

Faculty Senate Retreat and Meeting
Tuesday, May 4, 2004
9:00 a.m. – 3:00 p.m., Teleconference Center
Dr. Mary B. Diallo, President, Presiding

Theme: “Shared Governance”

The Faculty Senate Retreat and Meeting was held Tuesday, May 4, 2004, 9:00 a.m.-3:00 p.m., in the University Teleconference Center. Dr. Mary B. Diallo, President of the Faculty Senate, presided over the Retreat and Meeting.

The attendance was as follows:

Officers (Present)

Dr. Mary B. Diallo, President
Dr. Hudson Nwakanma, Vice President
Dr. James Muchovej, Parliamentarian
Dr. Dreamal Worthen, 7th President

Senators (Present)

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| Dr. Confidence Amadi | Dr. G. Thomas Bellarmine |
| Dr. Jennifer Cherrier | Dr. Gwendolyn Dixon |
| Dr. Adeline Evans | Dr. Shawnta Friday |
| Lt. Col. B. K. Haynes | Dr. Beulah Hemmingway |
| Dr. Maurice Holder | Dr. Ernestine Holmes |
| Dr. Elijah Johnson | Dr. Patrick Johnson |
| Dr. Peter Kalu | Dr. Robin Kennedy |
| Dr. Lekan Latinwo | Dr. Odemari Mbuya |
| Ms. Lisa McClelland | Dr. Yvonne McIntosh |
| Dr. Wendell Motter | Dr. Mitwe Musingo |
| Dr. Augustine Nwabuzor | Dr. Ebenezer Oriaku |
| Dr. Donald Palm | Dr. Narayan Persaud |
| Prof. Thomas Pugh | Dr. Rhonda Porter |
| Dr. Nancy Red Fern-Vance | Mrs. Cornelia Taylor |
| Dr. Keith Tucker | Dr. William Tucker |
| Dr. Valerie White | Ms. Linda Williams |
| Dr. Charles Wright | |

Senator (s) Excused

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| Dr. Jacquelyn Bolden | Dr. Marian Smith |
| Dr. Mildred Fennal | Dr. Omar Saleem |

SGA Voting (Present)

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| Ms. Keneshia N. Grant | Ms. Jessica Larche |
| Mr. Keon Hardemon | |

gymnasium. These are two big projects I spoke with Governor Bush about. Sometimes when those of another party cannot see the Governor to request items for the University, I can. Sometimes when Dr. Gainous cannot advocate to the Legislature because he is very busy, others of us can. One of our responsibilities toward the University is to get money for it.

- d. I am pleased that I have been able to get appropriations for the University. I have worked with a number of transit systems, in Washington, D.C. and other big cities and have been able to secure and to utilize funding for these systems.

Several questions asked of Dr. Corbin and the answers given are as follows:

Question: Dr. Wendell Motter asked if the University will employ more full-time faculty. Furthermore, he said that the Department of Math should have at least 34 full-time faculty, but it has only 17. Also, he said that the problem seems to be the same in other departments.

Answer: The University grew too fast without the infrastructure to support it. Yes, the University needs more faculty, more facilities, such as a new high school.

Question: Dr. Latinwo asked if the laboratories in science will get better facilities and more faculty in the College of Arts & Sciences.

Answer: He was aware of the problem with faculty and facilities. He was also aware that one faculty who has worked 16 years will make \$52,000, whereas the other with fewer qualifications will get \$70,000. He was also aware of the gender inequity in pay. He said the University should measure itself with the University of Florida or Florida State University, and not with Bethune Cookman or Morehouse College.

Question: Dr. Reggie Beal asked: "What is your definition of shared governance?"

Answer: He said that he believes that every important unit on campus should be heard; however, the President of the University should run the school. He assured the faculty that the President should have open, honest discussions on ideas.

Q/A: When told that departments do not have budgets, the Chair said that he was appalled. Further, he said that the budget needs should start at the bottom and that faculty should work to change it.

Question: Dr. Patrick Johnson asked about standards for the buildings and for the facade of the buildings.

Answer: He responded that the University needs to do something about its old buildings, and faculty should make their views known.

The Chair said that FAMU is endeavoring to strengthen its finances. Furthermore, he said that if the financial records are not up to standards, it will be difficult to get large contributions for the University. He added that efforts must be made to have students pay their debts to the University.

Question: Dr. Holder said he hears the rhetoric of participation but does not see the participation of faculty in the business of the University.

Dr. Tucker said that faculty should join the Union so that collectively they can keep the heat on the Administration.

Question: Dr. Hemmingway asked why the Writing Lab is not open, for it is the one place where students can get help in their writing ability.

Answer: The Chair said that he will ask the President about the Writing Lab.

Question: The Board of Trustees asked a consulting firm to help with evaluation of the President. The Board did not ask the faculty to evaluate the President. Is this the way the Board of Trustees will evaluate the President next year?

Answer: He explained that the evaluation is that of the Board, which has a faculty and a student representative who can express the groups' evaluation through them.

Question: Dr. Holder asked if the Board will review or look at an evaluation or a review done by faculty.

Answer: He said that the evaluation of the faculty will not determine whether the President stays or goes. He emphasized that they will not open the evaluation to others.

Question: Professor Pugh said that he was offended that an individual had to be in the same party to get an audience with the Governor. He asked, "Is not the Governor over all the people and obligated to all the people?"

Answer: The Chair said that it is a political process and now both the Governor and the Legislature are of the same party. He added that he hopes to help FAMU in anyway he can.

Question: Dr. Persaud asked if relief will be given to the faculty in his department that has three professors for 600 majors, insufficient office space, no funding for professional development, and insufficient funding for office supplies. Then he asked, "Where will excellence come from?"

Answer: The Chair said that the conditions trouble the Board. Furthermore, he said for years the administration ran the University like the "Good ole Boy System." He added that only when people believe that we can handle our finances well will they give

us money. He ended by saying that, if the Faculty Senate should invite him, he will come back.

Dr. Diallo thanked the Chair of the Board of Trustees.

Shared Governance Panelist

Dr. Diallo invited two deans to respond to shared governance in their schools.

Dean Rodner Wright of Architecture said that when he first came to the University he received his budget late in the semester. Now he gets his budget earlier and he has a council who helps in budgeting the funds. He related that he also had a few other committees consisting of faculty and students who help with decisions in the School. He also said that he is gradually adding more faculty participation in the school. In fact, the School of Architecture have a Director of Graduate Programs; Director of Undergraduate Program and Dean's Council proposed restructuring would be put in place, which is made up of several faculty members.

Dr. Bradford of the School of Business and Industry spoke about being an interim dean and the challenges it poses. As an example, he spoke about the faculty reaction to the establishment of an Accreditation Steering Committee (ASC), a steering committee consisting of three selected by the Dean, and two voted by the faculty who are charged with championing SBI's accreditation efforts. With the group, he said that decisions will take a long time.

Several asked questions of the Deans:

Question: Dr. Motter asked if the accrediting agency says anything about full time ratio and class size.

Answer: Dr. Bradford said, "Yes, AACSB has such a standard."

Answer: Dean Wright said that the ratio of faculty to students and part time to full time faculty are related. He also said that he allows the council to help in budgeting process.

Question: How do you use the information for future projections?

Question: Dr. Tucker asked, "Why don't you know the budget for the year, when the unit's budget says what money is available?"

Answer: Dean Wright said that now he knows his budget.

Dr. Diallo thanked the deans for their presentations.

Faculty Senate Meeting

President Diallo asked the group to read the minutes silently. Then she asked for approval with necessary corrections. A motion was made and carried.

A motion was made and seconded to table the discussions on the FAMU-TCC agreement. The motion was carried.

Technology

After a short break, the President called another speaker, Mr. Robert Seniors for Dr. Kenneth Perry, to make a presentation on technology.

Mr. Seniors spoke on the successful implementation of ERP, such as email upgrade, personal computers for faculty, wireless canopy, additional coverage areas, enhanced security and virus protection

Several questions were asked of Mr. Seniors:

Question: Will all faculty be provided a computer.

Answer: Efforts will be made to give all faculty a personal computer. Faculty can dial 412-7100 for more information.

Lunch

President Diallo invited all participants/attendants to have lunch.

The Keynote Speaker: Mr. Aaron Wallace

Dr. William Tucker, a Faculty Senator and President of the FAMU UFF, introduced the keynote speaker, Mr. Aaron Wallace, Chief of Staff, Florida Education Association.

Mr. Wallace said the following:

- a. He said that shared governance is a set of practices by which faculty and staff participates in a significant way in the changes at the University, which include curriculum, personnel, budget, facilities, etc.
- b. He emphasized the right of faculty to have collective bargaining.
- c. He gave several quick points: (1) faculty and staff set the academic standards for curriculum; (2) faculty and staff should have a lead role in curriculum and degrees programs; (3) faculty and staff should understand academic freedom; (4) faculty and staff should have a role in selecting academic personnel.

- d. He explained the UFF recruiting strategy of three for free, ie., free UFF membership for three months.

Several questions were asked of Mr. Wallace:

Question: Should there be a clear separation of faculty senate and faculty union?

Answer: Yes.

Question: What would you say about the proposed \$1,000 bonus for faculty?

Answer: Sad. The mean spirit of some state administrators is discouraging

Dr. Tucker

Dr. Tucker told the group that the FAMU UFF bargaining team is at work with the University to negotiate a good agreement. He added that more faculty should join the UFF because there is strength in numbers: the larger the group the better the chances for a excellent contract. He ended by saying that bargaining is essential to the well -being of the faculty.

Dr. Haywood

Dr. Chanta Haywood, Dean of Graduate School and Chair of the Tenure and Promotion Committee, spoke on the Tenure and Promotion Committee:

1. Having served as chair for the first time, she learned a lot.
2. Most who applied for tenure and promotion were recommended by the University Committee.
3. The Committee was the epitome of shared governance.
4. Those who apply must know the criteria.
5. The committee made several recommendations:
 - a. Criteria for promotion and tenure should be across the colleges/schools.
 - b. Criteria should define what publications are acceptable.
 - c. The level and type of research should be defined.
 - d. The teaching load for beginning faculty should be qualified to give them time to accomplish the goals.
6. The post-tenure review must be definite.
7. The annual tenure appraisal must reflect the faculty's progress toward tenure.
8. Suggestions for getting ready for tenure are as follows:
 - a. Know criteria for teaching, research, publications, and professional service.
 - b. Present application packet well, attractively organized, and easily negotiable.

- c. Include Assignment of Responsibilities, as they set the work standard for the faculty.
- d. Have evidence for community service, research, publications, and teaching.

Dr. Haywood responded to several questions about tenure and promotion.

Ms. Hicks

Ms. Pauline Hicks, Chair of the Library Committee, made a presentation on the progress of the Committee:

1. The Committee met several times.
2. The library home page is updated.
3. The Committee revised the Mission Statement.
4. The new facility will be available by Fall.
5. Users can read the Chronicle of Higher Education on FAMU web site.

Questions were asked of Ms. Hicks:

Question: Will an instructional room (smart room) be available.

Answer: Yes, even larger than the present room.

Dr. Nawakanma

Dr. Hudson Nwakanma, Vice President of the Faculty Senate, thanked all who served on committees. He requested that faculty ask other faculty to take committee assignments next semester.

Adjournment

Dr. Diallo, President of the Faculty Senate, thanked everyone for participating in the Retreat and in the Faculty Senate this academic year, her first year as President.

A motion was made and passed to adjourn the meeting at approximately 2:35 p.m.

Respectfully submitted,

Adeline L. Evans
Acting Secretary

Rebecca Bruce
Office Manager