

FACULTY SENATE MEETING MINUTES
North Carolina A&T State University
Academic Classroom Building Auditorium (A101)
Tuesday, August 27, 2013
3:00-5:00 p.m.
Brian Carey Sims, President Presiding

Senate Members Present: Alfredo Aquirre, Ronnie Bailey, Elizabeth Barber, Sherrie Cannoy, Robert Cobb, Yoko Crume, Paula Faulkner, Dwedor Ford, Samuel Garren, Wendy Hamblet, Julius Harp, Gwendolyn Highsmith-Quick, Floyd James, Ioney James, Ibraheem Kateeb, Roland Leak, Patrick Martin, Stephen McCary-Henderson, Ademe Mekonnen, Radiah Minor, Elsie Moore, Hany Nakhla, Janis Oldham, Xiuli Qu, Michael Roberto, Jerono Rotich, Messiha Saad, Brian Sims, Jane Walker, Lijun Wang, Sheila Whitley, Kenneth Williams.

Departments Not Represented: Political Science; Visual and Performing Arts; Chemical and Bioengineering; Electrical Engineering; Computational Science and Engineering; Management; Human Development and Services; Nursing; Built Environment; Army ROTC; Air Force ROTC.

The meeting was called to order by Dr. Brian Carey Sims, President Presiding

A moment of silence

Approval of Minutes

The April 23, 2013 minutes were approved unanimously.

Senate Welcome to visitors and senators

Dr. Brian Sims

Remarks

Provost Joe Whitehead

The new Provost, Joe Whitehead, confirmed his commitment to shared governance principles as the foundation of institutional excellence. He noted the many accomplishments of the Senate last year as evidenced in the FS Annual Report (attached Appendix A). He also addressed the new gun laws, which allow students with licenses for carrying concealed weapons to bring guns to campus in their cars if properly "secured." He noted that there is no "opt-out" clause even for schools.

Course Renumbering

Dr. Sanjiv Sarin and Dr. Ken Williams

In early summer, GA established new Academic Integrity procedures across all campuses. Four urgent responses must be made by Sept. 13. See the draft of new policies on the Legal Affairs web site to offer your comments to the attorney. New urgent policies include:

1. Policies must be clear who can input student grades (only instructor of course).
 2. Audit procedure must be clear: only the original instructor can change an existing grade.
 3. Separate section numbers must be used to identify "independent study" sections of a course.
 4. All independently taught course must align with other, traditionally-taught course content
- There will be a restriction on the number of independent studies that a single instructor may offer during a given term.

Dr. Ken Williams has taken over the task of developing the software for the renumbering process underway this year. The software generates the paperwork, which then must go through the usual approval process for course changes. Affected courses and programs that use the course as

prerequisites will also be notified as the process continues, beginning from the College of Arts and Sciences and proceeding school/college by school/college. The new software will be available in about a week.

Remarks

Chancellor Harold L. Martin

Chancellor Martin congratulated the Faculty Senate on their many accomplishments of last year, as evidenced in the FS Annual Report. He also confirmed his commitment to shared governance principles and asked that we continue to share with senior faculty, staff and at Academic Affairs Committee monthly meetings ways in which this principle can continue to be framed and implemented at A&T. He confirmed the need for dialogue “across borders” in the NC system to help shape and implement strategic planning. He asked that all faculty members review the Strategic Plan and understand its alignment with the state plan and to take adequate account of the “growing forces” that continue to shape planning. Enrollment is one such critical force. As population rates of graduating high school students continue its long-term downward trend, competition grows ever fiercer to maintain enrollment numbers. It is even difficult as A&T steps toward diversity goals (20%), to attract our traditional (African-American) demographic. There are 10,500 students officially enrolled at present, with 200 more not yet officially enrolled as funding sources dry up and tighten their criteria (e.g. A&T’s “Student Plus” loans approval rating dropped from 65-70% to 25% in 2012, and only urgent appeals for a revised review process brought this up to 44% this year); 1900 projected freshmen enrollees are currently counted at 1850. Administration is searching for additional avenues of support for unfunded students, including work study, private loans, etc. The good news is that this cohort of freshmen has the highest GPAs and SAT scores (3.0 and 1000, respectively) of any previous years. Aggressive marketing must continue as there is fierce competition for these high-scoring students. Minimum standards for incoming freshmen are now established at the state level and individual school cannot, as in past years, violate these minimal standards to attract students. A&T was a major culprit of this malpractice in the past. Other UNC system majority schools are now able to better attract those students who previously might have chosen to attend an HBCU. Since financial cutbacks will continue into the future and new enrollment is the most significant source of funding, A&T must show that we can give an exceptional education to its students. The Chancellor noted a 4.5% reduction across the system means a budget shortfall across the system of over \$100Million, and a \$5Million reduction in funding for A&T. The 12.3% increase in out-of-state tuition does not stimulate enrollment in that sector. President Obama unveiled a plan last week to tie federal financial aid to outcomes such as graduation rates, retention rates, and graduate earnings upon graduation. These trends help to explain the tougher academic policies initiated this past year, including timely completion of courses and limited withdrawals. Chancellor Martin urged faculty to set high standards for their students and to support those standards in our course planning, because if student performance indicators drop below competitive levels, our students’ funding is at risk. Roland Leak asked about the future of the HBCU identity of schools in a growing market-driven model of education. Chancellor Martin explained that our history is a big part of our “branding” and our values, and it will continue to be important. Dr. Michael Roberto asked for feedback regarding the Salary Equity Report, completed by his committee last year. The Chancellor stated that a committee is being drawn up to establish a core set of recommendations to address the most urgent inefficiencies, but to be aware that where funds are short, there exists limited financial capacity to address wrongs. Samuel Garren asked about A&T’s commitment to greater ethnic diversity on campus. We are currently at 10% diversity, seeking to implement 15%, where other schools are already at 20%. Janis Oldham pointed out grave complications with starting term efficiently since many copiers are down and repairs have been forbidden while a new system of centralized copiers is being planned in mid-year. Chancellor Martin suggested a conference with Barbara Ellis and Robert Pompey, the creators of the new policies.

New Programs & Curriculum Report**Dr. Sheila Whitley**

Invitations were extended for faculty to join the committee which meets every second Tuesday of the month.

Nominations Committee Report**Dr. Floyd James**

- a. Hearing & Reconsideration Committee- Francene Moore (Library) and Jane Walker (Family & Consumer Science) were voted in unanimously.
- b. Grievance Committee- Dr. Ugboro will step into Chair position, but still needs members from CAS, Technology, Engineering, and Education. Vote will be postponed until next month and Deans asked to recommend members.
- c. Faculty Assembly Delegates- Roland Leak and Robert Cobb were voted in as new delegates, with Jerono Rotich voted in as alternate.

Allocation of Research Space Draft Policy**Dr. Barry Burks**

Dr. Burks informed the Senate that A&T had the poorest performance results in the system for efficient use of academic space. As a result, we received no funding for new constructions this year. Thus, it is critical that space be more efficiently used. First a performance metric had to be developed and a policy be established to govern space allocation. Previously this has been done ad hoc by Deans. DORED has drafted said policy, with an eye to more efficient space allocation and providing space for interdisciplinary collaborations, which previously were discouraged since Deans tended to keep their space for their disciplines. New guidelines for allocation of space (in order of high priority to low):

1. Currently funded research programs
2. Research programs associated with advanced and undergrad degree programs
3. Temporarily (under 12 months lapse) unfunded research programs
4. Pending proposals for sponsored research programs
5. New faculty start-up programs
6. Pending advanced degree programs or undergrad research programs
7. Research space still producing publications (prioritized according to publication value)

Please keep in mind that poorly used or unused space may be seized for better use by others.

Faculty Salary Equity Study**Mr. Scott Jenkins for Linda McAbee**

An outside vendor, PayStat, is being considered to complete the regression analysis. OFCCP requires that certain standards be met to ensure best practices in equity compliance. The first issue, highlighted by the Senate subcommittee study was that A&T had "dirty data". So through mid-October, data is being cleaned, then analysis will be underway and a decision / recommendations be completed by end of year. Feedback will be given in January 2014 FS meeting.

Overview and Updates**Dr. Brian Sims**

- a. Chairperson's Evaluation Instrument- evaluation document was approved by administration, but not our policies. How to implement is still in question. No identifying faculty signature on evaluation form, but Provost's office would be able to identify the faculty.
- b. Grading Policy – No update

c. Faculty Parking- Pres. Sims is still working on this. Provost and Chancellor mentioned this problem. Dr. Sims plans to make recommendations in upcoming meeting that faculty parking be gratis, since no faculty pay increases have been given for years.

d. Dr. Sims urged that we make “Promote the intellectual climate on campus” our senate priority this year and use it as our buzz-phrase for highlighting and seeking support for faculty-driven initiatives this year. Argue for what we need in the administration’s own terms as written in the PreEminence 20/20 Strategic Plan!

Adjournment

The meeting adjourned at 5:20 p.m.

- Next Senate Meeting: September 24, 2013 at 3:00 p.m. in Academic Classroom Building (A101)

Professor Wendy C. Hamblet
Secretary