

North Carolina A&T State University  
 FACULTY SENATE MEETING MINUTES  
 January 25, 2011  
 2014 Smith Hall  
 3:00 p.m.

**Senate Members Present:** Taher Abu-lebdeh, Obasi Akan, Elizabeth Barber, Shearon Brown, Linda Florence Callahan, Sarah Carrig, Roy Coomans, Arona Diouf, Salil Desai, Wendy Hamblet, Julius L. Harp, Floyd James, Khrisna Kasibhatla, Ibraheem Kateeb, Thelma King, Roland Leak, Patricia Lynch, Stephen McCary-Henderson, Radiah Minor, Francene Moore, Wayne Moore, Janis Oldham, Jeffrey Parker, Deborah Prentice, Craig Rhodes, Michael Roberto, Messiha Saad, Janet Seiz, Brian Sims, Derick Smith, Lewis Waller.

**I. Call to Order** The Faculty Senate meeting was called to order by Dr. Linda Florence Callahan.

**II. Moment of Silence**

**III. Approval of Minutes**

- Dr. King suggested that sub-headings be used for the Committee Reports, and asked that “two different dates” be changed to “October 12.”
- There was also approval for curriculum changes to Computer Science, as well as Math and Foreign Language.
- After minor corrections, minutes of November 23, 2010, were approved unanimously.

**IV. Callahan Comments**

- Faculty Senate Webpage is up, and photos of the Senators will be forthcoming. More and more material is being added, so Senators should take a look.
- Ms. Ingram reported on how Faculty Senate House is being further equipped. She invited all to come by. The Faculty Senate is getting its first ever letterhead.

**V. Speaker**

- Police Chief Glenn Newell spoke on “Campus Safety Initiatives” on campus.
- New checkpoint beginning at 9:30 p.m. on John Mitchell Drive restricts access to campus for non-university personnel. Last year’s shooting at the outdoor basketball courts highlighted the need for this new checkpoint.
- Campus police have instituted a Community Action Team—police officers who challenge people who should not be on campus. There is now a greater police presence—on bicycle, foot, vehicles—around campus, as well as 12 hours of coverage in residence halls, 24 hours in all-female halls. Also, there is one officer for each hall.
- Now there is a sergeant in charge of Crime Prevention—drug awareness, alcohol awareness, etc. They would be happy to give presentations about anything to do with crime prevention.
- 65% of students reside off campus, but in close proximity to campus. Many felt unsafe walking between campus and these nearby apartment complexes. So A&T police now have citywide jurisdiction, cooperating with the Police Department of Greensboro.
- All of the above have resulted in a decrease in crime at A&T.
- Other services are Aggie Escort (run by students), Aggie Patrols (manned by students), emergency telephones around campus.

- So far—it's just in Phase I—campus policing has not cost more than before, except for the money needed for extra officers to serve the residence halls. Chief Newell does not foresee cuts to Campus Safety program, even in the face of budget cuts.
- We can't have a three-digit number (911) for emergency calls on campus. 334-7675 is the number to put on speed-dial in your cell phone to get campus police.
- How does A&T compare to other campuses with regard to campus crime: Chief Newell thinks we compare favorably now with other campuses; we were a little too high for his comfort when he came in 2008, but it's gotten better each year since then.
- The most common crime on most campuses, including ours, is larceny.
- University Relations oversees Aggie Alert; contact university relations if you experience problems. If you were on Aggie Alert once, please sign up again if you were inadvertently dropped.

## VI. Committee Reports

- **Hearing and Reconsideration**  
Dr. Shah reported on the Hearing and Reconsideration Committee. There were two cases, two hearings, with appropriate reports filed in proper and timely fashion. Dr. Shah added that he has served for a number of years on this committee, and now that he has increased responsibilities at the School of Technology, he would like to step down from this committee for next year.
- **Faculty Handbook Committee**  
Dr. Moore gave an update on the Faculty Handbook Committee's work. With Dr. Waldrup's and Dr. Gooch's input, Dr. Moore says that the Handbook is now much more readable. Committee made sure that our policies were in sync with General Administrations guidelines. Committee appreciates Faculty Senators' input.
- Dr. Callahan added that the policies and codes were taken out and will be put into a separate document available online.
- Dr. Waldrup (the attorney on the Handbook project) announced that the Handbook is now online. The policies will be online soon, and there will be a two-week review period. Then they are up for approval by the faculty.
- Dr. Rhodes suggested breaking up the policies into various documents, so that one entire PDF would not be affected.
- Dr. Gooch said that the current version will always be on the website, so that revisions can be made on an ongoing basis.
- Policies should originate *from the faculty or administrative level*. The University Board of Governors has promulgated a code, and the president has promulgated policies and guidelines. Ours have to be consistent with those. Dr. Gooch said that the Faculty Senate Handbook Revisions Committee should be an ongoing committee, so that changes can be made constantly. The attorney, Dr. Waldrup, is around to validate the legal aspects of our suggestions.
- There will be a date at the end of each section, so that we can see when it was last updated. There will also be an archive of earlier versions of all policies. Each chapter will also be dated.
- The latest version of the Faculty Handbook will be *only* electronic, although it will be printable and therefore readily accessible. One Senator suggested that it might be good for the library to keep a hard copy. It was also suggested that the Handbook be made searchable.
- The Auditor's office has an anonymous hotline for grievances that you don't want university officials to be able to identify.
- One Senator asked the difference between elected faculty grievance committees and chancellor-appointed faculty grievance committees. Same question for committee on hearings and

reconsideration. Clarification by Attorney Waldrup: faculty elects committee members, and they are approved by the chancellor. This will be revised to make it clearer.

- Dr. Waldrup said that Prof. Adri-Anne Jones and Dr. Vanessa Cunningham-Engram were deserved most of the credit for the clearer wording of the Handbook. Callahan expressed her appreciation to them as well as all committee members who worked very hard to clarify the Handbook on behalf of the Faculty. Ch. 4 name will be changed to Constitution of the Faculty Senate, since no separate constitution exists. Also, they included one duty of Faculty Senate to make grading policy. On pp. 3 and 4 of Ch. 4, text says officers may serve up to two consecutive one-year terms. Current President of Faculty Senate has served more than that; what do we want? Dr. Rhodes raised the issue of having the Pres., VP, and Secretary serve contemporaneous terms, for continuity; the three-year two-term maximum service for Senators is an issue in this context, as well. Also, Ch. 4 clarifies the duties of the faculty hearings; this has been fleshed out. The document establishes what constitutes a quorum. Section 5.1 clarifies challenges to committee rulings, in voting situations. Appt. and retention committee members should be changed periodically. Ch. 5 post-tenure review section has been updated to comply with Board of Governors requirements. Disputes not involving discharge can go through the grievance system. Mediation has been clarified as not being mandatory. A question was raised about the timing of post-tenure review; it seems to vary from case to case. Nepotism policies have been strengthened. Ch. 6 states that disciplinary suspensions or discharges are public documents that have to include details. Ch. 7 discusses allowing absences for religious observances. Ch. 8 on benefits has been significantly revised. Ch. 9 on univ. regulations has added importance of using class rosters and holding class at official time and location. Also, grades are not to be posted. Ch. 10 on univ. services has nothing particularly significant to faculty.
- Last chance to make changes is before the April Board of Trustees meeting. Dr. Waldrup will not put the Handbook on the agenda for the Feb. 18 Board of Trustees meeting so that faculty have more time to review the document.

## **VII. New Business**

- Dr. Callahan said representatives from several departments in the College of Arts and Sciences including her department (Journalism & Mass Communication) had raised concerns that the Interim Dean had recently started to practice a policy of requiring students to make a C in MATH 101 before being allowed to take MATH 102 and also requiring students to make at least a C in a foreign language class before going to the next level. Heretofore, students could make a D in a general education course and go forward to the next course. Requiring a C unnecessarily delays students' time to graduation and it is contrary to the written university and departmental policies. Many departments require a minimum of a C in major courses, but UNC system schools do not require a C in General Education courses as is being enforced by the Interim Dean of the College of Arts and Sciences (Dr. David Aldridge). Despite the existing policy, students who pre-registered for a second course in Math or Foreign Language were kicked out of their courses over the Holiday Break. Many had to scramble to find other courses, but some sought and were granted overrides. Dr. Callahan said policies should not be allowed to be changed haphazardly, going against what is in the bulletin. Additionally, policy changes should be vetted and follow proper procedure. When students are impacted, departments and advisers should be notified in a timely manner in order for students to be properly advised. Callahan said she was hopeful that administrators would reverse the new practice and follow the currently established written policy.

- Another senator said that the Deans and the Chairs should know and follow policies and suggested that Administration address policies with Deans and Chairs to make sure they understand university policies, especially those that negatively impact students.
- **Faculty Assembly Resolution.**  
Callahan reported that the UNC Faculty Assembly passed a resolution last fall asking GA to form a committee to look into the establishment of a policy on Academic Freedom. Callahan voiced support of the resolution and recommended the body support the existing resolution that had already been passed by at least 11 of 16 campuses instead of creating our own new resolution. This agenda item had to be tabled because some Senators left before the end of the meeting and there was no longer a quorum. The Senate must have a quorum to vote.

### VIII. Old Business

- Dr. James reported on the UNC Faculty Assembly. \$3.7 billion budget deficit. Short-term nothing on the table. Chancellors want authority to have furloughs, though not looked upon kindly. State budget is 18% in the red. Education is 60% of that budget. Will look at duplication. This is time for faculty to make suggestions, because they need ideas. Tom Ross, new president of the UNC system, seems pro-student. \$620 million in budget cuts over past year were in administration. Now must come from academic side. We are still better off than most states. They have established a task force. He does not plan to close any campuses. He understands the problem about retention and graduation. We have to get good students coming in, meaning from the high schools and community colleges. They are serious about performance-based judgments. They are not interested in raising taxes in any form, or keeping current taxes in place, that would actually reduce the deficit by 1/3. Good programs may get cut. Want to give campuses flexibility to make own cuts. Redistricting will be fair and legal. Tuition increases will continue. Legislature to balance budget by June 3. This is time to invite senators to our campus. Cutting a program takes 18-24 months; this will not solve July 1 budget problem. Faculty will have to go; for adjuncts, this is not a good time. Program elimination in the past has not affected tenured faculty. Better to fix problem internally, but Board of Governors has the authority to do what it needs to. 10% budget cut would mean 2,000 jobs across the system; don't know about 15-18%.
- GA has added Faculty Assembly to its web page, with links to legislators, so that you can send your ideas to them on how to prevent job cuts and still reduce costs. **Senators need to encourage faculty to pay attention to what's happening at other campuses.**
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### IX. Announcements

The next Faculty Senate Meeting is scheduled for Tuesday, Feb. 22, 2011, in Smith Hall, Room 2014.

Recorder: Prof. Sarah Carrig