

North Carolina A&T State University

FACULTY SENATE MEETING MINUTES

October 27, 2009

2014 Smith Hall

Senate Members Present: Edith Archibald, Taher Abu-lebdeh, Elizabeth Barber, Shearon Brown, Linda Callahan, , Jim Crawford, Roy Coomans, Lemuria Carter, Pam Chavis, Salil Desai, Tony Graham, Floyd James, Muktha Jost, Thelma King, Patricia Lynch, Angela Lemons, Wayne Moore, Jeff Nkonge, Sang Hyon Oh, Janis Oldham, Jeffrey Parker, Cassandra Plater, Robert Payne, Craig Rhodes, Ryorchi Sakane, Janet Seiz, Brian Sims, Messiha Saad, Lijun Wang, Yunqui Zhang

The meeting was called to order by Dr. Linda Florence Callahan at 3:06 p.m.

Moment of Silence

Handbook Committee

Dr. W. Moore shared the update from the Handbook Committee. The Committee met at the end of September, and has made significant progress with the help of Charles Watson, legal attorney from GA. The Committee has deliberated on conditions and issues related to the faculty handbook. The current focus is on the tenure and promotion process for faculty, and faculty rights related to it. Dr. P. Whitfield encouraged the Senate to consider some complex and nuanced issues related to faculty grievance procedures. If an attorney for the university, whose main concern is to protect the interest of the university, is involved in the shaping of the process related to faculty grievance, can it yield a procedure that can actually serve faculty? How can we safeguard the rights of faculty in a situation like that while still integrating the counsel of the attorney as far as clarity regarding legalities related to the issue and the university? Does the Hearing and Reconsideration Committee represent the University or the faculty?

Senators agreed that a training or educational process for senators before they begin service on committees is essential. There is considerable confusion right now regarding the definition of grievance, how to go about seeking help, who to go to, how long it would take for resolution, etc. Both the Hearing and Reconsideration Committee and Grievance Committee are meeting now, and the Handbook Committee is working on bringing clarification to critical issues. Dr. Deborah Barnes will provide administrative support to the Handbook Committee.

Faculty Welfare

Dr. P. Whitfield shared the update from the Faculty Welfare Committee. Two issues that were chosen on the basis of interest in the University community were parking for faculty, and evaluation of teaching. Dr. Oldham shared that she has received some great suggestions to

address the problem of faculty being unable to find parking before class. A representative from Parking Services will be present at an upcoming Senate meeting to help address issues related to the unavailability of parking for faculty.

New Programs and Curricula

Dr. T. King presented the new programs and curricula to the Senate, which included the following: Business management: 48 changes to course prefixes, and a prerequisite change
Economics and Finance

Nursing: One new course, one change

Dr. King recommended to the Senate that the requested changes by the 3 units be accepted. In the discussion that followed, Dr. Coomans pointed out that Nursing 351 did not include the change in description, and asked for clarification about the allocation of hours for theory and lab. He also pointed out that Nursing 398 included a prerequisite and was also offered as a cluster theme elective, which was not in line with established guidelines for cluster theme courses.

Dr. King recommended that the Senate vote on all requests except Nursing 398. All changes were approved.

Senators also discussed the issue of paper waste with having to circulate hard copies curricula change packets to all senators before the meeting. Since e-mailing those documents as attachments can cause space issues in NCAT email system, Blackboard option will be explored. All senators now have access to the Blackboard site, but all faculty on campus will need access to the site to download curricula packages. In addition, this feature can enhance the transparency of the Senate process to the University community.

New Business – Honorary doctorate for Dr. Johnnetta B. Cole

Dr. Cole is being considered as the commencement speaker and Dr. Callahan asked for feedback from Senators regarding the honorary doctorate. Dr. Cole served as the President of Bennett College for Women and Spelman College (Atlanta), and is now the Director for the Smithsonian Museum of African-American History and Culture in Washington, D.C. that is scheduled to break ground in 2012. Senators voted in favor of awarding the honorary doctorate to Dr. Cole for her accomplishments and excellence.

Announcements

The Fall Convocation will be on Thursday, Oct. 29 from 10 to Noon. Classes are suspended in order to allow the campus community to attend the event, where Dr. Maya Anjelou, author and poet, will serve as the guest speaker.

Faculty Assembly Report: Dr. Oldham

At the Oct. 2nd meeting, President Bowles shared a detailed University Action Plan. He shared that the bulk of budget cuts affected administrative areas and not academic areas. About 18% of cuts were from administrative areas, and 1% from academic. A critical current goal is to focus on retention and graduation. While North Carolina institutions of higher education rank at the top for providing access to students who traditionally lacked access to higher education, they don't do as well when it comes retention and graduation figures. President Bowles shared a strong message about not just "passing" students, but ensuring that they are educated and competent and meet all graduation requirements.

- Payroll procedures are now centralized for all 9 campuses
- Initiatives are underway to assess faculty workload on all campuses
- Issues of academic freedom, tenure, faculty governance, and faculty welfare are under discussion
- A three-person taskforce is studying the healthcare issue related to faculty welfare. The State Health plan has chosen to opt out of HIPAA and introduce mandatory weight loss and non-smoking policies. The plan appears punitive with ties to insurance premium. For instance, premiums would be higher for anyone who has been determine to have smoked or anyone with higher than prescribe body mass index.
- Institutional preparedness for the H1N1 flu pandemic is a priority
- The Faculty Assembly is working on website development that would not be dependent on the current leadership, and providing systemwide access is a priority

Chancellor and Cabinet Visit

Chancellor Martin reiterated his commitment to engage with the Faculty Senate in setting goals, defining priorities, policies, and strategies, establishing plans for action, and assessing progress. He introduced Cabinet members, referred to the communication about contact information for himself and Cabinet members, and encouraged open communication between his office and faculty.

Chancellor Martin encouraged the Faculty Senate to focus on the following:

1. Operationalizing policies that have been approved
2. Shared governance: while it's a difficult process and requires consistent and committed engagement, it can have both individual and collective benefits

Faculty Senate Priorities

Academic affairs

- Criteria for evaluation of faculty
- Policies concerning the Minimum requirement and General Criteria for Promotion in Rank and/or Permanent Tenure
- Reappointment Policy to incorporate public service as required by UNC Tomorrow
- Policy on Posthumous award of degrees to students

Academic affairs and legal affairs

- Regulations on academic freedom, tenure and due process
- Post tenure review policy
- Regulations on faculty grievance policy and procedure

Academic affairs, human resources and legal affairs

- Institutional guidelines for implementation of the Phased retirement program

Athletics

- Athletic update: A Committee is not reviewing concerns related to the athletics programs and NCAA's Academic Progress Requirement. A&T's football is currently under sanctions and the goal is to review policies and regulations and keep the athletic program successful

Business and Finance

- Financial manager training
- Project Investigator training
- Budget allocation process
- Banner payroll/HR implementation

Development and University Relations

- University marketing plan (the university has a new marketing plan that's a year old)

Human resources

- Policy Statement on Supplemental compensation for professional services
- No-salary and deferred compensation policy

Human resources and Legal Affairs

- Employee policies for EPA non-Faculty

Legal Affairs

- Faculty handbook revisions

Legal affairs and office of the Chancellor

- Management Flexibility

Office of the Chancellor

- Faculty Constitution
- Shared governance

QEP Report – Dr. Vincent Childress

Dr. Childress shared that Marcy Stolz from SACS visited campus and helped clarify questions for the SACS committee. The SACS representative viewed the latest version of QEP and suggested changes to some of the proposals. The updates have been posted on the QEP website. Dr. Childress also invited faculty to complete the faculty, staff, admin input form related to QEP.

UNST evaluation

Dr. Lea Williams shared that the Chancellor's office has received the final version from the review committee. Since Dean Graves wished to share the report with his faculty first, she said that the report will be shared with the university community the following week.

Dr. Callahan update

The Faculty Senate and Staff Senate have been assigned space in the old Gear-Up House. The space is under renovations. Ms. Nina Ingram, who has many years of work experience in Academic Affairs, will serve as part-time administrative assistant to the Faculty Senate.

Bookstore Committee: The bookstore would like to have a representative from the Faculty Senate. Ms. Angela Lemons volunteered to serve as the representative to the University Bookstore.

November Faculty Senate meeting: The Senate meeting is scheduled to be held on the 4th Tuesday of each month. Since it's Thanksgiving week in November, the Senate voted between moving the meeting to the first Tuesday in December or keeping it as is on Nov. 24. Senators voted to keep the meeting on Nov. 24.

Faculty Forum: Dr. Callahan told the Chancellor that she would contact Dr. D. Callaway, administrative assistant to the Chancellor about setting up a time and date for the faculty forum. She would notify the Senate as soon as a date was established.

New Mission Statement (Sept. 22, 2009)

Dr. Callahan shared a revised mission statement for the University for comment from faculty.

The meeting was adjourned at 5:16 p.m.

Submitted by Dr. Muktha Jost
Faculty Senate Secretary