

Florida A&M University  
The Faculty Senate Meeting  
Tuesday, February 15, 2005  
Lee Hall, 3:00 p.m.  
Presiding Dr. Mary Diallo, President

The attendance is as follows:

**Officers (Present)**

Dr. Mary B. Diallo, President  
Dr. Hudson Nwakanma, Vice President  
Dr. Mildred Fennal, Secretary  
Dr. James Muchovej, Parliamentarian  
Dr. Dreamal Worthen, Sixth President

**Senators (Present)**

Dr. Michael Abrams  
Dr. G. Thomas Bellarmine  
Dr. Jennifer Cherrier  
Dr. Gwendolyn Dixon  
Dr. Adeline Evans  
Dr. Shawnta Friday-Stroud  
Dr. Beulah Hemmingway  
Mrs. Ernestine Holmes  
Dr. Newton Jackson  
Dr. Joseph Johnson  
Dr. Merlin Langley  
Dr. Alfredo Lorenzo  
Dr. Yvonne McIntosh  
Dr. Ebenezer Oriaku  
Dr. Narayan Persaud  
Prof. Thomas Pugh  
Mr. Omar Saleem  
Dr. Angela Thornton  
Dr. William Tucker

Dr. Yves Anglade  
Dr. Clyde Perry Brown  
Dr. Willie Cook  
Dr. Kyle Eidahl  
Dr. Mildred Fennal  
Dr. Cassel Gardner  
Dr. Maurice Holder  
Dr. Christopher Ikediobi  
Dr. Elijah Johnson  
Dr. Robin Kennedy  
Dr. Lekan Latinwo  
Ms. Lisa McClelland  
Dr. Wendell Motter  
Dr. Donald Palm  
Dr. Rhonda Porter  
Dr. Velma Roberts  
Mrs. Cornelia Taylor  
Dr. Keith Tucker

**SGA Voting (Present)**

Ms. Keneshia Grant

**Senators (Excused)**

Dr. Elizabeth Davenport  
Ms. Michelle Jones  
Dr. Nancy RedFern-Vance

**Ex-Officio (Non-Voting Present)**

Interim President Castell Bryant  
Provost Dr. Larry Robinson

**Ex-Officio (Voting Present)**

Dr. Dorothy Henderson  
Capt. Anthony Jiles

Dr. Patrick Johnson  
Ms. Linda C. Williams

**Other Faculty (Present)**

Ms. Pauline Hicks

The Faculty Senate President called the meeting to order at 3:10 p.m. It was moved and properly seconded to approve the Agenda, with the following changes President Castell Bryant and Provost Larry Robinson will speak before Dr. Mary B. Diallo's remarks. The motion passed.

It was moved and properly seconded to approve the January minutes, with necessary corrections.

President Castell Bryant addressed three issues that the Faculty Senate Steering Committee submitted to her:

- Overloading Classes
- Revision of the Constitution
- Collective Bargaining Contract
  - Why is it taking so long to negotiate a contract?
  - Will faculty receive raises?

**Overloading classes.** Dr. Bryant said that steps would be taken to correct the problem of class overloads by establishing a process that would control the number of students allowed to enroll in a class. She added that this new procedure would take in consideration the size of each classroom, which would prevent overcrowding.

**Revision of the Constitution.** Dr. Bryant said that she, along with General Counsel Elizabeth McBride, would research where FAMU's Constitution fits in the devolution process before undertaking its revision.

**Collective Bargaining Contract.** Dr. Bryant announced that the Collective Bargaining negotiations are ongoing and that only three articles are outstanding. She added that she expected the negotiations to be completed very soon. Addressing the question of faculty raises, Dr. Bryant said that there would be no raises for FAMU faculty because of the current financial crisis. She also noted that Governor Jeb Bush had failed to include raises for university faculty in his budget. Dr. Bryant also said that the first report on the financial state of the university would be delivered to her on Wednesday, February 16. She insisted that FAMU must not end this year in the red. She asked Senators to be patient until a way is found to put FAMU on sound financial footing, including Financial Aid.

Dr. Larry Robinson addressed the following issues:

- Room Assignments for Classes
- Overriding Enrollment Caps
  - Some classes have exceeded the room capacity, which is a safety issue.
- Meeting Block
  - Is it possible to set aside an hour, when there are no classes on campus, for faculty meetings?

**Room Assignments for Classes.** Dr. Robinson said that the University does exercise the right to change faculty room assignments and that classroom assignments may be adjusted during the semester because of capacity needs. He added that if a faculty member believes that the fire code is being violated, he or she should inform the Office of Academic Affairs, adding that Risk Management would look into any violations of fire codes.

**Overriding Enrollment Caps.** Dr. Robinson said that the University does exercise its right to override enrollment caps when a student needs a particular class to remain on track for graduation.

**Meeting Block.** In response to the question of setting aside an hour when there are no classes on campus in order to facilitate university meetings, Dr. Robinson said that it would be possible to create a meeting block and that his office would investigate the matter. He informed senators that according to a recent report to the Board of Governors, FAMU's 91% space utilization rate is the lowest in the SUS system, which would make it difficult to make a case for new construction. He noted that the University of Florida and Florida State University have a space utilization rate of 106% and 136%, respectively.

Dr. Robinson told senators that accountability measures would now be based on comparisons to peer institutions, which is a different approach. He added that institutions will not be compared to universities that are not among their peer group; however, not all standards will require comparisons to other institutions.

After President Bryant and Provost Robinson spoke, Dr. Diallo opened the floor for questions and answers. Senator Maurice Holder made the President aware of the ineffectiveness of communication at FAMU. Dr. Joseph Johnson made remarks about two cultural issues:

- 1) The lack of credibility of previous administrations
- 2) The paucity of rewards for hard work and scholarship

He proposed some type of dynamics that would give faculty members confidence in what the administration says. Dr. Bryant assured him that she would always tell the faculty the truth. Dr. Johnson noted that one can grieve and get relief, but there is nothing in place to reward outstanding faculty members. He asked Dr. Bryant if FAMU could respond positively to high performance. He suggested that raises based on research could be implemented. Dr. Bryant, while agreeing with the Senator, discussed the advantages and pitfalls of such rewards. She cited as an example the desire of many faculty to bring everyone along and their failure to make honest evaluations of colleagues who are their friends. She promised to take Dr. Johnson's concerns under consideration.

Senator Hudson Nwakanma asked Dr. Bryant if the dean search for the School of Business and Industry would continue and whether or not she would appoint a permanent dean to the School. The President assured the Senator that an SBI dean would be appointed during her tenure.

In response to a request to give a brief SWOT (strengths, weaknesses, opportunity and threats) analysis of FAMU, Dr. Bryant outlined the many strengths of FAMU, especially the faculty. She noted that one of the University's major weaknesses is its financial situation. She voiced a concern about whether or not FAMU will continue to receive federal funds, especially financial aid since 89% of our students receive some type of financial aid. She discussed the many opportunities to make FAMU one of the best universities in the nation.

After the question-and-answer period, Dr. Mary B. Diallo made her opening remarks. She told Senators that she had attended a conference in San Francisco of the Association of American Colleges and Universities. She distributed a list of documents she received at the conference and invited Senators to request copies. Please see her attached report.

**Board of Governors:** Dr. Dreamal Worthen

Dr. Worthen told Senators that higher education would take a major financial hit during the next few years. She said that the State would like to encourage students to enroll in disciplines and professions that are experiencing major shortages, such as nursing, adding that there is a shortage of nursing faculty.

**Library:** Mrs. Pauline Hicks

Mrs. Hicks reported to the Senate that a new library management system, ALEPH-500, would replace our current Webluis system and that the replacement should be completed by the summer.

Dr. Diallo asked Senators who would like to serve on the SACS Reaffirmation Committee to get in touch with her.

Addressing a Senator's request for an update from the Committee established to create an evaluation instrument for deans and chairs, Dr. Diallo said that she would report back to the Senate on the progress, if any, of the committee.

Dr. William Tucker told Senators that faculty members needed to be involved in the collective bargaining process. He also asked faculty to participate in a survey that is on the FAMUFF Website.

Ms. LaNedra A. Carroll, Director of Public Affairs, reported to the Senate that a new reporting form would be online very soon. She urged Senators to inform her office of their research, awards, and other significant professional activities.

The Senate adjourned at 4:55 p.m.

Submitted by:

Dr. Mildred Fennal, Secretary

Mrs. Rebecca Bruce, Office Manager