

Minutes

Faculty Senate Monthly Meeting

November 19, 2024

Senators Present: Robert K. Perkins, Shaun Anderson, Charles Ford, Sharon Alston, Aylin Marz, Kamel Alboaouh, Adem Ibrahim, Audrey Douglas-Cooke, Jill Ardley, Bidhu Mohanty, Jocelyn heath, Felisa Smith, Stephen Magu, Evelyn Thomas, Andrew Franklin, John Kamiru, Claude Turner, and Tony Atwater.

Others Present: Stephanie Howard, DoVeanna Fulton (Provost), Aurelia Williams (Vice-Provost), Javaune Adams-Gaston (University President), Tanya White, Tassew Gizaw, Batrina Martin, Kimberley Hutson, Michele Rozga, Cathy M. Jackson, Erica Brown-Meredith, Breshell Nevels, Melody Armstrong, Enrique Zapatero, Brian K. Covington, Deandre L. Hyman, V. R. Dondeti, Josephine Stanley-Brown, Desh Nendze, Christina Pinkston, and Cassandra Newby-Alexander.

- I. Robert K. Perkins, President of the Faculty Senate, presented and distributed the agenda for the November meeting. Shaun Anderson made the motion to approve the distributed agenda, and Sharn Alston seconded the motion. The motion passed unanimously.
- II. Charles H. Ford, Secretary of the Faculty Senate, presented and distributed the Minutes for the October 15 meeting. There were two names misspelled. Given those corrections, Shaun Anderson made a motion to approve the Minutes as corrected. Audrey Douglas-Cooke seconded that motion, which then passed unanimously.

- III. Robert Perkins then made a special presentation on behalf of the Faculty Senate to the Deputy Chief of Police D. L. Hyman for his service.
- IV. Aurelia Williams, Vice-Provost, then surveyed the procedures and benefits of the new digital evaluation, which is to be piloted this spring and to be used universally in spring 2026. The main advantage, according to Williams, is the ability to scan or keep all necessary documents in one place.
- V. Cassandra Newby-Alexander, Chair of the Faculty Handbook Committee, updated those present on the progress of the latest efforts at revision. She discussed the Committee's lingering concerns regarding the suggested timeline changes in reference to applying for tenure and/or promotion.
- VI. Then, Javaune Adams-Gaston, the University President, arrived, Robert Perkins yielded the floor to her to talk about the recent article that identified at-risk universities. She pointed out that Norfolk State's enrollment was growing, and its retention rate was getting better. She also pointed to the planned replacement of obsolete facilities as a boost to the University's future. Audrey Douglas-Cooke asked the President about the best ways to get students involved in creating their own businesses. The President pointed to the Innovation Center as a good first start to helping this entrepreneurship to take place.
- VII. Robert Perkins then asked Provost DoVeanna Fulton to take the floor and discuss the progress of the Faculty Handbook revisions. Fulton noted the results of the survey about the proposed revisions given to faculty members. Out of 114

responses, she said that 62% of them favored the changes, 25% did not support the changes at all, and 13% supported the changes with modifications. Perkins thanked the Provost for supplying that info, but he suggested that future surveys be done in coordination with the Senate. The Provost went on to discuss the progress of the Faculty Workload Report process.

- VIII. Perkins then turned to the issue of sabbatical reform. The Senate had presented a detailed Taskforce Report with recommended forms and policy changes to the defunct Sabbatical program at Norfolk State University several semesters ago, but the Senate had not received any formal feedback from the administration. The Provost said that she and the President said that the University apparently had a sabbatical program already, and no one was applying for it. So, they thought that there was no need for reform. Cassandra Newby-Alexander responded – stating that no one was applying for it because there were no clear policies or procedures in place to allow for faculty members to apply for a sabbatical. Tony Atwater also thought the lack of response to the Taskforce Report (which was asked for by the administration in the first place) was reflecting a lapse in shared governance. The Provost thanked those present for the frank discussion and promised to reconsider the Taskforce Report's recommendations as part of the handbook revision process.
- IX. Aurelia Williams, Vice-Provost, then discussed the progress of the re-establishment of the Faculty Emeritus selection process, saying that the University Committee responsible for this duty is completing its recommendations.

- X. Then, it was time for standing committee reports. There were no formal reports, but Perkins did mention the appointment of Cathy M. Jackson to replace Thomas Lewis as chair of the Constitution and By-Laws Committee.
- XI. Provost DoVeanna Fulton then gave an update on the progress of the general education reform, noting that the Board should approve it in December.
- XII. Perkins then mentioned the creation of a Senate Committee on Artificial Intelligence (AI) to be chaired by Claude Turner.
- XIII. Felisa Smith then brought up issues of protocol in dealing with false or erroneous allegations made by students. There seemed to be no accountability, according to Smith, for making these false accusations. Perkins noted that most student complaints or queries were solved by the faculty members themselves; if they remained unsolved, the process should follow the chain of command without others on campus knowing about these problems.
- XIV. Perkins then asked for a motion for adjournment, which was made by Shaun Anderson and seconded by Charles Ford. It passed unanimously.