. Potential for assaults on academic freedom and First Amendments rights including freedom of speech.
- ii. The regulation needs stronger protection from abuse by upper-level administrators who may wish to take retribution against faculty for positions with which they disagree.
- iii. The regulation requires more frequent administrative oversight making it more difficult to recruit chairs and other administrators.
- iv. A positive observation is that there is an implication that there will be compensation associated with passing the review. This suggests that UFF chapters should be able to make recommendations on compensation during bargaining session.

f) Post-Tenure

- i. Vague statements and confusing timelines (for example “Each tenured faculty member shall have a comprehensive post-tenure review in the fifth year following the last promotion or the last comprehensive review, whichever is later” does this mean that only four years of data will be reviewed?) Another concern are the conflicting statements where it bars “biased teaching, instruction, or indoctrination constituting discrimination under Florida law,” but also says “The review shall not consider or otherwise discriminate based on the faculty members’ political or ideological viewpoint.”

- ii. In multiple areas there is a lack of clarity of definitions which leaves the door open to biases in assessments.
- iii. The regulation needs stronger protection from abuse by upper-level administrators who may wish to take retribution against faculty for positions with which they disagree.
- iv. The regulation requires more frequent administrative oversight making it more difficult to recruit chairs and other administrators.
- v. A positive observation is that there is an implication that there will be compensation associated with passing the review. This suggests that UFF chapters should be able to make recommendations on compensation during bargaining session.
- vi. Regulation requiring administrative oversight – this is becoming a concern of administrators who may be abusing their power and retribution with faculty.
- vii. There is an implication that there will be compensation with passing the review. This likely means that the Chapters should be able to make recommendations about compensation during the bargaining session.
- viii. Dr. Patricia Broussard shared the following – Professor Nathaniel Friends has passed away, who was a giant in the College of Law. He had been given to the law school by AT&T where he served as a Vice President and the company paid his salary so that FAMU could benefit from his experience. He did a lot of work on the main campus and has contributed so much to the College of Law and the University. He will be missed.

c) **University Administration Remarks - Provost Dr. Maurice Edington**

Updates 	BOG Civil Discourse Recommendations 
Campus Celebration for U.S. News & World Report Rankings - Monday, September 26: 5-7 pm at Bragg Memorial Stadium Post-Tenure Review - Proposed BOG Regulation Civil Discourse Recommendations - Report Due October 3 to BOG (following BOT approval) Health Professions Recruitment Team - PharmD, Nursing and Physical Therapy	At the January 2022 Board of Governors meeting, the Board approved recommendations from the Strategic Planning Committee relative to civil discourse. These recommendations are designed to ensure a climate of free expression and civil discourse on each university campus according to the principles set forth in the State University System <u>Free Expression Statement</u> and the Board of Governor's <u>Civil Discourse Final Report</u>. Each SUS institution must submit a BOT-approved plan to address the recommendations by October 3, 2022 - An Interim Report was submitted to the BOG on July 15, 2022 - An update was provided to the FAMU BOT on August 11, 2022

- **The legislature gave the BOG the option to create a rule mandating post tenure review. The BOG took this opportunity to require this for Florida Institutions. Please read the current draft of this document to provide feedback to the senate.**

Recommendation 1



Leadership at each university will operationalize the Board's commitment to open-minded and tolerant civil discourse by promoting, supporting, and regularly evaluating adherence to the principles set forth in the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings.

Key Activities for Implementation

- Established Civil Discourse Workgroup
- Commitment to Statement of Free Expression included in new strategic plan
- Developed detailed Action Plan

Recommendation 3



*Leadership of each university board of trustees, **faculty senate**, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse.*

Key Activities for Implementation

- Commitment to Statement of Free Expression included in new strategic plan
- Orientation provided to FAMU BOT on August 11, 2022
- Training sessions for BOT, Faculty Senate and SGA will be conducted this academic year (December 16, 2022 completion date)

Recommendation 6



University academic, student affairs, and administrative leaders review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Key Activities for Implementation

- Civil Discourse Workgroup has initiated reviews (February 16, 2023 completion date)

Recommendation 7 - Best Practices (2/3)



Implementing the best practices outlined in the report based on the Board's review of university programs and initiatives that effectively promote and support civil discourse.

Best Practice 3: Foster intellectual diversity by encouraging university leadership to: (1) promote viewpoint diversity and open-minded discussion and debate, and (2) highlight and enforce policies that prohibit programming that excludes participation based on race or ethnicity.

- Utilize annual Management Seminar to provide training for administrators

Best Practice 4: Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.

- Comprehensive review of university policies and procedures (February 16, 2023 completion date)

Recommendation 2



Each university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community.

Key Activities for Implementation

- Accountability Plan: Statement included and approved by FAMU BOT
- Strategic Plan: Statement included and approved by FAMU BOT

Recommendation 4



Each board of trustees conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Key Activities for Implementation

- Reviews will be conducted this academic year (June 30, 2023 completion date)

Recommendation 7 - Best Practices (1/3)



Implementing the best practices outlined in the report based on the Board's review of university programs and initiatives that effectively promote and support civil discourse.

Best Practice 1: Instill the importance of civil discourse, academic freedom, and free speech from day one, utilizing student and employee orientation sessions, public assemblies, and official university documents and communications.

- Enhance student orientation programming
- Enhance employee onboarding
- Utilize campus-wide meetings and events

Best Practice 2: Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.

- Sponsor campus-wide events featuring guest speakers
- Hold unit-wide events in each college and school

Recommendation 7 - Best Practices (3/3)



Implementing the best practices outlined in the report based on the Board's review of university programs and initiatives that effectively promote and support civil discourse.

Best Practice 5: Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.

- Offer a series of training sessions for administrative employees

Best Practice 6: Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and create processes to evaluate the strength of such environments.

- Offer a series of professional development sessions for faculty



a. Questions for Provost Edington

i. **Dr. Roscoe Hightower** – Is the civil discourse the same as HB7?

1. **Answer:** No, this is a separate issue. This is about fostering cultures of civil discourse and freedom of expression throughout the system. The BOG then asked each institution to provide a report on how we would address their recommendations.

ii. **Dr. Bryan Lewis** – Are you concerned with enrollment?

1. **Answer:** The University has a plan for enrollment for different categories such as AA transfers, 1st time in college Freshman, Graduate schools, etc. Ultimately this is to stay around 10,000 students. We had a 2017 goal which was approximately 12,000. In 2019 we were asked by the BOG not to worry about enrollment growth but rather student success outcomes. We had to make a modification from the 12,000 to 10,000 and have this in our current strategic plan. We are currently at approximately 9,000 and are still working toward the goal. We also increased the academic profile of the students and limited the incoming freshman to 1,500. There were times years ago where we had 2,200-2,300 freshman. We have to be careful about the enrollment numbers as we must meet metrics for performance-based funding. We have to be strategic of the class that we let in to achieve our goals. Overall, we are focused on the quality of the students. There are some programs that have trends going in the wrong way, such as pharmacy which we will discuss today. When we looked at the data a year ago for our professional programs, we determined that there was a bad alarming trend for the PharmD Program. The Provost thought it would be best to invest. This is where the concept came for the dedicated team of recruiters for a specific set of programs. Provost Edington is optimistic about the team.

iii. **Dr. James Muchovej** - Are we thinking of a similar strategy for graduate education?

1. Yes, we need to be strategic. We just completed the search for the graduate Dean. One of the charges of the new graduate Dean is to have a team focus on graduate education and degree production (not enrollment). The performance-based funding model in certain disciplines in the graduate level. We are focusing on STEM and health. The current plan isn't to necessarily add another team such as the health professions, but rather to provide more support for the graduate education division to grow enrollment in STEM. Graduate education is a key opportunity as we can target them to achieve better metrics.

iv. **Dr. Angela Thornton** – As we grow enrollment, we are going to need enough courses to accommodate the incoming freshman, (i.e. English) because they do affect performance funding if we can't get them out on time. Are we going to provide more students with counselor's? Athletics is great, however we don't have enough counselors for our students across the University.

1. Enrollment growth isn't at the freshman level. The part of the plan is attempting to measure where we have the most impactful points. For advising, we have been asked to revamp graduate advising. We have enough positions to manage enrollments, but we have had turnover. We need an enhanced our structure.

d) Continuing Business –

a. Curriculum Committee

Dr. Kyle Eidahl

Curriculum Committee Report to the Faculty Senate

September 2022

The September 2022 report of the Curriculum Committee to the Faculty Senate contains 1 program modification, 10 new courses, 16 course changes, and 1 course termination. These requests were approved by the Committee at its September 7 meeting. 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	HIM 3437 - Pathophysiology I	Change Name from Fundamentals of Medical Science I
2	HIM 3438 - Pathophysiology II	Change Name from Fundamentals of Medical Science II

Course Change Requests from the College of Agricultural and Food Sciences (CAFS)

	Course/Program Name	Description of Request
1	AEB 3XXX - Food Supply Chain	New Course

Course Change Requests from the FAMU-FSU College of Engineering

	Course/Program Name	Description of Request
1	EML 3004 - Engineering Statics	Change Name from Intro to ME
2	EML 3015C - TF I: Fluid Mechanics	Change Name from Thermal Fluids I
3	EML 3014C - System Dynamics and Vibrations	Change Name from Dynamic Systems II
4	EML 3102 - Engineering Thermodynamics	Change Name from Mech Eng Tools. Course number changed from EML 3002.
5	EML 3016 - Thermal-Fluids II: Heat Transfer	Change Name from Thermal Fluids II. Change Course number from EML 3016C. Change Credit Hours from 4 to 3.
6	EML 4304L - Experiments Thermal Fluid Sci-Lab	Change Name from Exp Fluid/Thermal SC. Change Credit Hours from 3 to 1
7	EML 4304 - Experiments Thermal Fluid Science	New Course
8	EML 3013 - Dynamics	Change Name from Dynamic Systems I Change Course number from EML 3013C. Change Credit Hours from 4 to 3.
9	EML 3811 - Introduction to Mechatronics	Change Name from Mechatronics I. Change Credit Hours from 1-2 to 1
10	EML 3811L - Mechatronics Lab	New course
11	EML 4830 - Intro Mobile Robotics	Change Credit Hours from 3 to 2
12	EML 4830L - Mobile Robotics Lab	New course
13	EML 5831 - Intro Mobile Robotics	Change Credit Hours from 3 to 2
14	EML 5831L - Mobile Robotics Lab	New course
15	EML 3011 - Mechanics of Materials	Change Name from Mechanics and Materials I. Change Course number from EML 3011C. Change Credit Hours from 4 to 3
16	EML 3012L - Mechanics and Materials Lab	New course
17	EML 3012 - Intermediate Mech & Materials	Change Name from Mechanics and Materials II. Change Course number from EML 3012C.
18	ESI 5000 - Design Considerations for SE	New course
19	EOC 5518 - Marine Vehicles Eng Principles	New course

20	ENV 5076 - Environmental Law for Engineers and Scientists	Change Name from Intro to Environmental Law
21	CGN 6960 - Preliminary Exam Preparation	Change Course number from CGN 6961.
22	CGN 5960 - MEng Comprehensive Exam	Course Termination
23	EIN 4934 - IME Honors Thesis	New course
24	ESI 5440 - Integer Programming	New Course

Course Change Requests from the School of Nursing (SON)

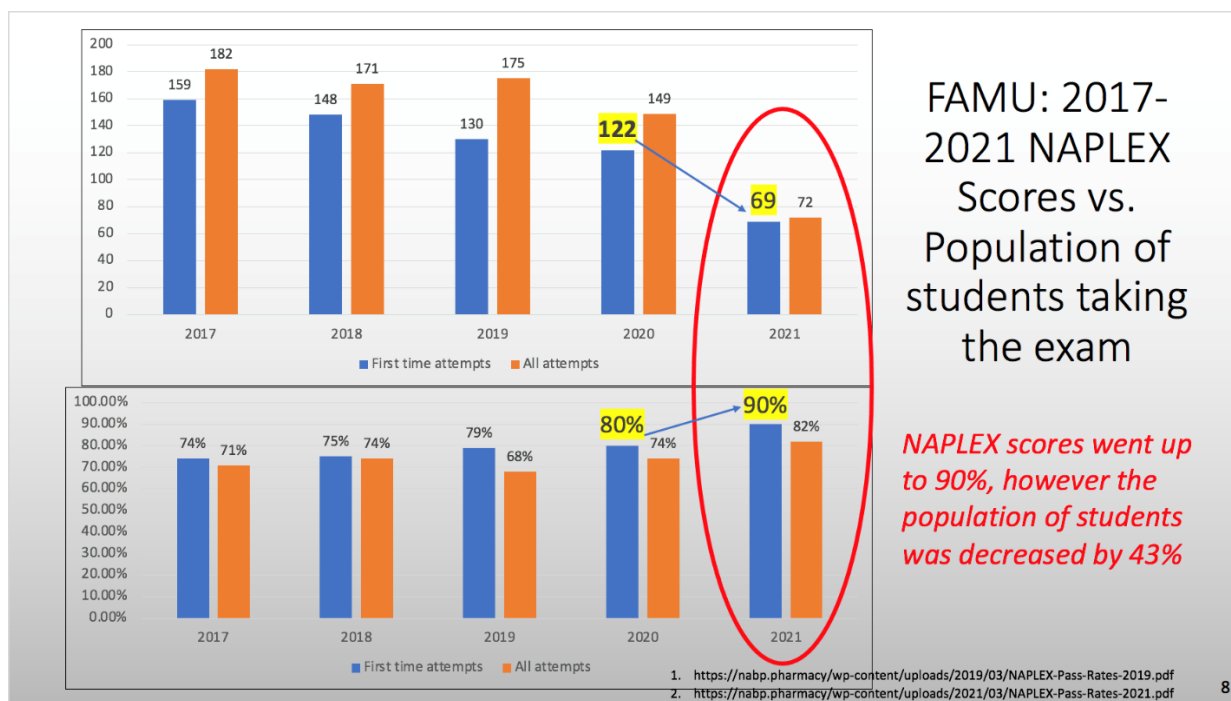
	Course/Program Name	Description of Request
1	Master of Science in Nursing	Program Modification. Move from DL to E&G funding.

Motion to accept curriculum committee report was made by Dr. Ebenezer Oriaku and 2nd by Dr. Daniel Osborne. Motion passed with no objections.

Since the executive leadership committee and Dean's counsel update have both been forwarded to the senators, Dr. Cavazos is waving the presentation of these reports due to time constraints. This will allow us to proceed with the Presentation for the College of Pharmacy.

b. Enrollment/Recruitment Trends and Attrition - Dr. Jamal Brown, Presenter for College of Pharmacy (COPPS).

Some of the key slides from the presentation are located below:





Florida Agricultural and Mechanical University TALLAHASSEE, FLORIDA 32307

COLLEGE OF PHARMACY AND
PHARMACEUTICAL SCIENCES

TELEPHONE: (904) 599-1301
FAX: (904) 599-2247

Memorandum

Date: April 3, 2019

To: Faculty, Staff and Learners within the College of Pharmacy

From: Dr. Johnnie Early, II, Dean and Professor

Re: Reoffering Courses During the 2019 Summer Semester

Please be advised that P1, P2 and P3 courses in the Doctor of Pharmacy program will not be reoffered during the 2019 summer semester. However, since the College decided in Fall 2018 to reoffer Drug Delivery I and Pharmaceutical Sciences I, Drug Delivery II and Pharmaceutical Sciences II are the only Doctor of Pharmacy courses that will be offered to P1 learners during the summer. Additionally, the only student pharmacists eligible to register for the aforesaid courses are those who enrolled this semester in Drug Delivery I and Pharmaceutical Sciences I. P1 learners who enrolled in Drug Delivery II and Pharmaceutical Sciences II during the Spring 2019 semester are not eligible to register, as such actions will count as reoffering the course. Enrollment restrictions will be enacted to ensure that only the approved group of learners are allowed to register for these courses.

Please be further advised that next semester will be the last time that courses in the Doctor of Pharmacy program will be offered during the summer.

Finally, learners should study hard and strive to pass upcoming and final exams or assessments. It is an expectation of the College that every learner will do their absolute best to pass all requisite courses. Moreover, we believe in your collective abilities to perform well this semester and to excel on the comprehensive and PCOA exams.

Continue to do your best! We know that you will make us proud.

- On March 29th, the students made an informed decision with their families, advisors, faculty and staff decision on whether they would continue in a failing class.
- On April 3, the CEO Dean gave an executive order that *"P1, P2 and P3 courses in the Doctor of Pharmacy program will NOT be reoffered during the summer 2019 semester"*.
- The CEO Dean also further advises that "next semester will be the last time that courses in the Doctor of Pharmacy program will be offered during the summer."
- The faculty never had input or discussion about this decision**

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ACPE report on c/o 2021 (pg. 50 in report)

FLORIDA A&M UNIVERSITY COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES, INSTITUTE OF PUBLIC HEALTH

On-Time Graduation Rate Monitoring

Year	Progression Trigger	Total Number of Students	Number of On-Time Graduates	Number Academic Dismissals (%) Threshold 6%	Number of Withdrawals (%) Threshold 6%	Number Delayed Graduation (%) Threshold 15%	Attrition (%) Threshold 24%
2020	Academic Dismissals	153	116	13 (8.5%)	6 (3.9%)	18 (11.8%)	24.2%
2021	Attrition/Academic Dismissals	148	75	8 (5.4%)	10 (6.8%)	55 (37.2%)	49.4%

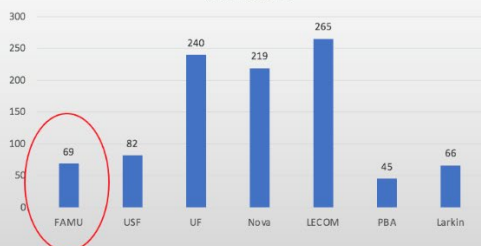
The class has dropped from 148 students to 75 students

ACPE FAMU College of Pharmacy Report, Nov. 2021

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2021 NAPLEX scores in Florida with populations

FL Schools- 2021 first time attempts
(Enrollment)



FL Schools- 2021 first time attempts
(Board Scores)



From the original cohort of 148 students, 75 graduated and 69 of them took the Board exam. This significantly smaller (and higher achieving group) then scored a 90% on the board exam.

WHERE ARE THE OTHER STUDENTS????



- From 2020-2021, academic dismissals and/or total attrition have exceeded ACPE thresholds of 15% and 24%, respectively.

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Between 2020 and 2021, the College of Pharmacy passed 5 of ACPE's thresholds in the areas of exceeding academic dismissals

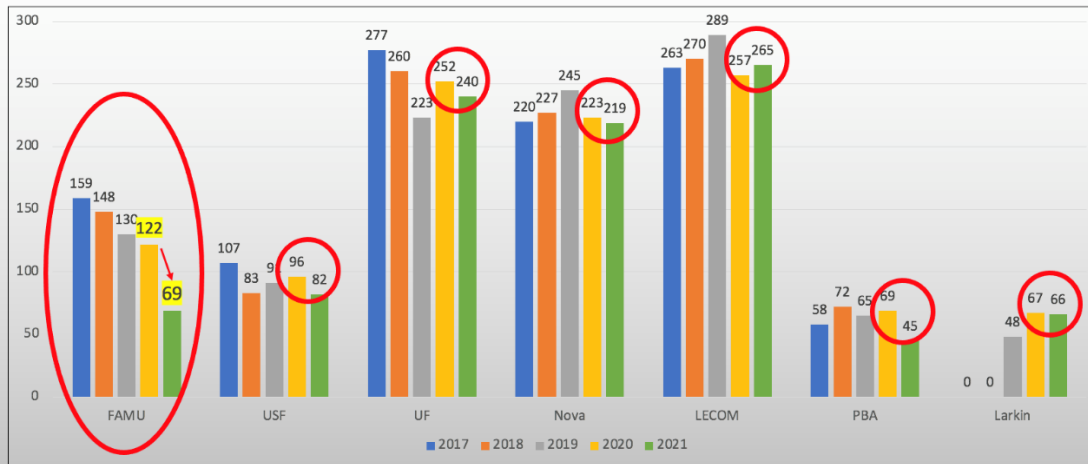
FLORIDA A&M UNIVERSITY COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES, INSTITUTE OF PUBLIC HEALTH

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Florida Schools Population: 2017-2021 (first time NAPLEX attempts)



1. <https://nabp.pharmacy/wp-content/uploads/2019/03/NAPLEX-Pass-Rates-2019.pdf>

2. <https://nabp.pharmacy/wp-content/uploads/2021/03/NAPLEX-Pass-Rates-2021.pdf>

Bold

25

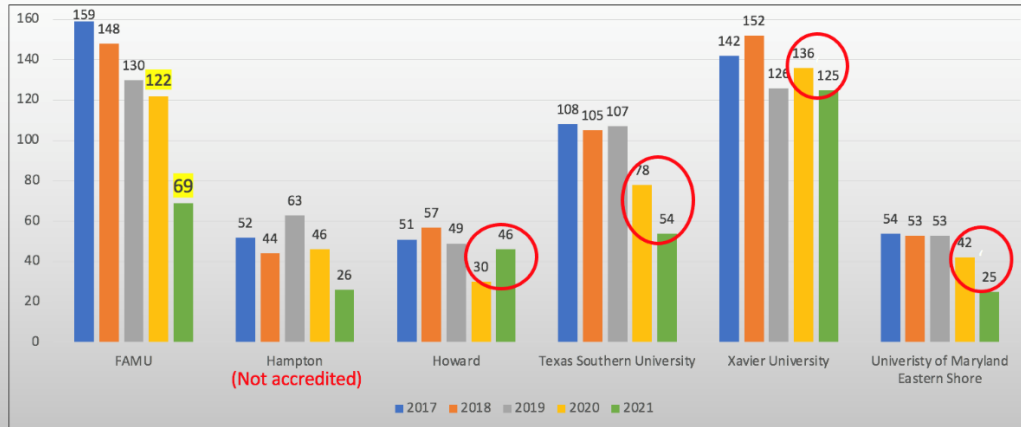
Florida Schools Change in students taking NAPLEX

School	2020 first time attempts	2021 first time attempts	Difference between 2020 and 2021 first time attempts	Percent change
FAMU	122	69	-53	(-) 43% ↓
USF	96	82	-14	(-) 15% ↓
UF	252	240	-12	(-) 5% ↓
Nova	223	219	-4	(-) 2% ↓
LECOM	257	265	+8	(+) 3% ↑
PBA	69	45	-24	(-) 35% ↓
Larkin	67	66	-1	(-) 1% ↓

1. <https://nabp.pharmacy/wp-content/uploads/2021/03/NAPLEX-Pass-Rates-2021.pdf>

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HBCU Schools: 2017-2021 Enrollment (first time attempts)



- <https://nabp.pharmacy/wp-content/uploads/2019/03/NAPLEX-Pass-Rates-2019.pdf>
- <https://nabp.pharmacy/wp-content/uploads/2021/03/NAPLEX-Pass-Rates-2021.pdf>

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HBCU Schools change in graduates taking the NAPLEX

School	2020 first time attempts	2021 first time attempts	Difference between 2020 and 2021 first time attempts	Percent change
FAMU	122	69	53	(-) 43% ↓
Hampton (not accredited)	46	26	20	(-) 43% ↓
Howard	30	46	-16	(+) 53% ↑
Texas Southern University	78	54	24	(-) 31% ↓
Xavier	136	125	11	(-) 8% ↓
University of Maryland Eastern Shore	42	25	17	(-) 40% ↓

- <https://nabp.pharmacy/wp-content/uploads/2021/03/NAPLEX-Pass-Rates-2021.pdf>

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**FLORIDA A&M UNIVERSITY
COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES,
INSTITUTE OF PUBLIC HEALTH**

Pg. 5 FAMU
ACPE report
Nov. 2021

B. Summary of the College or School's Self-Study Process

Please use the following form to evaluate the college or school's self-study process and the organization, clarity and completeness of the report, and provide feedback to assist the college or school to improve the quality of future reports.

	Commendable	Meets Expectations	Needs Improvement
Participation in the Self-Study Process	The self-study report was written and reviewed with broad-based input from students, faculty, preceptors, staff, administrators and a range of other stakeholders, such as, patients, practitioners, and employers. Commend ☐	The self-study report was written and reviewed with broad-based input from students, faculty, preceptors, staff and administrators. Meets ☒	The self-study report was written by a small number who did not seek broad input from students, faculty, preceptors, staff, and administrators. Needs Improvement ☐
Knowledge of the Self-Study Report	Students, faculty, preceptors, and staff are conversant in the major themes of the report and how the program intends to address any deficiencies. Commend ☐	Students, faculty, preceptors, and staff are aware of the report and its contents. Meets ☒	Students, faculty, preceptors, and staff have little or no knowledge of the content of the self-study report or its impact on the program. Needs Improvement ☐
Completeness and Transparency of the Self-Study Report	All narratives and supporting documentation are thorough, clear and concise. The content appears thoughtful and honest. Interviews match the self-study findings. Commend ☐	All narratives and supporting documentation are present. The content is organized and logical. Meets ☐	Information is missing or written in a dismissive, uninformative or disorganized manner. Portions of the content appear biased or deceptive. Needs Improvement ☒

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- The College's enrollment trends are as follows: (2018) 145; (2019) 93; (2020) 78; (2021) 88. Correspondingly, applicant numbers have decreased from 440 (2019) to 224 (2020). Peaden campus enrollment per current cohort is: 18 (P3); 13 (P2); 8 (5-P1admits and three delayed). The evaluation team expressed its

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**FLORIDA A&M UNIVERSITY
COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES,
INSTITUTE OF PUBLIC HEALTH**

concerns about the College's overall decreasing enrollment numbers with particular emphasis on its Peaden campus sustainment.

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After the presentation, the Provost briefly stated that his administrative team is actively working to provide solutions to the issues in the accreditation report and the concern with enrollment. The Provost is going to meet with faculty so that he can help to resolve issues. Dr. Edington thanked Dr. Brown and said that he appreciated me for giving the presentation. Dr. Edington emphasized that "We are a part of the same team". He mentioned that he welcomes our feedback, sharing of concerns and that he wants to collaborate with us on addressing them. We need to foster an environment where faculty, staff and students feel comfortable and can express thoughts and concerns and have them heard.

e) Questions/Comments from the floor:

- a. **Dr. Angela Thornton** – She wanted to emphasize shared governance. We do have a committee to work on this. Everything should be coming from the bottom up. We have Division Directors who feel that they are not administrators. We have meetings where we are unable to ask questions. Some faculty may not come up here today in fear of retaliation. She's stated that she has been here for 25 years and the salaries are not sufficient for the work that we do. When we try to talk in meetings, we are cut off from speaking. The meeting agenda has letters A-K on it. For the college, all of the faculty have not been allowed to participate in the accreditation report.
- b. **Parent** - (She's an educator in Leon County and is concerned.) Faculty aren't being valued. What happened to Excellence with Caring? What happened to us striking together? We need teamwork and enough is enough. If it takes us being put out on blast, now is the time. Our kids are precious and I'm going to continue to strike for her. That 90% looked good, but now we realize it's not good. Her daughter is in the class of 2026. What happens if we lose accreditation? I am starting to look elsewhere although I've been raising her to be a Rattler all of her life. To come and deal with this is concerning as a parent and a FAMU graduate.
- c. **Dr. Lazarus Lamango** – We look into the data. As an admissions committee member, there was a push from the BOG and BOT to make sure that the passing rates have been increased. Faculty had to adjust and maybe we overcorrected. Dr. Brown's data was great, but we need to add data about the admissions of these other institutions. When we do that, we may be able to fix those issues.
- d. **Ms. Yolonda Boronell** (Coordinator of Graduate Programs) – She expressed appreciation for the faculty, however mentioned that staff are also a great part of the team. Without the staff support, the students wouldn't be where they are. She wants us to remember not forget about the staff in this process.
- e. **Dr. Bryan Lewis** (College of Pharmacy) – There is a legacy on where we have been. There was a vision for the new building of SBI, which was once here in Lee Hall. Former Dean Charles Walker from the College of Pharmacy wanted us to be the best. The college at time had a 100% passage rate on the board. The first obligation is to do no harm. We need accountable authority, and we can't have arrogant leadership. For the slide regarding summer school, the students have been taking Microbiology and Biochemistry since the 1970's. Students have been able to lighten their load and take those classes. Dr. Lewis recalls how he met with his students about dropping his class, and they had comfort in knowing he was teaching the class in the summer. Once these students dropped the class, they received a notice (after drop and add period) that the Dean had cancelled summer school which put them a year behind in the program. Dr. Lewis views this as cruel. If we want greatness, we don't have time to play games.
- f. **Dr. Maurice Holder** – He's spent 44 years on this campus. He got here 6 months prior to Dr. Early. He's seen 7 active Deans, twice with Dr. Early. This is the most frustrating commentary that he will ever leave. "Johnnie can't do anything more. He doesn't know how! He has to seek the right kind of help to make some of his good things more and his bad things have flourished. I'm not a man of ordinary terms. People from this group have tried to meet with Dr. Early at least 3 times and he has denied meeting with me twice. Dr. Early tried to take freedom of speech away from me. It hurts me to know that we cannot live and

flourish in the college that we have worked so hard for on this campus. I'm holding you (Dr. Edington) and the President to fix it. Johnnie can't do anything more. He can't! He made the wrong choices. He can't do anything no matter what he says".

- g. **Pharmacy Student** – “This is concerning because we are taking classes that may not matter in 2 years. It doesn't make us want to study more or finish. It makes you feel like, maybe I should stay and potentially waste time, or I can leave and still waste my time. Seeing that summer school is such an important thing, why can we not bring it back? This seems like a very solvable problem”.
- h. **Pharmacy Student** (2nd Year Class Officer) – below are questions from her colleagues:
 - i. Can we reimplement summer school?
 - ii. Can we add a virtual component to gain more students? Students believe that if we offer virtual, this may attract more students.
 - iii. How can we stay more up to date on these types of issues?
 - iv. Where do we get access to this type of information?
- i. **Pharmacy Student** – “Summer school is very important. Coming in with a high school diploma, if we fail out we have nothing. If we are going through these classes and fail them, we fall back an entire year. This means that we have compounded issues with finances, living and other expenses. These problems should be fixed rather quickly and “soon” isn't a good answer”.
- j. **Pharmacy Student** – Can students come to the meeting with the Provost?
 - i. **Provost Edington** responded that there will be a separate meeting with the students.
- k. **Questions from the chat** – Dr. Daniel Osborne read a list of questions from the ZOOM chat Q/A:
 - i. When going to counseling, they speak on academic issues more than life issues. This makes students not want to go.
 - ii. Will block scheduling be an option for more advanced pharmacy courses?
 - iii. For successful transition into the program, it would be helpful to facilitate lifelong learning that promotes students retaining information rather than just memorization.
 - iv. What was the ACPE response to students being misled regarding scholarships?
 - v. What does the 2-year accreditation mean to the class of 2024?
 - vi. This is highly concerning. We need to evaluate the leadership of the program who has sunk the flagship program.
 - vii. We need more financial support from the University. Seems like the faculty are consistently speaking about a lack of shared governance.
 - viii. The University just hired a recruiter. The faculty are partially responsible for these massive failures.
 - ix. Why was the report described as deceptive?
 - x. The problems are real. If there was a process to create the problem, there needs to be a process to fix the problem. In all fairness, what has been the evaluation to determine the dean's ability to get the problems solved?

Comments from the floor come to an end and Dr. Cavazos asks Dr. Early if he would like to use the 8–10-minutes time frame left of the meeting to respond or if he would prefer to respond at the next faculty meeting. He agreed to speak at this time.

- l. **Response from Dr. Early** – He thanked everyone for the passion in the questions. He mentioned that he can't address everything at the moment, especially when it comes from faculty who are in the academy, have access to the data and should understand it a little more. When you have a session like this, it takes on a tone where you aren't really able to reason with people because their emotions have gotten involved. This also isn't fair to our college because it's much better than what has been portrayed due to the slanted information. The Dean does have a handout and mentions that he didn't realize that there would be a presentation. He would have rather come on an "equal playing field". He mentions that **Dr. Gallop Franklin** (curriculum committee chair) may have to answer one of these questions. This was a well throughout process that led to the elimination of summer school. When we implement a curriculum (like the one from 2017), it is in response to the ACPE standards. In doing that, it automatically ended summer school. There are some professors who don't understand that. Dr. Early says, "I don't understand why they can't understand something so fundamental to the curriculum that they voted on". You've heard about the failure rate, however my experience shows that it's from the new curriculum. Dr. Early says, "they were not ready for the new curriculum". 2017 straightened things out. Summer school can be given currently, only if there is a 10% failure rate. Any time that we meet the ACPE threshold, he gets a letter every year that says, "these things triggered us to inquire...please explain them to us". The college then responds in the proper way. This did not show up in the accrediting agency visit.
- m. **Dr. Early** stated, "bad trouble came into this college in 2017". I have never had a college of pharmacy where the passing rate was 59%. With this type of failure in the college, somebody has to show up that knows what to do and how to get things done. "That's me and I did." Every metric is improving. He mentions that he gave Dr. Jamal Brown a scholarship when he was a student at FAMU. Dr. Brown kindly interjects that this is not the proper time or forum to discuss this information. When ACPE looks at us, they look at the whole report. The shortened 2-year accreditation term are because of finances and Assessment. We don't have enough people. The Dean met with ACPE and they don't have concerns. We have resource issues and the Provost's office is working hard to resolve them.
- n. **Dr. Early** mentioned that he is not a "neophyte" and listed the following accolades:
 - i. Leader and CEO Dean over 141 schools
 - ii. Continually getting appointments from the academy for his hard work
 - iii. Last week he received another appointment from the largest pharmacy organization
 - iv. Has received lifetime membership with the largest pharmacy organization
 - v. He was invited to be on the Counsel of the above organization and is the only person of color
 - vi. He has been allowed to go to Capitol Hill and speak with representatives and their staff concerning the profession

Dr. Cavazos mentioned that we will continue this discussion, Curriculum concerns, and faculty/athletics collaboration at the next senate meeting.

Dr. Oriaku made a quick announcement- he said, "All of you who came here to this senate meeting, need to be at the football game to support the team!"

f) **Ajournement**
(5:04pm)

Dr. Ann Marie Cavazos

BOLDLY STRIKING!!!!!!!!!!