

**Faculty Senate Meeting**  
**Tuesday, September 19, 2017**  
**3:00 p.m. – 5:00 p.m., Lee Hall Auditorium**  
**Dr. Bettye A. Grable, Faculty Senate President, Presiding**

**Officers Present**

Dr. Bettye Grable, President  
Atty. Ann Cavazos, Vice President  
Dr. Tiffany Ardley, Secretary  
Dr. James Muchovej, Parliamentarian

**Senators (Present)**

Dr. Lillie Brown  
Dr. Courtney Micots  
Dr. Kyle Eidahl  
Dr. Novell Tani  
Dr. John Warford  
Dr. Reginald Ellis  
Dr. Darius Young  
Dr. Komalavalli Thirunavukkuarasu  
Dr. Lekan Latinwo  
Dr. Desmond Stephens  
Dr. Katie Brodhead  
Dr. Lavetta Henderson  
Dr. Hassiem Kambui  
Dr. Ezzeldin Aly  
Dr. David White  
Dr. Muhammad Haseeb  
Dr. Satyanarayan Dev  
Dr. Jenelle Robinson  
Prof. Phyllis Taite  
Prof. Joseph Grant  
Dr. Maurice Holder  
Dr. Ebenezer Oriaku  
Dr. Torhonda Lee  
Dr. John Cooperwood  
Dr. Yassir Abdelrazig  
Dr. Mark Weatherspoon  
Dr. Lon'Tejuana Cooper  
Dr. Tracy Thomas  
Dr. Clyde Ashley  
Dr. Roscoe Hightower  
Dr. Hudson Nwakanma

Prof. Francine Huff  
Dr. David Guthrie

**Senators (Absent)**

Dr. Merlin Langley  
Dr. Longineu Parsons  
Dr. Michael Thornton  
Dr. Anthony Ananga  
Dr. Aretha Hill  
Mr. Brian Crowell  
Ms. Karen Southwell

**EX-OFFICIO (Voting) (Present)**

Dr. Carl Goodman

**EX-OFFICIO (Voting) (Absent)**

Dr. Robert Taylor  
Mr. Bryan Smith

**EX-OFFICIO (Voting) (Excused)**

Dr. David Jackson, Jr.

**SGA (Voting) (Absent)**

Mr. Devin Harrison  
Ms. Kenidee Webster

Dr. Grable began speaking at 3:01 EST:

Good afternoon, I will keep the time in mind. The goal is to be out by 4:55 PM. The Parliamentarian will keep time. I am Betty Grable, Faculty Senate President for the next two years. I'm also a member of the Board of Trustees. I have very big open ears. I am always available for you to contact me. Come by and visit me. Set an appointment with my assistant Ms. Harris and call the faculty senate in order to do that. But just in case if you have something that you can write on and I'm sure you do because that's what we do as faculty. I want you to feel like you can contact me directly. My cell phone number is 850-212-2255. And at an appropriate time we will have all of the new senators that are present today introduced and I see several. Including Dr. Tracy Thomas from the College of Pharmacy (Correction: Dr. Thomas is from the School of Allied Health Sciences) and others that I am yet to meet. Myself as well as everyone else in the room will get a chance to meet our new senators.

**The meeting was called to order (time 3:03 PM).**

We have new senators. Our Committee on Committees will be making committee assignments (Dr. Cooper is Chair). Some committee appointments Dr. Grable stated, that it was important for her to select representation for certain committees over the summer including the Curriculum Committee that Dr. Kyle Eidahl because their meeting was going to be held before our meeting. We get two representatives for every committee on campus and we try to be inclusive of every faculty.

Dr. James Muchovej notified Dr. Grable that there was a quorum present.

**Dr. Grable asked for an approval of the September 19, 2017 meeting agenda.** Dr. David White moved to accept the meeting agenda and Dr. Clyde Ashley seconded. Motion passed by majority voice vote. There was no opposition to the motion.

**Dr. Grable asked for an approval of the April 18, 2017 meeting minutes.** Dr. Lavetta Henderson moved to approve the meeting minutes and Dr. Ebenezer Oriaku seconded the motion. Dr. Grable asked for corrections. There were none. She called for a vote. The motion passed by majority voice vote. There was not opposition.

Dr. Grable asked Dr. Muchovej to hold a vote regarding the Faculty Senate Secretary who volunteered. At the last elections the position was not filled. Dr. Grable mentioned that she called and asked Dr. Tiffany Ardley over the summer and she agreed. Dr. Grable asked Dr. Muchovej will ratify that action. Dr. Muchovej, however, stated that he should first install the senators.

**Installation of New Senators:** Dr. Muchovej stated that he normally does not do installation but because the University's high ranking attorneys were not available, he will do it as Faculty Senate Parliamentarian. He asked the new senators (10 were in attendance) to stand and he installed them as senators.

**Nomination and vote regarding Faculty Senate Secretary:** Dr. Muchovej stated that one of the officers that was not elected was the secretary. He knows that it is a great obligation and requires a lot of time. Since we have a volunteer, that volunteer needs to be ratified. He called for a nomination for the

position of secretary. Dr. Oriaku nominated Dr. Ardley for the position of Secretary of the Faculty Senate. Professor Phyllis Tate seconded. The nominations were closed with the one name. Dr. Muchovej called for a vote. Dr. Ardley was elected by majority voice vote. There was no opposition.

**Dr. Grable called for the installation of Faculty Senate officers.** The officers that were present were installed by Dr. Muchovej.

Dr. Grable thanked Dr. Muchovej for serving the Faculty Senate well as Parliamentarian.

Dr. Grable asked Dr. Muchovej to speak about procedures during meetings. Dr. Muchovej stated that each senator will have 3 minutes to address any issue that may come up. If you wish to speak you must come to the microphone and state your name so that everyone can understand and it be properly recorded. Once you have spoken, you must wait until everyone else who chooses to speak has had the opportunity to speak before you can speak again. He also stated that when necessary, he will time the 3 minutes.

**Faculty Senate President, Dr. Grable's remarks:**

1. Meetings will start on time, quorum or not, will need to be out on time.
2. Shared discussions that she had with Provost Wright and President Robinson over the summer.
  - a. Paying faculty on time. The Provost acknowledged that it was an issue and that Academic Affairs and those that process payroll are working to improve this issue. Asked senators to share any issues they may have regarding this matter.
  - b. Transcripts. There was a request that faculty submit their transcripts. There are issues with record keeping. Provost acknowledged that there needs to be improvement because faculty submitted them upon employment. His office will be working to show greater care in that.
  - c. We have rules that govern our processes and procedures. Some tie to our United Faculty of Florida Union. Dr. Elizabeth Davenport, our UFF president, was elected to the statewide UFF presidency. If an issue is brought to Dr. Grable and it is a union issue, she will bring Dr. Davenport in on it.
3. Has found that Interim President Robinson and Interim Provost Wright are open to our concerns and will make efforts to resolve them.
4. At last Board of Trustees meeting in Tampa, Dr. Robinson's contract was approved for another year. The Board is working on the next steps for a permanent president.
5. Asks for senators to voice their concerns and issues. This is about shared governance. Any committee of the university is required to have 2 faculty representatives. Does not mean that they have to be faculty senators.
6. Dr. Robinson and Dr. Wright's presence indicates that what we do is important. This gives you access to the highest levels of governance at this university. With an appointment, they have an open door policy. Senators need to take back to faculty what is discussed in our meetings.

Dr. Grable then called Interim President Larry Robinson to come give remarks.

**Interim President's Remarks: Dr. Robinson spoke on the following:**

1. Mentioned that he was in a management seminar that is going on. Then he has a flight to Washington, DC later on.
2. Stated that the senate should be proud of Dr. Grable. She is only interested in the best for the faculty. She is a true champion for the betterment of faculty at FAMU.
3. Thanked everyone for the response to Hurricane Irma. Many took advantage of the shelter on campus. We had minimal impact however, students, staff and faculty know of someone that was greatly impacted by the hurricane. Thanked faculty for what they will do in the classroom to make up for that week.
4. Governor shut down state university system, school systems and state offices. Faculty will revise lesson plans to satisfy content as well as SACs. SACs says institutions have to figure out how to get it done. Many of our students live in south Florida. University managed to provide students with net checks here in Tallahassee for those who did not have direct deposit. Expedited net checks for everyone else. Human Resources took care of things such as advanced payroll to make sure faculty and staff got paid. Thanked all volunteers. 42 students, 17 non students and 27 volunteers in the shelter.
5. About this same time in 2015, Dr. Robinson was chair of the Strategic Planning Task Force and they started the work really hard on the Strategic Plan. The BOT in June approved the Strategic Plan. The Board of Governors approved it last month (August). There was a level of detail in our strategic plan sort of set a bench mark for how other plans should have been done. The BOG pointed out that other schools did not put in as much detail at FAMU. We had the data to support all of our details. Thanked senators for input. Some other institutions did not have detail so that asked everyone to go back and provide that detail.
6. Our SACs team continued to work through the hurricane and got our compliance certification document submitted on time. We did not want to have any excuses for not getting it in on time. We had to send reports to each member of the site team. Looking forward to hearing from the offsite team. Have to prepare for the visit in March.
7. State performance funding model. There was senate bill that would have required that the system went from a 6 year graduation rate to a 4 year graduation rate and several other provisions that dealt with funding. It passed in the senate but was vetoed by the governor. However the SUS has the authority in the performance funding model to change any performance metric. And they are going to change from a 6 year to a 4 year graduation metric anyway. The only thing that did pass legislation was that you give that system a year before the change become effective. In the past there was no chance to adjust. We worked hard to get the 6 year graduation rate above 40%. We are projecting for the current 6 year cohort (2011) that the graduation rate would be at 46%. In the Strategic Plan, we are projection over 50% of the system's average.
8. Although not a performance metric, the BOG will begin to scrutinize Licensure pass rates. We have to pay much more attention to getting students prepared to do better on these licensure examinations.

9. We can choose one of the 10 metrics called a choice metric. For us it was the percentage of sponsored research dollars that was non state research funding. We were at 80%. They are going to recalculate how it's done. They will factor out educational training programs. Like Title III. For us we would fall below. We are looking at another metric. We are looking at the number of degrees that we provide. We were recently noted for being the number one producer of African American's with baccalaureate degrees of any HBCU in the nation and 4<sup>th</sup> overall in the nations. Two of the four that lead us are online, University of Phoenix is one. The only traditional university that slightly outnumbered us was Georgia State University in Atlanta. A lot of reasons such as the HOPE Scholarship. They do great things with retention, progression and graduation with students coming from the same background as our students. We are applying some of those same strategies and progression plans. We want to be number one. We have lead the nation in most of our recent history and we want to get back there. We were number two for number of African Americans with graduate degrees second only to Howard University. Howard would be a natural first because of their large array of graduate degree offerings including medical, law and such. However, the ones that we have are working and are working extremely well.
10. Our future looks good. We have to look at our relevance. We are producing in the numbers and areas where students are being able to find work. We have to make sure that we stabilize enrollment. We have to make sure our programs are populated with quantity and quality. We have done a strategic recruiting plan for attracting the best and the brightest.
11. Enrollment data best in 4-5 years. A year ago we had 9,581 students. As of today 9,880 students. 3.5% increase. In our strategic plan we plan to have 12,000 students in 5 years. This will include retention students, new students, international students and those with an AA. We are on target to get there but first we needed to stabilize enrollment. Our goal was 9,600. That is what we budgeted for.
12. What faculty does in the classroom helps with retention. Faculty makes the difference. You challenge and encourage beyond their expectations.
13. Classification of students by credit hours
  - a. 2016 (Freshmen 2,440, undergraduates total 8,178, graduate level 918, law school 465)
  - b. 2017 (Freshmen 2,697, undergraduates total 8,377, graduate level 934, law school 523)
14. As a result of the increase in freshman we had to reopen an unoccupied dorm. There is no excuse, the dorm was not ready. We responded adequately to students and parents who were exposed to that. We have 100% occupancy in our dorms. We wanted to give them a start on campus versus off campus because the data shows that starting on campus gives students a much better chance of being successful. Living and learning communities are working. Average GPAs of those in the living and learning communities are higher than those that do not.
15. In Washington DC things are relevant to FAMU. The White House Initiative started yesterday. Dr. Robinson was invited by a group of Senators specifically to come to speak specifically about HBCUs. He got a similar request from members of Congress. Will be leaving later today to travel to DC. Senate and House control "purse." Agencies are being cut such as NIH, NOAA and DOE. For example NOAA in the President's budget would be cut by about 17%. This invitation will also give an opportunity to talk about FAMU specifically.

16. Thanked Dr. Grable and the faculty again for making a difference.

Senator Phyllis Taite: When you say “we” are working to determine how we make up days from the hurricane. Who is the “we?”

Dr. Robinson: It is between your dean and the Provost. Each school/college is different. Law is different from Pharmacy is different from SBI because of laboratories, classes, lectures. You may be able to do some things on line or make up different labs. There is not a one size fits all. Work it out in your programs.

### **Awarding of Plaques for Teacher of the Year and Professor Emeritus**

Dr. Grable: Called Dr. Reginald Ellis and Dr. Ray Mobley for awards. The Teacher of the Year is Dr. Reginald Ellis. Chosen by the Faculty Senate Committee of which Dr. John Cooperwood is chair. Dr. Ellis received a plaque and a check for approximately \$2,000. He was also recently granted promotion to Associate Professor and was also elected to the Faculty Senate.

Dr. Ray Mobley was presented a plaque for being conferred as Professor Emeritus. Dr. Elizabeth Davenport chairs that committee. Professor Emeritus status means you keep an office, parking and email among other things.

### **Presentation of Research and Awards Committee Certificates**

Dr. Lekan Latinwo came forward to present certificates to the Research Awards Selection Committee Members that did not get them at the research award luncheon. Three categories of Research Awards:

1. Distinguished Research Award for senior faculty (over 12 years) with distinction.

Awardees: Dr. Seth Ablordeppey and Dr. Mandip Sachdeva both from COPPS

2. Research Excellence Award for outstanding faculty members (over 6 years) who excel in all areas of research responsibility as outlined in the application.

Awardee: Dr. Daniel Solis - CAFS

3. Emerging Researcher Award for outstanding younger faculty members (less than 6 years) who engage in all areas of research and who demonstrate research excellence in their own fields of expertise.

Dr. Subramanian Ramakrishnan –College of Engineering and Dr. Caroline Odewumi – College of Science and Technology.

Dr. Latinwo thanked his committee. He also thanked Drs. Grable and Holder who ensured that the luncheon and celebration took place. He mentioned that the Distinguished Award recipients got \$5,000. The Research Excellence Award recipients got \$3,000 and the Emerging Research Award recipients got \$2,000. He encouraged everyone to apply because it is a way to show everyone that FAMU will

recognize you for your hard work and it will show others that it can be done. He asked senators to pass the message that if you don't apply, you can't win.

Dr. Grable thanked Dr. Latinwo. She stated that they worked hard with Dr. Timothy Moore in Sponsored Programs. She thanked Dr. Robinson and Provost Wright for the funding and was grateful that the checks were provided to the awardees at the luncheon. She then called Provost Wright to the podium.

### **Remarks from Interim Provost Rodner Wright**

Provost Rodner Wright: Our shut down for six days was a concern of the BOG and other schools. They want to know how we will document changes in lost time. An email was sent to Deans requesting that they meet with directors and chairs and that they in turn meet with faculty to have explicit documentation (instructions and strategies) to support how the time will be made up.

There was a telephone meeting across the system with last week BOG and CAUPs. Each institution was affected differently so there has to be flexibility. We were closed all of last week plus the previous Friday along with Florida State. Some schools were not closed at all. FIU and FAU are in different situations as they were affected directly. Some possible solutions were to utilize Veteran's day, extend the semester, which no one wanted to do so colleges and schools have to decide how it will be done. We are going to rely on each of our colleges and schools to decide how we will make up that time. In addition, we have to keep in mind that we are at the very heart of hurricane season. There is another Category 5, Maria that we have to be concerned with. Another Category 4 is scheduled to hit Puerto Rico tomorrow. We all should remember to not only be concerned with us, but with students, faculty and staff with family around the state and in the Caribbean. We have to take all of that into consideration.

We have to be explicit about documentation because it has to be able to withstand an audit. As we closer to the end of the semester when there are challenges within the system it will be important to have documentation of changes so that the students are clearly aware of what the changes are and what their responsibilities will be to make up the time. Please reinforce with your colleagues as you go back.

At the BOT meeting last week, one of the presentations was with Academic Affairs and Student Affairs committee. There was an acknowledgment of collaboration between Academic Affairs and the Strategic Planning committee. Each of the deans are required to submit an academic improvement plan with the focus being on the performance metrics that dictate funding. BOT wants us to be proactive in monitoring our progress and action plans of our programs particularly those programs that are up for accreditation and those programs where you have to achieve licensure particularly among those first time pass rates. Those numbers are published regularly and we want to at the very least be at the state threshold which is around 80% in order for us to be recognized for their value and significance.

We are compiling data for not just us but for you to also monitor progress. There is an enormous amount of data out there for submitting to the BOG and others but having it available thru dashboards

and other mechanisms helps us to see where we are. We will have data driven evidence which is consistent with our strategic plan.

We are working hard to complete search committees for the dean positions for the College of Pharmacy, College of Education, School of Journalism and Graphic Communications, Science and Technology and also for a permanent Superintendent for DRS. We have some recommendations for appointments from the Faculty Senate and the Student Government Association. We are trying to compile and publish so we can begin. We did not want to start until after faculty came back. We also have to make a determination on a search firm that will help us with the search.

Questions:

Dr. Clyde Ashley: Parking is a serious problem. We pay \$400-\$500 to park and yet decisions have been made, for example for a gated lot, myself for example, I can only park on one side of SBI, not the other side in a gated lot. And when I go across campus. Last week SBI had a big forum in Pharmacy and I could not get in the gate and I have a handicap sticker. That is utterly ridiculous. According to the Faculty Senate Constitution, any decision about parking should be made in conjunction with the faculty. I would like for us to address this issue because it is affecting us. We can't get across campus to teach classes across campus because we are restricted to the places where we can park. I have never in 31 years encountered this problem of being limited in parking across campus when we have classes across campus. This impacts the academic performance of students and faculty and we don't want that to happen.

Provost Wright: Parking does not fall under Academic Affairs but will on behalf of the faculty address the issue with Dr. Hudson as well as Public Safety. I will tell you that I had to make a presentation in the Lawson Center and got a ticket. We all have issues. Premium parking is limited but I will be happy to communicate this to the proper individuals.

Dr. Ashley: I would like to have this on the agenda for the next faculty senate meeting and have the appropriate persons here to address that issue.

Dr. David White: Thank you for addressing the deans searches because I had a question about that. My issue is with how we are being paid for the week we were off. It's coming out of our leave time is that correct?

Provost Wright: No. As far as I know, in terms of an act of God, that is not deducted from your leave. OPS employees are not paid because they are only paid for hours that they work.

Dr. White: That is another issue I want to bring up. I am not OPS but I have a lot of OPS folk that I work with and they work really hard here. It is my understanding that they are not getting paid for this week off?

Provost Wright: No they are not.

Dr. White: How can that be possible?

Provost Wright: They are only paid for the hours that they work. It's the same thing that happens during the holidays etc. They don't have leave time. That is an issue that is fairly common and can be taken up with HR but the reality is that OPS are hourly employees.

Dr. White: They are a vital part of this university and should be taken care of.

Provost Wright: If that were possible then that would happen.

Professor Ann Marie Cavazos: When will the Deans search be considered for the Law School? Dr. Robinson mentioned that the strategic plan has been complete. Has that been circulated to everyone at the university? I have not seen it.

Provost Wright: I believe that it is online under the division of Strategic Planning. If not within the general homepage you can access it.

Dr. Cavazos: Maybe you should notify everyone because a lot of people probably don't know that is where it can be found. Was the Law School involved in the Strategic Plan? Was information from the Law School also included in that report?

Provost Wright: As far as I know. Dr. Holder served on that committee can speak to that. The strategic committee visited all schools over the last two years. He can add.

Dr. Maurice Holder: The Strategic Planning Committee was a continuation from the last administration. On that committee we had representation from the legal department in the Vice President of Legal Affairs. Also on that committee a student representative was from the Law School. We also visited the Law School during the process.

Dr. Cavazos: Inquiring because we have a pending ABA site visit pending and a concern, with me being on an ABA site visit for another campus, is was the faculty involved in the process. And that's why I want to make sure that we all have a copy and if there is anything that we can add because they are going to ask that question and we need to all be on the same page.

Provost Wright: As the Law School is preparing for it's self study and the site visit, the university is preparing for the SACS visit. We are making sure that information is available to all faculty. We had to have the strategic plan approved by the BOG as it had already been approved by the BOT. We moved immediately into the SACS self study. That is why we haven't focused on it's distribution but that document is available. With regards to the dean's search, we are looking at the timing of that particular search.

Dr. Grable: That was a very important questions raised by Dr. Cavazos about documents that come before the BOT. Meeting materials for the BOT are online. I am sure that the strategic plan is there as well. Anyone can go to that site. The Provost will make sure that it is distributed but BOT items are there. Any documents are there.

Provost Wright: The BOG website also has all of those documents.

Dr. Grable: Yes. I use the BOG website to access the work plan to inspire students and let them see where they fall in the work plan.

### **Curriculum Committee Report**

Dr. Eidahl: presented the Curriculum Committee report which was included in the Faculty Senate packets. At the April meeting I promised that we would bring forth the Insects, Man and the Environment name change. That is in the process but because of the hurricane we did not have a chance to get it processed but I hope at the next meeting that can happen. There are three changes they are all program suspensions. This is really a SACS process to clean up the catalog. Programs with no students are suspended so that we don't have to address questions from SACS. Two of the programs are from the FAMU/FSU College of Engineering need to be addressed. The Bachelor of Science in Bioengineering and the Bachelor of Science in Environmental Engineering do not have any students and are actually duplicates to other programs in Engineering so the recommendation is program suspension. In The College of Social Sciences, Arts and Humanities there is a request to suspend the Masters of Applied Social Sciences with a concentration in Sociology because there are no students in this program. It has not been used since at least 1990 but it is still on the books as being active.

Dr. Holder moved to accept the recommendations. It was seconded by Dr. Mark Weatherspoon. The vote passed by majority voice vote. There was not opposition.

### **Executive Council Update**

Dr. Holder: Decided to send any relative new information out to faculty. All matters related to the governance are discussed at these meetings and we take items relative to Faculty Senate there as well. Before I begin I want to welcome Dr. Ardley to her position. Dr. Ardley's father, Professor Wilson was a senator for many years. And through his leadership, that we were able to begin a Faculty Senate newsletter. And he was constantly here to guide us through the early days of forming what we do in the senate. I feel very proud to have her come now as the Secretary of the Senate. Same as I feel about Dr. Grable because she was the editor for the same newsletter. Dr. Holder continued: We are your representatives in direct contact with the President and the leadership team. Should you have any matters that you would like for us to discuss please feel free to call it in to Ms. Joyce Harris, or the Faculty Senate President or to Mark or myself. The major things accomplished: We will have a wall to remember past fallen Rattlers that Dr. Walker (Deidra Walker Powell) worked for many years to have come to pass. The second thing is to update the University's constitution. Agreed with Dr. Ashley in that there have been many years since seeing the University's Parking Committee operative.

Dr. Weatherspoon: Nothing to add.

Dr. Grable: Told Dr. Ashley that for the record, she will take the parking issue to the Steering Committee because that is who sets the agenda.

### **Report from Dr. Genyne Boston, Associate Provost for Faculty Affairs**

Dr. Boston: Had a powerpoint but will send out to Ms. Harris or Dr. Grable. Dr. Boston spoke about the following:

- A. Promotion and Tenure application deadline has been extended through September 29<sup>th</sup> at 11:59PM. We are utilizing an online system. Interfolio is the system for submitting applications. At this juncture we have 47 cases created. The FAMU/FSU College of Engineering is the only unit to date that has completed all submission as of September 1<sup>st</sup> because they were working with an earlier deadline.
- B. Provost's Digital Learning Initiative: There were 10 Fellows that participated last year. It is a one year faculty development fellowship that allows faculty to redesign a course. There will be a workshop tomorrow, September 20<sup>th</sup>, at 11 AM in the Teaching and Learning Center for those who may be interested in submitting an application for the 2018 Digital Learning Initiative. It will be held at 444 Gamble Street room 212, the old FAMU DRS library.
- C. Fall Travel Grants: Deadline to apply for travel for presenting at a meeting in the Fall is October 15<sup>th</sup>. The Spring or Summer of 2018 the deadline is March 15<sup>th</sup>.

#### **Report from Dr. Carl Goodman, Associate Provost for Undergraduate Education and Student Success**

Dr. Goodman: One of our strategic emphases is our high failure rate courses. Briefly want first take a look at our graduation rates. Looking at our rates, for the last 5-7 years our graduation rate for 6 year students was 38-40%. For the first time, currently our 6 year graduation rate is at 47%. We are doing things strategically to improve these numbers. High failure rates play a role. Told Deans in order to graduate students in 4 years, they need to accumulate 30 credit hours per year. If we have a course where over 6-7 years, the failure rate is 70-80% something needs to change. Faculty must change. We need faculty to work on faculty development, teaching style and delivery. The Deans have data for the courses where there are high failure rates. We will be look at the top six courses in each of our academic units.

Dr. Ashley: This is serious and we need to look at best practices. For example how do you give a 100 question multiple choice exam in a 50 minute class and expect students to pass it. Research shows that it takes 2-3 minutes to address one multiple choice question. If we can develop, share and be open minded to best practices it will help the process.

Dr. Goodman: It takes some development as far as instruction, testing and knowing your student population is concerned.

#### **Closing remarks from Dr. Grable**

Dr. Grable: In the packets are two items; Charles B. Rangel Graduate Fellowship Program that Dr. Roscoe Hightower shared. Asked students to apply before deadline. The second item is about mass emails that keeps coming up. We will have Ron Henry from IT to discuss that with us so it will come back on the next agenda as directed by the Steering Committee.

Dr. Weatherspoon moved to adjourn the meeting. It was seconded by Dr. Ashley.

Meeting adjourned at 4:56.

Respectfully Submitted by:

Tiffany W. Ardley, Ph.D.

Faculty Senate Secretary