

FACULTY SENATE MEETING
North Carolina A&T State University
Academic Classroom Building Auditorium (A101)
Tuesday, November 27, 2012
3:00 p.m.

Dr. Brian Carey Sims, President Presiding

Senate Members Present: Elizabeth Barber, Terrall Bryan, LeAnder Canady, Betty Chapman, Mingxiang Chen, David Chen, Yoko Crume, Dwedor Ford, Samuel Garren, Tony Graham, Wendy Hamblet, Gwendolyn Highsmith-Quick, Sarita Jackson, Floyd James, Ibraheem Kateeb, Dukka KC, Roland Leak, Patrick Martin, Stephen McCary-Henderson, Valerie McMillan, Ademe Mekonnen, Radiah Minor, Hany Nakhla, Michael Roberto, Jerono Rotich, Messiha Saad, Brian Sims, Hong Wang, Sheila Whitley, Kenneth Williams, Osei Yeboah.

Departments Not Represented: Chemistry; Chemical and Bioengineering; Civil, Architectural, and Agricultural Engineering; Industrial and Systems Engineering; Electrical Engineering; Natural Resources and Environmental Design; Human Development and Services; Graphic Communication systems and Technological Studies; Library Services; Army ROTC; Air Force ROTC.

Faculty Senate President Dr. Brian Sims called the meeting to order.

A moment of Silence

Approval of the Minutes (October 23, 2012)

The October Minutes were unanimously approved and passed.

Faculty Workload and Grading Policies: Dr. Sims recalled the letter delivered to the Provost and Chancellor regarding unfair workload distribution and salaries across the campus. He invited Provost Winser Alexander to address the Senate body on these agenda items. The Provost asked for faculty input and questions on his proposed policy documents. He was asked what a faculty member might do if she feels she is unfairly burdened or compensated for her labors within the department. Provost Alexander responded that the annual report should bring to light such unfair conditions and he urged faculty to keep strong records of their labors in each field of endeavor and to report effectively. This report is then scrutinized by the Dean and enables redistribution of tasks or teaching loads as appropriate to the individual and the needs of the department. Dr. Homaifar asked if it is possible to align teaching loads from department to department to ensure fair distribution across campus. Provost Alexander reminded faculty that course load assignments also reflect the level of the course (undergraduate, graduate) and are calculated by Student Credit Hour needs. He suggested that SCH credit be given for advising duties as well. Dr. Radiah Minor asked how chairs can be held to release-time policies that allow for research

release. The Provost recommended that in the case of violations, the chain of administrative command can be called upon to lodge concerns. However, he noted that policies must remain flexible, not systematic across departments, because the needs and circumstances of the departments vary greatly. The university-wide policy takes all SCH and divides by the number of faculty, many of whom may not teach at all (Associate Deans, etc.), to arrive at a course distribution number of 5 courses per faculty member per year. Dr. Sims asked whether faculty members are given input into course load distribution. Provost Alexander explained that a faculty member can always negotiate with their chair but teaching responsibilities of the department must, in every case, be met. Concern was voiced regarding the language of “productivity” to be measured by department chairs, and the Provost explained that RPT guidelines, rather than chair discretion, serve as a measure for productivity of faculty. Chair James Steele of Political Science asked whether there might be adjusted expectations for smaller departments, in terms of productivity. The Provost underscored that RPT guidelines should determine expected output.

Handbook Committee Report: Dr. Tony Graham asked that volunteers to join the committee resubmit their offers to him by email. Sam Garren asked for clarification about the university attorney’s role in this committee. Dr. Graham answered that legal advice was needed concerning the appropriate wording and protocol for changing policies. Dr. Graham reminded us of the history of the discussion regarding faculty elected officers. Senate officers were enjoying unlimited terms so the Provost recommended a maximum of two 2-year terms, then a forced sit-out for a term before seeking re-election. The counter-proposal made by the committee was a single 3-year term, then a sit-out before re-election. Dr. Floyd James noted that the objective for the changed policy was continuity of leadership and the new proposal offers less continuity, rather than more. Dr. Sims asked that the committee revisit the question of senate elected officer terms.

New Programs and Curricula Committee Report: Dr. Sheila Whitley reported all proposed changes to courses and programs. Approved and passed by the Faculty Senate were the following curricula changes:

1. Visual and Performing Arts – Dance Minor
2. Family and Consumer Sciences – 3 new courses; 8 courses changes
3. Human Performance and Leisure Studies – 1 course change
4. Electrical and Computer Engineering – Undergraduate – 5 course changes
5. Electrical and Computer Engineering – Graduate – 2 new courses; 4 course changes
6. Chemical, Biological and Bioengineering – 3 new courses; 4 course changes
7. Animal Sciences – 3 General Education Curriculum Patterns
8. Agribusiness, Applied and Agriscience Education – 2 General Education Curriculum Patterns and Accelerated BS-MS Degree
9. Natural Resources and Environmental Design (Presented by Dr. Guochen Yang) – 7 new courses; 9 course changes

10. Natural Resources and Environmental Design (Presented by Dr. Charles Raczkowski) – 5 new courses; 1 course change
11. Natural Resources and Environmental Design (Presented by Dr. Godfrey Uzochukwu) – 10 course changes
12. Natural Resources and Environmental Design (Presented by Prof. Perry Howard) – 3 new courses; 25 course changes

In addition, the Senate voted to approve the following existing course for inclusion in the new General Education Curriculum, in the following student learning outcome category:

Student Success – PSYC 240 “Freshman Seminar.”

Dr. Simkins clarified that community college transfer students with AA or AS degrees, or any who have completed their Gen. Ed. requirements before transfer, must be exempted from repeating Gen. Ed. coursework at A&T. If departments wish to add other special requirements, they may do so, but with the caution that these may dissuade transfer students from studying at A&T. Dr. Roberto asked the protocol for changing the name of a department, if faculty so agrees to this. The Provost offered the answer that shared governance requires that administrators also be given input into such changes, so negotiation would be required. Dr. Highsmith-Quick noted that such questions did not fall under the purview of the New Programs and Curricula Committee.

Overseeing Student Research Involving Human Subjects: Mrs. Donna Eaton, Director of Research Compliance and Ethics, gave a presentation about IRB compliance rules. She explained that human subjects research by students and faculty must be passed through their office before such research is begun. Many non-compliance situations have been discovered recently, especially among student researchers, and the accountability for such failures rests with the students’ advisors. Human subjects training, Mrs. Eaton explained, is much simpler than CITI training and their office can turn around approvals very rapidly, but requests for approval should rightly be submitted before Fall/Spring break, and certainly not in the closing weeks of the term. “Systematic research” that will “contribute to generalizable knowledge” requires IRB approval, but even class projects that involve human subjects should be passed through their office’s oversight, just to be sure. Because of the recently discovered infractions, Mrs. Eaton noted that there will be levied serious consequences for future violations of these rules. Faculty advisors and/or researchers will be barred from using or publishing any data collected without IRB approval, and they may be barred from overseeing student research projects and from personal research for a period of a year, and the infraction will be reported to the Provost and chancellor. Mrs. Eaton asked that any further questions be sent to her by email.

Faculty Salary Equity Study: Dr. Sims recalled our letter to the Provost and Chancellor requesting a review of salary equity and reported that a committee is being formed to review this

matter. Senator volunteers to join this committee included: Sarita Jackson, Yoko Crume, Michael Roberto, Patrick Martin, and Jerono Rotich.

Report on Strategic Directions Luncheon: Dr. Sims reported on the very helpful feedback gleaned at the faculty luncheon. He has passed our ideas on to the Advisory Council, whose recommendations will be posted to the Senate website as soon as possible. One concern, he explained, had been that a blanket approach would be taken that ignored the character and needs of individual campuses; however, there is evidence in the Advisory Council's report that this concern is unfounded.

Other Business: Dr. Sims reported on the Executive Committee meeting held earlier in the day. The Executive Committee is looking at other institutions in our system to determine reasons for faculty apathy regarding attendance and participation in the Senate and their activities. The Executive Committee decided to concentrate on three areas of concern in the new year, which they hope to stimulate interest and battle faculty apathy at A&T: Senate will try to determine avenues of involvement for reforming 1. matters that affect faculty lives; 2. matters that affect faculty working conditions on the job; and 3. matters concerning gaining faculty input into administrative decisions and policies. The plan is to open the new year of Senate activities by targeting 1. parking challenges; 2. abuse of power by chairs and other program leaders; and 3. facilitating faculty input into course and program creation and implementation. The Senate meetings will be streamlined to allow more time for dealing with these issues and brainstorming solutions to nagging problems that need addressing to boost faculty morale. Sam Garren recalled that there ought to be term limits for Deans and Chairs, and Dr. Sims affirmed that Faculty Senate had the duty to review chairs and deans every five years, though Senate has not made effective use of this right in the past. The objective is to mirror Senate meeting agendas in sister institutions, which tend to table individual faculty concerns regarding administrative abuses and operational and program concerns.

Old Business/Announcements:

Dr. Sarin noted that 15 low-producing programs at A&T face cuts at year end. They can be defended for continuance at the department level, but decisions will be made before Faculty Senate convenes again, thus not permitting senator input. Each program or department is considered low-producing if they have fewer than: 20 degrees conferred over 2 years; or fewer than 11 degrees conferred in the most recent year; or fewer than 26 upper division enrollees.

- Chancellor's Forum tomorrow 3 p.m. ACB 101
- Next Meeting: January 22, 2013 at 3:00 p.m. in Academic Classroom Building (A101)
- University Commencement will be held December 8, 2012

Adjournment

The meeting adjourned at 5:00 p.m.

Professor Wendy C. Hamblet
Secretary

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