

**Faculty Senate Meeting Minutes**  
**January 21, 2020**  
**3:00 p.m. – 5:00 p.m.**  
**Lee Hall Auditorium**

**Officers (Present)**

Dr. Ann Marie Cavazos, President  
Dr. Tiffany Ardley, Vice President  
Dr. James Muchovej, Interim Parliamentarian

**Senators (Present)**

Dr. Terrell Brown  
Dr. Jeneen Surrency  
Dr. Kyle Eidahl  
Dr. Novell Tani  
Dr. Robin Perry  
Atty. Kenya Washington-Johnson  
Dr. Michael Thornton  
Dr. Daniel Osborne  
Dr. Katie Brodhead  
Dr. Ezzeldin Aly  
Dr. Lavetta Henderson  
Dr. James Muchovej  
Dr. Aavudai Swamy  
Prof. William Henslee  
Dr. Angela Thornton  
Dr. Vivian Wilson  
Dr. Rajiv Dalal  
Dr. Pia Woodley  
Prof. Seyedehmahsan Mohsenin  
Prof. Leon Prosper  
Dr. Kelley Bailey  
Dr. Roscoe Hightower  
Dr. Aretha Hill  
Prof. Doug Blackburn  
Dr. Lisa Gardner  
Dr. Naquita Manning  
Dr. Ashvini Chauhan  
Dr. Michael Colon-Martinez  
Mr. Keith Fagg

**Senators (Absent)**

Dr. Lillie Brown  
Dr. Anthony Ananga  
Dr. Jamal Brown  
Ms. Thomasina Brock  
Dr. Yassir Abdelrazig  
Dr. Tarik Dickens  
Prof. LaVerne Wells-Bowie  
Dr. Leah Hunter  
Ms. Jacqueline Menzel

**Senators (Excused)**

Dr. Michee Lachaud

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

Dr. Carl Goodman  
Dr. David Jackson, Jr.

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

Dr. Robert Taylor

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

Mr. Bryan Smith

**SGA (Voting) (Absent)**

Ms. Taylar Hall  
Ms. Alexys Lynn

**Call to Order:**

The meeting was called to order at \_\_\_ by Senate President Dr. Ann Cavazos

**Approval of January 21, 2020 Meeting Agenda:**

Dr. Cavazos called for a motion to approve the agenda. \_\_\_ motioned to approve, and the motion was seconded. The motion carried with voice vote and no opposition.

**OPENING REMARKS/ANNOUNCEMENTS:**

Good afternoon! Senators, Faculty, President Robinson, Provost Edington, Deans, and guests. Happy New Year! I hope you had time to rest and refresh with family and friends over the holidays. We are in a New Year, a new day, a new season and a new Faculty Senate; one that has become aligned with the University Constitution and Bylaws. The term 20/20 vision is usually associated with eyesight, which the dictionary describes as: "the ability to see," "the sense of seeing," "vision," "range of sight," or "view."

In this New Year and season, as we, Florida A&M University, journey forward, we need to walk into the fullness of the 21st Century with renewed vision and view – to better prepare our students to become the future leaders, movers, and shakers of this great nation and in the world! I want to give special thanks to Provost Edington, who ensured with the support of the president, that we have a senate that is compliance with our University Constitution & Bylaws.

Now, more than ever, we are in a position to empower each of you to lead strategically in 2020 as you fulfill your unique commitments to teaching, research, and service, advancing student success and well-being and enhancing institutional vitality.

As we move forward in 2020, may we continue to promote our overarching theme: "**RAISING THE BAR**" and preparing for the future! Thank you

**Election of Secretary for Faculty Senate**

President Cavazos called for nominations for Faculty Senate Secretary

Dr. Woodley nominated Dr. Naquita Manning who accepted nomination

No other nominations were made. Floor moved to close on said name and motion was seconded.

Dr. Cavazos called the vote on the motion to approve Senator Naquita Manning as Secretary for Faculty Senate. The motion carried. Dr. Manning is now the new secretary for the Faculty Senate, whose duties began immediately.

**Approval of October 15, 2019 Meeting Minutes:**

Dr. Cavazos requested motion to approve with revisions, which included minor spelling and punctuation errors.

Dr. Ashvini Chauhan moved to approve October meeting minutes with revisions. Motion seconded by Dr. Swamy.

Call for questions/comment:

Dr. Robin Perry raised concern over what he perceived as lack of clarity in the minutes, specifically who and what in relation to motions made. Stated his vote would be not to approve because of the lack of clarity.

Dr. Cavazos called for vote to approve minutes with corrections. Senators voted by show of hands, recount required for verification of vote. Results were as follows: in favor = 12; oppose = 13. The motion did not carry and there will be another attempt at revision and editing of the October 15, 2019 meeting minutes by new secretary, Dr. Manning.

**Approval of November 19, 2019 Meeting Minutes:**

Dr. Cavazos asked for a motion to approve the November 19, 2019 meeting minutes. Dr. Swamy motioned to approve, Dr. T. Brown seconded. Dr. Pia Woodley noted minor edits required. Dr. Perry asked about blanks and questions marks, and if Senators present today could fill in those blanks. Dr. Cavazos and Parliamentarian Muchovej stated voices were muffled on recording and therefore information was not captured.

Dr. Woodley asked if Robert's Rules of Order (RRO) could clarify if names of Senators who seconded motions needed or just that the motion was seconded. It was stated that name not required in minutes, only that the motion was seconded.

Parliamentarian reminded senate that need to a second on motion to review and correct minutes. Dr. David Jackson stated motion is on the floor, whoever made motion need to withdraw motion and then table until next meeting

Dr. Swamy withdrew motion. Dr. Aly seconded. Dr. Cavazos called for a vote, the motion carried to table vote on approving November 2019 meeting minutes until the next meeting, February 2020.

**Remarks:**

Dr. Brodhead (College of Science and Technology) stated unable to attend Faculty Senate meetings due to conflict with scheduled class time, asking if another faculty member needed to attend in her absence.

Dr. Cavazos stated she will review with Parliamentarian on how to proceed with addressing absence.

**University Administration Remarks:**

**President Larry Robinson spoke on the following topics (summary):**

- Major initiatives for the University, fate of the University, and changes in the leadership team
- There has been progress made on all metrics since launch of 2017 strategic plan
- Board of Governors (BOG) has changed funding model, metrics now based upon a 4-yr graduation rate instead of the previous 6-yr graduation rate
- New goals for students receiving PELL grants; adopted 4-yr-graduation rate of 54% and 3-yr graduation rate for students who transfer with AA degrees to 62%
- Emerging new issue is "Integrity of Research". President stressed that accountability is urgent, defines how we safeguard information, how we assure our University follows the prescribed guidelines, and maintains compliance. Also, in regards to this matter, the Florida Legislature is fully engaged in this process.
- Need to reengineer our internal process to reach strategic priorities

- “Big Ideas”: reimagining academic enterprise, promoting a culture of faculty experience, increase ops of innovation and efficiency, broaden institutional impact in local communities and across state of Florida
- Statewide mission from federal government is that we are expected to serve the local community as well as the state, thus we have to look at allocation of resources, review funding compliance, monitor implementation of things we are *fixing* to ensure they remain *fixed*. If policies, procedures, practices need to be modified, then such will occur.

#### FY2021 Budget and Planning Process

President Robinson posed this question to the body, are putting the money where it needs to be placed and do we have the rationale for its placement?

Special committee will function for this process of budget and planning. Items to review are the budget model based on a cost to continue concept, funding for new ventures, reward system for those doing more, and need for funds to reward excellence.

#### FY2021 Priorities for Funding include:

- Increase student success outcomes
- Promote accountability and increase efficiency
- Support faculty excellence
- First class business infrastructure

President Robinson concluded with notifying body that Faculty Senate President Cavazos has been contacted to see who will serve on the Budget Planning Committee.

#### **Provost Maurice Edington (summary of address):**

Provided recap on where the President is trying to take the institution. “Bid ideas mean moving the Institution forward”. An example given was academic organization structure and degree offering, with addressing the issue of whether or not the University is able to respond/meet the needs of our student and faculty.

#### Focus Areas:

- Faculty Recruitment and Retention. This include, an assessment of how can the University support faculty, bring in world-class faculty, look at compensation, and going to legislature to request more money for faculty pay.
- Efficiency Operations. This consists of advances in technology, enhancing, and strengthening the infrastructure.
- Institutional Impact across Local Community/State of FL. Provost remarked that Leon and surrounding counties should feel the impact of FAMU.

Provost Edington reviewed the faculty role in Budget Planning process, stating inclusion is expected. Deans will be provided a guide (algorithm) for funding requests for colleges and schools, and an audit and academic program review will be used to assess optimal efficiency. Provost stated, that as a University we have “Important things to do, Important things to do better, and funding will have to come from internal resources”. He closed with stating that leadership is empowering faculty to be involved in the budgeting for colleges and schools; process designed so that leader cannot submit budget without faculty input.

#### **Comments/Questions opened to body**

Dr. Maurice Holder asked if additional information will be provided regarding the algorithm that will be used for annual budgeting and planning. President Robinson replied that VP Barrington

will address at a later time. Dr. Holder's next comment was concerning strategic priorities, requesting additional information on how they will be implemented. President Robinson stated, strategic priorities will be implemented by responding to BOG system goals

### **Continuing Business**

#### **Curriculum Committee Report (report is summarized as follows):**

Dr. Kyle Eidahl presented a report to senators in their folders which contained

- 12 course change requests from the FAMU-FSU College of Engineering, which included changes to update the curriculum, change co-requisites, change one course number, and 6 new courses
- 2 course change requests from the School of Nursing which were to change names of courses only

Dr. Cavazos requested motion to approve Curriculum Committee report. Moved by Dr. Woodley, second by Dr. Novell Tani. The motion passed by voice vote with no opposition. Announcement by Dr. Eidahl – University purchased new software system Curriculog. The product will effectively integrate with our current electronic catalog and provide automatic seamless updates once approved. Anticipated implementation is end of summer 2020 with trainings to the university community beginning Fall 2020. Course changes will then be electronic which will streamline the process and increase transparency of the process.

### **Executive Council Update**

Dr. Tani presented the Center for Access and Student Success (CASS) building is on track for completion as scheduled and reported the budget balanced in the black.

There are two mandatory trainings for faculty, (1) Mental Health Awareness online training for all faculty, approximately 40 minutes to complete, and is a mandate from the BOG; (2) there is an online Compliance and Ethics, Code of Conduct training.

Housekeeping notes for IT security- be on the guard for phishing scams, privacy/data breeches using flash drives, and note that the University encourages the use of One-drive.

Announcements: JC Penney suit up event, January 26, 2020, Career Expo January 29, 2020, and FAMU Day at the Capital February 6, 2020.

### **New Business**

**Faculty Workload presented by:** Mrs. Beverly Barrington and Dr. Lewis Johnson

Mrs. Barrington, Vice President for Strategic Planning, Analysis, and Institutional Effectiveness provide update on Faculty Workload Study. Report included information that study ongoing since 2016, when Board of Trustees (BOT) brought discussion to table and in 2017, direction was given to develop a framework. In 2017, the BOT approved the framework for the study, presented by Provost Edington, who at that time was VP Edington for Strategic, Planning, Analysis, and Institutional Effectiveness.

The study was designed to provide needed insight on categories of teaching, research, other instructional efforts, and provide comparison to other Universities. Update reported research was done to complete the study, subcommittee reviewed report. The next step is for the formation of a Steering Committee for an additional review of the workload study.

### **Summary of Faculty Workload Study Timeline**

2016	Discussion to conduct a Faculty Workload Study
2017	VP, Strategic Planning, Analysis, and Institutional Effectiveness developed framework for Workload Study Data collection, research began on faculty workload
2018	Faculty survey conducted- data collection of faculty's perceptions on teaching, research, and service Draft Faculty Workload Study Report presented at Annual Faculty Planning Conference Adhoc Committee established by Faculty Senate President to discuss recommendations to the draft Workload Study
2019	Recommended changes by Adhoc Committee incorporated into Workload Study Revised study presented to Faculty Senate Data review and validation performed. Purpose of survey added to the report. VP Barrington and Dr. Johnson met with Faculty Senate Steering Committee for discussion of additional edits to study
January 2020	Update provided to Faculty Senate on status of Faculty Workload Study
February 2020	Recommendations of Adhoc Committee and Faculty Senate will be shared with Trustees
March 4, 2020	Presentation to BOT on Faculty Workload Study
March 2020	Next steps as determined by BOT

### **Honorary Doctorate Committee Report**

Dr. Angela Thornton, Chair, reported guidelines presented electronically. Dr. Thornton stated the need for 28 votes to approve guidelines and received a total of 22. She requested a vote today during meeting. Dr. Eidahl made motion to approve guidelines, Dr Tani seconded. Dr. Woodley asked a question to seek clarification if voting on proposal of candidates or criteria for Awarding Honorary Doctoral degree. Dr. Thornton clarified that document sent to Senators are the guidelines for the Honorary Doctoral degree. Dr. Cavazos called for a motion to approve the guidelines presented for Awarding the Honorary Doctoral degree at Florida A&M University. It was moved by \_\_\_\_\_, and the motion was seconded. No opposition, and thus the motion carried. Dr. Thornton, then presented the slate of candidates for the Honorary Doctoral degree:

1. Ms. Althea Gibson, posthumously
2. Ms. Venus Williams
3. Mrs. Serena Williams
4. Mr. Tom Joyner
5. Ms. Adora Obi Nweze

### **Summary of Candidates:**

**Ms. Althea Gibson** a native of Silver, South Carolina. At the age of 12 years old she won the New York City Women's Paddle Tennis Championship. She had a full athletic to Florida A&M College (FAMC) where she led the women's basketball team to the conference championship and graduated with a B.S. degree in Physical Education in 1953. In 1957, Gibson smashed

through racial barriers to become the first African American to win Wimbledon and was presented the championship trophy by Queen Elizabeth. She won the Wimbledon Championship again in 1958 and finished her career with 11 Grand Slam Championships. She was also a major contributor to the Althea Gibson scholarship fund at FAMU including a \$18,500 gift from her first major gold tournament winnings. In 2013, the US Postal Service issued a stamp honoring her. In 2018, the USTA voted to erect a statue honoring Althea Gibson at Flushing Meadows, site of the US Open. It was unveiled in 2019. It is only the 2nd monument erected at Flushing Meadows.

Nominated By: The Althea Gibson Committee Letters of recommendation came from: Ms. Rochelle Houston, Tennis Director FAMU      Congressman Al Lawson Honorary Doctoral Degree Desired: Doctor of Humane Letters (DHL) Posthumously

**Ms. Venus Williams** is a native of Lynwood, California and now a resident of Florida. She won her first Wimbledon championship on July 9, 2000 becoming the first African American to win the title since Althea Gibson. She received an Associate Degree in fashion from the Art Institute of Fort Lauderdale in 2007. She has earned a Bachelor of Science in Business Administration from Indiana University East in 2015. She has proven to be as masterful and talented in the corporate world as she is on the tennis courts. She founded her own women's active wear brand, Ele Ven and CEO of her own interior design firm, V Starr Interior. She along with her sister have made numerous contributions to charities throughout their professional careers. They opened a community center of their hometown of Compton, California to support residents of gun violence. She has been ranked the number one women's tennis player in the world on three occasions, and was the first African American to do so in the open era. She has won seven Grand Slam singles titles, and 14 Grand Slam Women's double titles all with her sister Serena. The pair is unbeaten in double titles. Venus has won four Olympic gold medals, one in singles and three in women's

doubles, along with a silver medal in mixed doubles. She has been fighting for equal prize money for the women in tennis.

Nominated By: The Althea Gibson Committee Letters of recommendation came from: Ms. Rochelle Houston, Tennis Director FAMU      Congressman Al Lawson Honorary Doctoral Degree Desired: Doctor of Humane Letters (DHL)

**Ms. Serena Williams** is a native of Saginaw, Michigan and a resident of Florida. She has become one of the most celebrated professional tennis player of all time. Serena holds more Grand Slam titles in singles, doubles and mixed doubles combined among active tennis players. Her Grand Slam titles places her third on the all-time list and second in the Open Era where she has 23 singles, 14 in women's doubles and two in mixed doubles. Serena is also together with her sister, Venus, the most recent player to have held all four Grand Slam women's doubles titles simultaneously (2009-2010).

As part of the Serena Williams Foundation's work, she helped to fund the construction of the Serena Williams Secondary School in Matooni, Kenya. In 2016, The Serena Williams Fund partnered with Helping Hands Jamaica to build the Salt Marsh Primary School in Treleway Parish. Her foundation also provides university scholarships for underprivileged students in the United States. Serena has been the recipient of numerous awards as she has served as an International Goodwill Ambassador with UNICEF since 2011 and has helped launch the UNICEF Schools for Asia Campaign.

Serena, like her equally famous sister, Venus, have both paid homage to the paths, Gibson created that made their journey easier to bear, while still having to cope with racial and gender challenges.

Nominated By: The Althea Gibson Committee Letters of recommendation came from: Ms. Rochelle Houston, Tennis Director FAMU      Congressman Al Lawson  
Honorary Doctoral Degree Desired:    Doctor of Humane Letters (DHL)

**Mr. Tom Joyner** is a native of Tuskegee, Alabama. He is a legendary radio personality, entrepreneur, and philanthropist and one of the most celebrated and recognized media icons in the country today. He has received many accolades throughout his career, including the National Association of Broadcasters' Macroni Award, Billboard's, "Best Urban Contemporary Air Personality" Award, the NAACP Image Award and many more. He has been inducted into the Radio Hall of Fame and the National Association of Black Journalists Hall of Fame. He is a graduate of Tuskegee Institute with a degree in Sociology. Joyner through The Tom Joyner Foundation, supports students attending historically Black colleges and universities, has raised more than \$65 million in support. The Foundation has supported more than 29,000 students at HBCUs over the past 22 years. FAMU has received nearly \$645,000 from the Tom Joyner Foundation.

Nominated By: President Larry Robinson Letter of recommendation: President Larry Robinson  
Honorary Doctoral Degree Desired: Doctor of Humane Letters (DHL)

**Ms. Adora Obu Nweze** is a resident of Florida. She is the former Raye McMillian. She received her Bachelor's Degree from Fayetteville University and a Master of Education Degree from the University of Miami. After that she was certified by the State of Florida in the areas of: Elementary Education, Educational Leadership, Guidance and Counseling, Social Studies, Mental Retardation, and Specific Learning. She retired from the Miami-Dade County Public Schools after a 39-year successful career that took her from the classroom to an Educational/Placement Specialist. She has served as an Adjunct Professor at Miami-Dade College, Florida Memorial and Nova University. She has been a champion for civil rights. Education and health and myriad of related issues that have impacted Floridians. She has on numerous occasions come to the call of the University by rallying legislatures and other government officials, including the Florida Governor to review the issues and ultimately reverse decisions that were dire for FAMU and other HBCUs around the state.

Nominated By: President Mr. Dale Landry Letter of recommendation: Mr. Dale Landry  
Honorary Doctoral Degree Desired: Doctor of Humane Letters (DHL)

Attorney Kenya Washington-Johnson motion to approve the five candidates presented, second by Dr. Daniel Osborne, the motion passed by voice vote with no opposition.

### **Election for Budget Committee**

Two Senators needed for Budget Committee. Parliamentarian Muchovej opened the floor for nominations for the two members needed. Nominees were Dr. Ezzeldin Aly, College of Education, Dr. William Henslee, College of Law, and Attorney Kenya Washington-Johnson, College of Social Science, Arts, & Humanities.

Dr. Osborne moved to close nominations on the said three names, motion was seconded, and the motion passed by voice vote with no opposition.

All members accepted their nomination. They were then allowed to give a brief synopsis of their qualifications for the position to serve as Faculty Senate representatives on the University Budget Committee.

Dr. Aly, Assistant Professor, stated he is a business owner for over 20 years, enjoys working with numbers and budgets, believes he has the experience as well as the education to serve on the Budget Committee.

Professor Henslee, has a Juris Doctorate degree, is a business owner as well, stated he owns a music publishing company, is a producer/co-producer, and works well with budgets.

Attorney Washington-Johnson also has a Juris Doctorate degree, as well as degree in Business Management. Stated she has the knowledge, skill, and experience to be pivotal contributor to the Budget Committee.

Comment from floor that vote for positions should be paper vote and not hand to ensure accuracy of count. Parliamentarian conducted paper vote whereas the two Senators with the most votes would serve on the committee. The two Senators elected to serve on the Budget Committee were Attorney Kenya Washington-Johnson and Dr. Ezzeldin Aly.

Senate President Cavazos announced that members elect will be required to attend all meeting and will need to inquire about dates and times for meetings. She stated that Ms. Harris and she would also seek additional information regarding meeting schedule.

### **College of Pharmacy Name Change**

Presented by Dr. Honeywell in Dean Johnnie Early's absence. The request is to approve the name change to include the Institute of Public Health. The current name is the College of Pharmacy and Pharmaceutical Sciences (COPPS). Dr. Honeywell stated that this does not give respect to Public Health and is therefore asking for support of the name change that will be inclusive of the Institute of Public Health. New name will be the **College of Pharmacy and Pharmaceutical Sciences and the Institute of Public Health**.

Dr. Cavazos requested a motion to approve the name change for COPPS. The motion was made by Dr. Tiffany Ardley to approve name change to include Public Health, and was seconded by Dr. Woodley. Dr. Cavazos called for question before the vote.

Dr. Perry highlighted that the Dean Early (COPPS) presented request for approval of name change to Faculty Senate Steering Committee and reported that request had been vetted and endorsed by faculty of both entities. Dr. Honeywell replied that name change had been discussed with Executive Council and faculty at faculty meeting, and name change was voted on to present to Faculty Senate.

Dr. Holder voiced concern for the Institute of Public Health (PH):

1. He stated that he walked the floors of the Legislature to bring PH to FAMU, and the intent was for PH to be a stand-alone school
2. he has seen the proposed name already being used as is it has been approved by the Faculty Senate
3. would like to know the budgetary considerations for this change

4. What if any actions administration will take to ensure the programs reflect what the name suggests?
5. What will be the constraints?
6. What happens if one of the two fail (COPPS or PH)?
7. Where is the data to support the merge?
8. Will accreditation be affected?
9. How will this make a difference in the COPPS?

Dr. Honeywell stressed that there were no additional costs associated with changing the name. He restated that the name will be more inclusive, name as it stands does not make known that PH is part of the COPPS, budget allocations for Pharmacy will continue, as will allocations for PH.

Dr. Holder concluded stating his opinion that the proposal needs to be studied more carefully and that he would like his questions and concerns addressed before putting the name change before the Faculty Senate for a vote.

Attorney Washington-Johnson made point of clarification. Stated her understanding that Dr. Honeywell was presenting request for approval of name change that had already been discussed with faculty members of college and school, relevant entities in the COPPS, the request was for a name change to include in the name, an organization that already existed within the COPPS, and thus, the request was merely to include in the name, an entity that already exists and functions as a part of the unit.

Dr. Cavazos stated that the Parliamentarian informed her that the time was 5:05 p.m., over the time limit allotted for the meeting. She made the request to table the motion and carry over discussion to next meeting, February 2020, pointing out that we do not want to rush this item.

Dr. Honeywell stated he accepted the request to table the discussion until next meeting.

Comment from floor: need to have motion withdrawn

Parliamentarian stated Robert's Rules of Order: once the motion is presented to the body, it belongs to the body and not the person who presented the motion, and, if the body would like to table the motion, the body may table that motion at this time.

Comments from floor (speakers did not approach microphone)- there is a process to tabling motion or amending a motion.

Dr. Cavazos asked if body was making a motion to withdraw or table the motion to vote on the COPPS name change.

Dr. Ardley asked to hear from Dr. Perry Brown before adjourning meeting.

Dr. Cavazos cited regulations that permitted going over time allowed that extended beyond 5:00 p.m. in accordance with Florida Sunshine Law.

Dr. Woodley moved to table motion made and motion was seconded. Motion passed.

Meeting adjourned.

Submitted by

Naquita Manning, Ph.D.