

**FACULTY SENATE MEETING MINUTES**  
**North Carolina A&T State University**  
**Academic Classroom Building Auditorium (A101)**  
**Tuesday, September 23, 2014**  
**3:00 p.m.**

**Tony Graham, Chair Presiding**

**Senate Members Present:** Alfredo Aquirre, Sherrie Cannoy, Keith Coleman, Maya Corneille, Samuel Danagoulian, Lauren Davis, Angel Dowden, Bankole Fasanya, Dwedor Ford, Tony Graham, Wendy Hamblet, Julius Harp, Gwendolyn Highsmith-Quick, John Kizito, Roland Leak, Stephen McCary-Henderson, Ademe Mekonnen, Gregory Meyerson, Daniel Miller, Wayne Moore, Thomas Redd, Jerono Rotich, Octavious Spruill, Alice Stewart, (Provost Office Liaison/Non-voting), Vanita Vactor, Jane Walker, Lewis Waller, Lijun Wang, Hong Wang, Jenora Waterman, Sheila Whitley, Kenneth Williams, Wanda Williamson.

**Departments Not Represented:** Biology; History; Political Science; Chemical and Bioengineering; Civil, Architectural and Environmental Engineering; Electrical Engineering; Comp. Sci. & Engr.; Agribusiness, Applied Economics and Agriscience Education; Electronics, Computer and Information Technology; Graphic Design Technology; Army ROTC; Air Force ROTC.

**The meeting was called to order by Dr. Tony Graham, Chair Presiding**

**A moment of silence**

**Approval of Minutes**

The August 2014 Meeting Minutes were unanimously approved.

**Senate Welcome**

**Dr. Tony Graham**

Dr. Graham greeted Senators and thanked everyone for their presence.

Remarks on Committee Participation. Our Senators tend to feel “pressed” into service, Dr. Graham noted. More committee participation is needed, especially for the two “hot” committees—Faculty Welfare Committee and Handbook Committee; these committees have been reformed to address some pressing issues. We hope to concentrate our efforts this year to make this a highly productive year for the Senate.

**2015-2022 Proposed Academic Calendars**

**Mr. Lester Lugo, Registrar**

Our five (5) year calendar expires this semester. The new one, with a duration of seven (7) years, was shown and voted on, and approved unanimously. Dr. Wayne Moore asked whether an effort

was made to synchronize our calendars with other local universities. Mr. Lugo affirmed this was the case more than previous years, but holidays can rarely be synchronized due to mandated activities that restrict us.

**Electronic Dossier Process and Demonstration  
Assistant to Provost**

**Dr. Craig Rhodes, Special**

Dr. Rhodes explained that electronic dossiers were convenient for the university to protect itself in the case of legal challenges and to check for consistencies among tenure and promotion actualities. Applicants are now being *required* to keep electronic portfolios up to date, beginning with the first cohort of those seeking Reappointment this fall. He confirmed that though the May 1 deadline was sorely missed and faculty were altered to this change only days ago, faculty seeking Reappointment were being *required* to submit their portfolios electronically with a deadline of September 24. He confirmed that the deans had known only since early August. He also stated that the university lawyer, Charles Waldrup, asserted this required change in submission procedure tradition (hard copy portfolio submission has been the norm throughout the past) to be legal because no submission format is explicitly named in the current Handbook rules for RPT. PTR Handbook rules, however, specify a hard copy document so this remains an option for higher ranked faculty at this moment. Dr. Hamblet pointed out the moral questionability of this last-minute change cast suddenly upon the most vulnerable of our faculty community, but Dr. Rhodes asserted that people seeking Reappointment did not constitute a vulnerable population. Dr. Rhodes can be reached at 336-285-3083.

**DoIT  
Technology/CIO**

**Dr. Darryl McGraw, Vice Chancellor for the Division of Information**

To be a top-ranked university, faculty must outgrow the mindset that technology is a “utility.” His office of centralized IT plans to be a support to students and faculty in bringing the latest technologies into the classroom. Faculty may contact him freely for assistance at 5-2521 or [ddmcgraw@ncat.edu](mailto:ddmcgraw@ncat.edu). A new process environment is coming. Infrastructure will be improved to avoid unplanned downtime. Note that HR has specific guidelines regulating faculty and student use of social media. Lotus Notes, our current email platform, will be replaced by next March and implemented through May, and we may go to a rotating username and password system. Campus is being polled to gauge preferences.

**Standing Committees Needing Members**

**Dr. Tony Graham**

Dr. Graham is finalizing the Faculty Senate Committee roster. Faculty members who are interested in serving on these committees should contact Dr. Graham. A special appeal was made for membership on the following committees:

- a. Academic Calendar
- b. Education
- c. Constitution

**Merit Pay/Salary Update**

**Dr. Tony Graham**

Pay increases for EPA employees (faculty) are expected. Details for distribution are being developed.

## **New Programs & Curricula Report**

**Dr. Sheila Whitley**

Dr. Sheila Whitley brought to the floor the packages discussed in their committee meeting of September 2, 2014. All proposals were approved unanimously. The proposals are in the following areas:

- 1) Chemistry Department
- 2) Physics Department

## **Welfare Committee**

**Dr. Roland Leak**

SPA staff received a \$1000 pay increase per person, but faculty have not yet received any increases. A&T will receive \$200,000 to distribute as deans and chairs see fit as “merit pay.” Faculty *may* receive up to 3% pay increase if deans and chairs so recommend. Decisions will be made by the deans by September 26 and reported to the Provost by September 27. Dr. Leak noted that an email went out from the Dean of CAS office on Sept. 16, asking for faculty to be rated according to four categories that largely reflected STEM criteria for productivity. He shared a draft resolution that requested changes to these considerations to reflect teaching and service work and the research productivity criteria of non-STEM disciplines. Senators recommended that some of these funds be earmarked for the faculty noted to be undercompensated in last year’s Salary Equity study. Dr. Leak noted that the statement of resolutions had already been voted in by the Executive Committee between Senate meetings and had gone to the Provost, so rewordings were not possible. Dr. Meyerson noted that fraudulent practices had been uncovered in the evaluation of faculty in their (English) department from 2011-2012, and yet these evaluations remain in place as the basis for determining promotion and tenure.

## **Handbook Committee**

**Dr. Dwedor Ford**

Dr. Ford shared a statement of resolutions to be sent to the Provost in response to what the Faculty Welfare Committee considered a flouting of due process with regard to the sudden required change to electronic portfolio submission procedures. Dr. Tanya Price informed senators that she was informed only last week that she had to go up for tenure this year.

## **Adjournment**

The meeting adjourned at 5:00 p.m.

*Professor Wendy C. Hamblet*  
*Secretary*

## **Attachments:**

- (1) Faculty Welfare Committee Resolution Concerning Faculty Salary/Merit Pay Increase – September 16, 2014
- (2) Faculty Handbook Committee Resolution Concerning Electronic Dossier Submission Requests – September 23, 2014

## **2014-2015 NC A&T State University Faculty Senate Resolution on Faculty Salary**

**WHEREAS**, the Faculty Senate of North Carolina A&T State University (NC A&T) completed a faculty equity study during the 2013 – 2014 academic year that uncovered significant salary compression and inversion issues in several academic units; and

**WHEREAS**, Goal 1 of NC A&T's Preeminence 2020 is to "create an intellectual climate that encourages the creative exchange of ideas and increases the quality of the professional environment." This goal is to be strategically achieved in part by "*instill[ing] a passion for academic excellence and lifelong learning by creating a learning-centered environment with dynamic intellectual exchange*" and by "*enhancing the student experience through faculty-student interaction, distinctive curricular activities, engaging undergraduates in research activities, and expanding high quality living-learning communities through the use of effective instructional technologies;*" and

**WHEREAS**, Goal 2 of NC A&T's Preeminence 2020 is to "commit to excellence in teaching, research, public service and engagement;" and

**WHEREAS**, NC A&T is in developing a reputation as a "national, premier research-intensive, doctoral, science and technology-focused institution" (Preeminence 2020 Goal 3), but it remains a university that is in transition to achieving this goal; and

**WHEREAS**, NC A&T faculty teaching and service has dramatically helped to increase retention and graduation rates from levels circa 2005; and

**WHEREAS**, plans are in development to provide salary increases to NC A&T faculty, split between an across the board amount to be applied to all faculty and some amount of discretionary pay based on "faculty productivity;" and

**WHEREAS**, NC A&T academic department chairs were requested on September 10, 2014, to provide the last three years of faculty productivity data for their faculty to the administration by September 16, 2014. Faculty productivity data in this request was limited to specific types of research (i.e., scholarly publications, scholarly presentations, contract and research grant proposals submitted, and contract and research grant proposals awarded); and

**WHEREAS**, intellectual contributions to academia are inherently discipline specific and expand beyond the scope of requested information from the administration; and

**WHEREAS**, the prevailing definition of faculty productivity made in the administration's request ignores excellence in teaching, public service and engagement integral to achieving Preeminence 2020 Goal 2; and

**WHEREAS**, a faculty representative or group of representatives from the faculty's representative body (i.e., the Faculty Senate) was not engaged in the development of faculty productivity metrics; therefore be it

**RESOLVED**, that faculty have a voice in defining appropriate metrics for what constitute an enhanced understanding of faculty productivity; and be it further

**RESOLVED**, that some monies earmarked for faculty raises in 2014 – 2015 address some of the compression and inversion issues highlighted in the existing faculty equity study; and be it further

**RESOLVED**, that the NC A&T Human Resources Department develop, maintain and publish faculty department/rank salary range data for all departmental units at NC A&T. These salary ranges should highlight the average faculty salary in each academic department and at each faculty rank within each department (i.e., Full Professor, Associate Professor, Assistant Professor, and Adjunct Professor). These ranges should also highlight the maximum and minimum salaries for each department/rank combination and salary ranges two (2) standard deviations above and below the respective means; and be it further

**RESOLVED**, that faculty productivity data for the purposes of discretionary raises include existing metrics measuring intellectual contributions to the field, service and teaching as contained in faculty annual reports; and be it further

**RESOLVED**, that the annual evaluation will form the baseline for the salary review because it captures teaching, research, and service. The faculty data requested from department chairs will be used in addition to annual evaluations by department chairs and deans to recommend EPA faculty and EPA non-faculty raises. The data requested should already be captured within faculty annual evaluations, and thus easily available in departmental offices. In addition, the requested data is required for the upcoming SACS report. The timeline for the request is driven by having raises reflected in October pay

For definitional purposes:

Intellectual contributions can include, but are not limited to the following:

- Scholarly publications
- Scholarly presentations
- Grantsmanship
- Authored books related to one's academic field
- Documentaries
- Creative endeavors

Service contributions can include, but are not limited to:

- Academic advising

- Student mentoring
- Community engagement
- Committee work
- Advising student organizations
- Recruiting

Effectiveness of teaching evidence can include, but is not limited to:

- Departmental teaching awards
- School teaching awards
- University teaching awards
- State/National teaching awards and recognitions
- Student evaluation
- Peer reviews
- Course development, design and implementation

Sources which provide data for evaluating intellectual contributions, service and teaching productivity include, but are not limited to:

- Teaching evaluations for the past three years
- Student evaluations for the past three years
- Faculty annual reports for the past three years
- Digital measures (noting that faculty completion of the digital measures system may not be complete)