

North Carolina A&T State University
FACULTY SENATE MEETING MINUTES
November 23, 2010
2014 Smith Hall
3:00 p.m.

Senate Members Present: Taher Abu-lebdeh, Obasi Akan, Elizabeth Barber, Shearon Brown, Linda Callahan, Godfrey Ejimakor, Tony Graham, Wendy Hamblet, Julius Harp, Floyd James, Khrisna Kasibhatly, Ibraheem Kateeb, Thelma King, Roland Leak, Patricia Lynch, Stephen McCary-Henderson, Radiah Minor, Francene Moore, Wayne Moore, Janis Oldham, Robert Payne, Zhaoqiong Qin, Xiuli Qu, Craig Rhodes, Janet Seiz, Brian Sims, Daniel White

The Faculty Senate meeting was called to order by Dr. Linda Florence Callahan.

Moment of Silence

Dr. Callahan reviewed the agenda.

Approval of Minutes

- Minutes of September 28, 2010 were approved unanimously.

Committee Reports

- **Dr. Thelma King**, chair of the New Programs and Curricula Committee, reported that the committee met on two different dates in October to discuss changes to the curricula in Computer Science and Foreign Languages.
- Then in November, the Math Department added three new courses, and the Foreign Languages Department created one new course in German and made 15 course changes (primarily in the use of more appropriate prefixes: *e.g.*, GERM for German) to the German and Russian curricula.
- There was unanimous approval of all changes requested by Math and Foreign Languages.
- **Dr. Janis Oldham** reported on the UNC Faculty Assembly.
- She stated that in the morning there were three panels: an Undergraduate Advising Panel, a Registrar's Panel, and a Financial Aid Panel. In the afternoon, groups convened to discuss reports of the morning's panels. Since A&T did not send enough delegates to attend all group discussions, those who are interested should go to the UNC faculty website for further information.
- Much of the discussion by the UNC Faculty Assembly revolved around the change in the funding formula, which will be based on graduation and retention rates.
- Of concern were the following: newly elected, largely Republican leadership in education decision-making; there *will* be at least a 10% budget cut; tenured faculty may be fired or whole programs eliminated.

- Dr. Oldham suggested that we need to take seriously the issue of student success, especially how policy (inconsistency of application) affects student success; there should be no confusion of policy between Academic Affairs and Financial Aid.

Speakers

Dr. Linda Adams, Provost, and Vice Chancellor for Academic Affairs

- Began by complimenting Dr. Callahan on her involvement in Academic Affairs and her work on the Faculty Senate.
- Then complimented faculty on their engagement and their commitment to student success.
- Would speak first about her own educational and work-related experience, and then about her vision for A&T.
- She is first-generation high-school graduate and, in her immediate family, first-generation college graduate. She worked her way through college. She understands the struggles of students whose families may not understand their educational issues. She sees the need for such students to develop a network of supporters, as she did.
- She has worked in federal government, where she learned the grant funding process and made connections with those who review grants. She has since learned that A&T is well-respected in the federal government and throughout the U.S.
- In the academic arena, she has been a Chairperson, and a Dean, and in both roles always worked with faculty to help them get funding.
- She has also worked for mayors and governors; is able to navigate well between the political and academic arenas.
- Dr. Adams is passionate about having quality academic programs that are aligned with our classification as highly research intensive; wants to use that leverage to grow our graduate program.
- She spoke of the enormous challenge of the imposed budget reductions, especially since 80% of the budget is people. She and Chancellor Martin would like to engage others in making budget-cutting decisions. They do not want Raleigh to make our decisions for us.
- Some issues they will be looking at are performance-based budgeting; why so many students are receiving low grades; developing more online content; raising admissions standards; how to reduce the number of faculty (which means workload will increase); what our core values are.
- Report must be given in February about how to effect the budget reduction.
- Then Dr. Adams took questions: Dr. Oldham asked about low degree-producing programs, like math, which indirectly produce majors and graduate students and which contribute to the number of African Americans in STEM Ph.D. programs. Dr. Adams responded that STEM is among our core values. But there are other programs (like some foreign languages) that are of less importance.
- Another question was raised about the multiple repetition of courses and the replacement of grades, resulting in grade inflation. Dr. Adams answered that that policy is being studied now and will soon be changed and presented at the Board of Trustees meeting in February.
- Another question was asked about the policy on policies. Dr. Callahan said she will be posting policies sent to her by the Provost, and that Faculty Senate members must give feedback in a timely fashion.

Representative Alma Adams

- Brought greetings from Bennett College and from her district.

- She was asked to recap the work that the Faculty Senate did to get the vote out for the recent midterm elections.
- She reported that Guilford County came out well for the Democrats, and that she and newly elected Senator Gladys Robinson will be working a lot together in State government.
- She commented that now that the Republicans are in control, it will be harder for her and others to work on A&T's behalf.
- She noted that Democrat Robinson will be replaced on the Board of Governors when she begins her senatorial term.
- Rep. Adams noted that 60% of the State budget goes to education, 20% of that to higher education.
- She noted that if a bill does not pass in the House, it might in the Senate, which is why it will be important to work with Senator Robinson.

Dr. Gladys Robinson, Board of Governors, and newly elected State Senator for this district

- Worked in non-profits for 40 years; got Ph.D. at A&T in leadership studies in 2007.
- On the Board of Governors her focus has been on access for minority students, on financial aid and lowering of costs.
- She has also worked for equity in funding for HBCUs, and she was an advocate for not closing A&T's School of Nursing.
- She believes that A&T has an opportunity to move ahead, despite the budget issues, especially if it maintains its edge in critical areas, such as engineering.
- Knowing that we have to make cuts, it is our responsibility to recruit, retain, and graduate students in programs that are already successful.
- She explained that each UNC chancellor meets with the Board of Governors and comes up with a set of priorities and a budget cuts plan. A&T's priority is the School of Nanoscience. Senator Robinson would like to keep \$1 million for engineering, so we do not lose what is already strong.
- Student numbers help pull in funds to support students.
- HBCUs were created to accept minorities, but we have to prepare a pool of students who can be retained and graduated.
- There was a tuition increase last year and this year. For several years, though, A&T did not raise tuition; so A&T may be allowed to exceed the 6.5% allowed for tuition increase.
- Now, the majority of the money raised by the increase must be used for student-focused areas, such as financial aid. The General Assembly no longer takes the increases to use for their own purposes, for example, to balance the budget.

Dr. Craig Rhodes reported on the Faculty Work Load Study.

Distributed several handouts.

- He stated that the rationale for the study is to enhance the possibility of increasing the intellectual climate on campus.
- Noted that a work load policy will benefit the University. Guidelines need to be developed.
- A sample workload survey has been distributed to selected faculty. Detailed discussion was centered around the survey.
- Reviewed excerpts from UNC Policy Manual 400.3.4 – Monitoring Faculty Teaching Workloads.
- Recommended continued discussion on faculty work load disparities within and between colleges/schools and departments

There being no further business, the meeting was adjourned at 5:20 p.m.

The next Senate Meeting is scheduled for Tuesday, January 25, 2011 in Smith Hall, Room 2014.

Recorders,
Sarah M. Carrig
Department of Foreign Languages

Nina R. Ingram
Administrative Assistant, Faculty Senate