

North Carolina A&T State University

FACULTY SENATE MEETING MINUTES

November 24, 2009

2014 Smith Hall

Senate Members Present: Edith Archibald, Taher Abu-Lebdeh, Hayward Andres, Elizabeth Barber, Shearon Brown, Horlin Carter, Linda Callahan, Roy Coomans, Lemuria Carter, Floyd James, Muktha Jost, Murat Kilinc, Thelma King, Patricia Lynch, Angela Lemons, John Miller, Wayne Moore, Jeff Nkonge, Janis Oldham, Jeffrey Parker, Cassandra Plater, Zhaoqiong Qin, Craig Rhodes, Janet Seiz, Brian Sims, Yunqui Zhang

The meeting was called to order by Dr. Linda Florence Callahan at 3:13 p.m.

Moment of Silence

Callahan Comments

Faculty Forum with Chancellor Harold L. Martin, Nov. 23, 2009

Dr. Callahan shared that the attendance at the forum was significant and that there was some hesitation among faculty to ask questions. She encouraged faculty to participate and reminded Senators about the Chancellor's positive stand for transparency in University operations.

Chancellor's meeting with the Faculty Senate Executive Committee, Nov. 18, 2009

Dr. Callahan shared her feeling of optimism and hope for the needed changes in structure following a candid meeting with the Chancellor that included honest, open, and productive dialogue among all.

UNST Assessment Review.

Chancellor Martin has convened a committee for a review of the UNST assessment. Dr. Alton Thompson is head of the Task Force, and Dr. Callahan is a member of the committee.

Faculty Senate and Staff Open House, Nov. 30, 2009

The Open House will be from 2 to 5 p.m. at the former Gear Up House on Nocho St. Cider and cookies will be served. Dr. Callahan introduced Ms. Nina Ingram to the Senate, who will be providing administrative support to the Faculty Senate.

Blackboard

Ms. Plater and Dr. Jost encouraged Senators and especially committee chairs to 'visit' the Blackboard site for the Faculty Senate and use the various spaces set up for different committees as a way to blend their work with online tools.

Webpage for Faculty Senate

Dr. Callahan has met with Ron Cooper and shared the progress on the web page with faculty senate.

Approval of the Minutes

The minutes were approved without any changes.

Guest presenters – Ms. Linda McAbee, Vice Chancellor for Human Resources, and Dr. Charles Waldrup, University Attorney

NCA&T is going through a significant shift in management structure as a result of developing a Management Flexibility Plan in accordance with the University of North Carolina's Board of Governors' Policy 600.3.4. The University has submitted an institutional plan for review, and several policy changes and revisions are impending in order to gain approval from the Board of Governors. (The application was submitted to the Board of Governors in Spring 2009, and A&T is in the process of instituting changes and recommendations requested by the BOG before approval). Once approved, several management decisions will be made at the level of the Board of Trustees instead of at the Board of Governors. NCA&T is one of four institutions that does not currently have the Management Flexibility option. Changes and recommendations are now being presented to Deans' Council, Faculty and Staff Senate, and to GA.

One of the areas of work is the Faculty Handbook, which is being revised by a Committee. Dr. Waldrup encouraged faculty to participate in the revision process and submit suggestions and ideas to Drs. Horlin Carter and Wayne Moore. Changes have also been made to the Faculty Grievance Committee in order to comply with requirements for the Management Flexibility Plan. Faculty can participate in revisions until April.

A change to the Faculty Grievance Committee was noted – According to BOG Code 607, administrators cannot serve on Grievance Committee, but a change was made to allow the presence of an administrator only in case the faculty member (employee) was not present.

In response to a question about the revised Faculty Handbook, Dr. Alton Thompson said that the revised draft will be shared with the Faculty Senate before its submission to the Board of Trustees.

Ms. McAbee presented a group of five personnel policies that accompany the Management Flexibility Plan as an update for compliance. All policies will be accessible through the University website. The following are some examples:

- 1) With appropriate approvals, individuals with less than full-time appointments for the academic or fiscal year can increase their employment obligations to full time with supplemental compensation, which has limitations based on time, not salary. A maximum

commitment of 120% is allowed as long as it does not cause a conflict of commitment with the primary employment position.

- 2) Faculty (whose primary appointment is for the academic year) are presumed to engage fully in teaching, research, and service activities. For academic or administrative duties beyond the scope of their academic appointments, faculty may receive supplemental compensation with appropriate approvals and serve within their home department or for another department on campus.
- 3) Faculty whose summer employment is teaching summer sessions only, will receive compensation according to the Summer Sessions Salary Schedule, and in some cases, the salary may exceed one-ninth of their annualized salary. A nine-month faculty member who participates in government sponsored research outside the contract period can teach summer sessions as long as the research effort and supplemental compensation from the sponsor does not exceed 3/9ths of the base salary.

Committee Reports

New Programs and Curricula – Dr. Thelma King

Dr. King presented the following and recommended approval:

- 1) English – 1 new course
- 2) Psychology – 4 new courses, 2 course changes
- 3) Nursing – 1 new course
- 4) History – 9 new courses and 5 changes
- 5) Journalism and Mass Communication – 4 changes and 3 deletions

Dr. Oldham raised a question about the 300 level courses and prerequisites. She asked if freshmen could take them since courses in that level had prerequisites but it's not a requirement anymore. In the discussion that followed, faculty raised questions about course levels and student participation (100 for freshmen, 200 for sophomore, 300 for junior, and 500 for seniors), and agreed that the numbering system is not based on difficulty, but needed to be streamlined for SACS. Dr. Carter recommended that this development be a focus for the faculty senate for the upcoming academic year since it has implications for transfer students and retention.

All course changes were approved and passed.

Dr. Callahan mentioned that all committees (except the Constitution committee) were active. Dr. Oldham from the Faculty Welfare shared that the head of Parking will attend one of their committee meetings before attending the Faculty Senate meeting.

Faculty Assembly – Dr. Floyd James and Dr. Janis Oldham

Dr. James shared discussions from the latest Faculty Assembly, and his participation in the Historic Minority Institute. He also expressed concern over the fact that NCA&T has the lowest retention and graduation rates in the system.

One of the current issues at the Faculty Assembly is the controversial State plan to improve health and decrease cost through raising the cost of health insurance plans for State employees who use tobacco, and those who have a Body Mass Index (BMI) over 40. Several efforts are now underway to work through the Board of Governors to address (State Employees Association of North Carolina) the impending approval in the General Assembly, which has system wide implications. The following facts are pertinent in an analysis of the State initiative:

- Tobacco users' premium will increase starting July 2010, and premium for those who qualify as obese will increase in July 2011. Tobacco users will be moved to the 70-30 plan
- NC will be the second state (next to Alabama) to institute policies connected to obesity. BMI has not be established as a valid standard since some consider 30 to be obese, and muscularity can also correlate to higher BMI
- Higher insurance costs for smokers is estimated to save \$13 million in 2010-1011
- SC, Kentucky, and Georgia have instituted surcharge for smokers
- Part of HIPAA protects transfer of medical information between entities
- Health plan covers about 600,000 state employees and costs 2.6 billion; State paid \$250 million in spring 2009 to bailout the plan, and expects to pay \$408 million in the next 2 years
- Smoking test is conducted through saliva sample for cotinine, a derivative of nicotine

On a positive note, health insurance is mandatory for NCA&T students, and the campus plan has been added to the state policy, and this revision will provide students with better healthcare.

A plan to assess shared governance on all campuses is in the works, and a survey will be shared through Survey Monkey.

Advising, Faculty training for advising, transfer students, and retention

The majority of the faculty members agreed that the system to advise students needs to be streamlined and that faculty need to be trained and empowered with complete information before advising phases. Faculty saw this as directly connected to the issue of retention and NCAT's ability to attract transfer students. It is imperative that students get proper credit for transfer courses, and with tools like cfnc.org, which offers students evaluations on how courses transfer, faculty need to be armed with complete information for advising. Faculty also agreed that there is considerable confusion in the roadmap to graduate (on both sides from students and faculty), and that this situation needs to be addressed.

The lack of consistent access to transcripts during the advising phases was also discussed.

Fall Commencement will be on Monday, Dec. 14, 2009.

New Mission Statement

Dr. Callahan shared the new Mission Statement for the University for comment:

“North Carolina Agricultural and Technical State University is a public, ‘high research activity,’ 1890 land-grant university committed to exemplary teaching and learning, scholarly and creative research, and effective engagement and public service. The university offers degrees at the baccalaureate, master’s and doctoral levels with a commitment to excellence in a comprehensive range of academic disciplines. Building on our rich historically Black university (HBCU) heritage, we produce graduates who are prepared to be vibrant citizens in the 21st century global community.”

The meeting was adjourned at 5:00 p.m.

Submitted by Dr. Muktha Jost
Faculty Senate Secretary