

Faculty Senate Meeting
Tuesday, September 19, 2006
3:00 p.m. – 5:00 p.m.
Lee Hall Auditorium
Presiding, Dr. Mary B. Diallo, Faculty Senate President

Faculty Senators present at the meeting were as follows:

Officers (Present)

Dr. Mary B. Diallo, President
Dr. Dreamal Worthen, Vice President
Dr. James Muchovej, Parliamentarian

Senators (Present)

Dr. Joe Ann Houston	Mrs. Ernestine Holmes
Dr. Lekan Latinwo	Prof. Austin Roberts
Dr. Adeline Evans	Dr. Beulah Hemmingway
Lt. Col. Kelvin Scott	Dr. Patricia Stampe
Dr. Charles Weatherford	Dr. Robin Kennedy
Dr. Maurice Holder	Professor Beth Lewis
Ms. Lisa McClelland	Dr. Shawnta Friday-Stroud
Dr. Rufus Ellis	Dr. Ebenezer Oriaku
Dr. Donald Palm	Dr. Angela Thornton
Prof. Thomas Pugh	Dr. Velma Roberts
Dr. Keith Tucker	Dr. William Tucker
Dr. Trinetia Respress	Dr. Charles Ervin
Dr. Arthur Washington	Dr. Charles Wright
Dr. Alfredo Lorenzo	Ms. Linda C. Williams
Dr. LaRae Donnellan	

Ex-Officio (Voting) (Present)

Dr. Dorothy Henderson

Ex-Officio (Voting) (Excused)

Dr. Lauren Sapp

Senators (Excused)

Dr. Henry Lewis III
Dr. Mildred Fennal
Mr. Emmett Denny
Dr. Jane Barber

SGA (Voting) (Present)

Ms. Mellori Lumpkin

I. Call to Order

The Faculty Senate regular meeting was held Tuesday, September 19, 2006, at 3:15 p.m., in Lee Hall auditorium. Dr. Mary B. Diallo, Faculty Senate President, presided over the meeting.

II. Opening Remarks

President Diallo greeted the audience. She then asked Attorney Shira Thomas to swear-in the new members of the Faculty Senator for 2006-2007.

Attorney Thomas asked the members of the Senate to stand and repeat the oath. Members followed her directions.

Since the Faculty Senate did not have a quorum, President Diallo shared information at this time.

- a. Constitution Amendment: The Florida A&M University faculty approved a constitution amendment that changes the election date of officers. Faculty Senate officers will now be elected every odd year in March instead of October. The next election is scheduled for March 2007.
- b. The Presidential Search is open. An ad has been placed in the Chronicle of Higher Education. The deadline for applications and nominations is December 6, 2006. The desire is to have five to eight semifinalists, and in January, the candidates will come to campus for an interview. Approximately three semi finalists will be presented to the Board of Trustees. A new president will be selected by March of 2007. The Hollins firm will screen applicants and nominees before forwarding applicants to become candidates.
- c. School of Business and Industry faculty lay-offs: The Steering Committee approved the following motion on June 19, 2006: The eight School of Business and Industry professors should have received due process, as outlined in the Collective Bargaining Agreement, and the Faculty Senate should have been involved in the proposed changes in the professional development curriculum. Dr. Castell Bryant responded to the motion on June 24, by saying, "I have met with all the appropriate administrators, and we are working diligently to review and to revise, where and if appropriate, all decisions indicated in the May 31, 2006, memo to the affected faculty members, prior to June 30, 2006."

Please be reminded that the Board of Trustees (BOT) passed a motion to have the administration honor the Bargaining Agreement; the Barbara Thompson will present an update to the Senators.

- d. Bereavement Protocol: I would like the Senate to consider working with the administration to establish a FAMU Bereavement Protocol to ensure proper recognition of current and former employees. Dr. Debra Austin has agreed to engage faculty in a discussion of this issue.
- e. Teacher/Adviser of the Year Committee nominations will be received between October 16 and November 20. Applications are available on FAMU's Academic Affairs office web site. Please share this information with faculty in your college, school, or institute. A list of other important deadlines is included in your senate packet.

- f. Faculty Senate web site: Minutes and other documents are posted on our site (<http://www.famu.org/senate/index.html>):
1. University Constitution (PDF)
 2. Faculty Handbook (PDF)
 3. Teacher of the Year Nomination Form
 4. Procedure for Course Request Submission
 5. Course Termination or Change Transmittal Form
 6. New Course Transmittal Form
 7. Course Request Form

Other links are also on the site:

8. Faculty Directory Search
9. Faculty Position Vacancies at FAMU

Please commend Dr. Michael Hubbard, our web master, for creating, organizing, and maintaining the web site. President Diallo called for team work. She quoted Ken Bran, "None of us is as smart as all of us", and another, "None of us is as strong as all of us". She said that doing the right thing would move us forward.

III. FAMU Recreation Activities

President Diallo introduced Mr. Robert D. Carroll, Jr., Director of the FAMU Recreation Center. He addressed the Senate on the various programs and classes available in the new recreation center.

Mr. Carroll spoke on obesity and its effect on USA. He also invited faculty and staff to use the facilities. During a limited period, faculty members may use the facility at no cost. After this period, the cost will be \$85.00 per semester per faculty and \$10.00 for spouses. The facility is free to FAMU registered students, and the 2nd phase on the building will begin in January.

IV. Approval of Agenda

President Diallo called the meeting to order at 3:40 p.m. She asked for approval of the agenda with several changes. The agenda was approved with changes.

V. Approval of May 2, 2006 minutes

President Diallo asked for approval of the minutes. The motion was carried and the minutes approved with necessary corrections.

VI. Unfinished Business

President Diallo presented Dr. Dreamal Worthen, Vice President. Dr. Worthen spoke on the Quality Enhancement Plan (QEP). She said that the QEP Committee conducted a survey that yielded 1,222 responses. Further, she said that six proposals had been received and the winner, who will receive \$3,000, will be named. The deadline has passed for submitting a proposal.

VII. New Business

CUFF Update: President Diallo presented Dr. Barbara Thompson, President of the FAMUFF chapter. Dr. Thompson said the following:

1. A settlement has been reordered with the SBI faculty who were fired from their faculty job. The University will give the respective faculty nine months of employment, including insurance. Dr. William Tucker, chief negotiator, has been working for the faculty to reach an equitable agreement. Dr. Tucker added that the SBI faculty results were what team work is all about and what be achieved if the parties aggrieved would stick together. He also said that the SBI faculty received the entire package. He emphasized that when faculty stay together. President, Steering committee and members, they do make a positive difference.
2. The absence of the fired faculty members made a difference in how the classes in SBI were covered. Approximately five to six classes were cancelled.
3. The Bargaining Agreement has not been completed. The Administration has not agreed to articles 13, 16 & 23. These are concerning faculty rights.

The policy set by the BOT was a violation of Collective Bargaining Agreement. A summary of the case from Showalter, Hearing Officer report is as follows:

1. On May 31, 2006, the United Faculty of Florida (UFF) filed an unfair labor practice charge alleging that the Florida Agricultural and Mechanical University board of Trustees (FAMU BOT) violated section 447.501(1) (a) and (c), Florida Statutes. On June 6, the Commission of General Counsel found the charge sufficient. The undersigned was appointed as hearing officer and a hearing was scheduled for July 28. On May 29, the FAMU BOT filed its answer and denied it committed an unfair labor practice.(p.2).
2. The FAMU BOT committed an unfair labor practice by unilaterally altering its tuition-free policy.
3. The UFF is entitled to an award of attorney's and costs of litigation. The FAMU BOT is not entitled to an award of attorney's fees and costs.(p.10)
4. (BOT) Take the following affirmation action:
 - a. Rescind the tuition reimbursement policy and reinstate the tuition-free policy;
 - b. Pay to the UFF its reasonable attorney's fees and costs of litigation;
 - c. Reimburse employees who did not receive reimbursement under the new policy, but would have had their tuition paid under the old policy;
 - d. Post immediately for sixty days in conspicuous locations, where notices to bargaining unit employees are customarily posted, copies of the notice to employees which state that the FAMU BOT will cease and desist from the actions set forth in paragraph one above and will take affirmative action set forth in paragraph two; and

- e. Notify the Commission by affidavit or other proof of the date of posting and final compliance with this order.(p.11)
5. A survey on the President of the University is available on the web site, (www.FAMUFF.com) the survey is made up of twelve items the President said she would accomplish during her interim presidency.
6. The University had her charged with unfair labor practices on tuition waivers. The University was requiring employees to pay for their courses and receive reimbursement for the tuition they paid. Now, the University will pay for the tuition waivers up front.

Another member asked if faculty would receive their 3% raise in October. Dr. Thompson said yes.

D. College of Pharmacy/Phase II

President Diallo presented Dr. Maurice Holder, Professor of Pharmacy, to present the case for Pharmacy.

Dr. Holder said that the College of Pharmacy requested that the University Administration would talk with Pharmacy about the building of Phase II to the Pharmacy Building, to conduct lab classes in pharmacy. Further, he said that the University building plan had the phase II building #1, then #V, then XII. Lastly, he asked the administration and the Senate, what is the plan for Phase II? On the other hand, what is the plan? He exclaimed, "Are we being eaten from within?"

Dr. Kirksey, Professor of Pharmacy, was presented by Dr. Holder to speak on the issue. He explained that the Pharmacy faculty and students presented their case to the Board of Trustees in Orlando. In other words, he said that the pharmacy group wanted to advocate for the Phase II building to be completed, because it is necessary for the upcoming accreditation of the Pharmacy Program (See "Florida A&M University Pharmacy Buiding Chronology," and Impact of failure to timely complete Phase II of the Pharmacy Building at FAMU.")

Dr. Palm was also presented to talk on the Pharmacy issue. He said that the Program needed the additional space for accreditation. Further, he explained that laboratory space for teaching was urgently needed.

One faculty member asked about the Master Plan.

A student asked, "What will be the impact on the licensing of students from an unaccredited program?"

Dr. Kirksey said that accreditation would affect students all over the nation, since our students are employed all over.

Dr. Latin Latinwo, Professor of Biology, said that the University has other needs too, such as other Schools and Colleges.

Dr. Donald Palm said that he is aware that other colleges/schools have needs. He said that if the dollars for the planning stage of Phase II is not used soon, the funding must be reallocated. He also emphasized that Phase II had been placed lower on the list of legislative budget request for five years.

Dr. Kirksey also emphasized that the time to use the planning money for Phase II was running out.

Professor Pugh of Architecture asked, "What procedures are used to address the matter?"

Dr. Holder said that they had made every effort to engage the BOT in the discussion.

Dr. William Tucker asked about accreditation and the since of immediacy.

Ms. Mellori Lumpkin, Student Government Association, moved that the Faculty Senate send a resolution to the Administration and BOT supporting the pharmacy group. The motion was passed.

Several individuals volunteered to write the resolution: Professor Tom Pugh, Ms. Mellori Lumpkin, Dr. William Tucker, Dr. Maurice Holder and Mr. Ken Mitchell.

E. Faculty Contracts

President Diallo presented Dr. Elizabeth Davenport to speak on faculty contracts. Dr. Davenport said that a number of faculty members had not received their 2006-2007 academic year employment contracts. Further, she said that this was disrespectful to the faculty. She was asked how many faculty were affected. She responded that there were about ten faculty members affected. She emphasized that this critical issue needs to be address.

Dr. William Tucker said that he thought about fifteen (15) may be affected. A motion was made to request that President Diallo should ask the Provost about the contracts of faculty who do not have one. The motion was passed and President Diallo said that she would follow up on the motion.

F. Other Matters

Faculty members asked about the Facilities Planning Committee and representation on the Committee.

President Diallo asked for volunteers on such a committee. Two senators volunteered Dr. Keith Tucker and Dr. Maurice Holder.

G. Designated Meeting Time

President Diallo presented Dr. Andrew Jones of the Department of Mathematics, to speak on a designated time for meetings.

Dr. Jones said that the University might designate a day or time for meetings. He said that he had spoken with the Registrar about the matter.

After much discussion, President Diallo asked the assembly if this matter could be given to a committee for further discussion. Several individuals volunteered for the committee: Dr. Andrew Jones, Dr. Arthur Washington, Dr. Charles Wright, and one other.

Dr. Jones said that the new president must be one who has University level experience.

Dr. William Tucker said that the University system is trying to stop travel to nations considered terrorism nations.

VIII. Adjournment

President Diallo asked for a motion to adjourn. The group approved. The meeting adjourned about 5:40 p.m.

Respectfully submitted,

Dr. Adeline Evans
Mrs. Rebecca Bruce