

FACULTY SENATE MEETING MINUTES
North Carolina A&T State University
Academic Classroom Building Auditorium (A101)
Tuesday, April 23, 2013
3:00-5:00 p.m.

Brian Carey Sims, President Presiding

Senate Members Present: Terrall Bryan, David Chen, Robert Cobb, Yoko Crume, Samuel Garren, Wendy Hamblet, Julius Harp, Gwendolyn Highsmith-Quick, Sarita Jackson, Floyd James, Ioney James, Dukka KC, Thelma King, Roland Leak, Patrick Martin, Stephen McCary-Henderson, Valerie McMillan, Radiah Minor, Elsie Moore, Janis Oldham, Mahour Parast, Xiuli Qu, Michael Roberto, Jerono Rotich, Messiha Saad, Brian Sims, Hong Wang, Patricia Whitfield, Sheila Whitley, Kenneth Williams.

Departments Not Represented: Visual and Performing Arts; Energy Environmental Systems; Chemical and Bioengineering; Civil, Architectural and Agricultural Engineering; Electrical Engineering; Agribusiness, Applied Economics and Agriscience Education; Natural Resources and Environmental Design; Construction Management and Safety; Electronics, Computer and Information Technology; Leadership Studies; 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

March 26, 2013 minutes were approved.

Senate Going Forward

See attached report.

Dr. Brian Sims

Faculty Salary Equity Study

Dr. Michael Roberto

Dr. Michael Roberto gave a report on this year's Faculty Salary Equity study, which he noted to be preliminary only, but well-researched. The report highlighted glaring and long-standing inequities in faculty compensation in all three comparative aspects—inter-divisional; intra-divisional; and inter-departmental. The report also underscores the absence of guiding principles in operation at all levels and the lack of accountability for decisions. It also notes growing faculty unrest around these inequities, increasing frustration regarding a just resolution to the problem and fear of reprisals for demanding such justice. See Appendix A.

Board of Governors Budget Update

Tracey Elmore Smith

Tracey Elmore Smith explained to senators the March 20 budget proposal and its impact to A&T. There will be \$144 million in reductions across the UNC system, with an impact of \$9 million reduced funding to A&T. This reduction will be offset by a 12.3% increase in tuition

costs to non-resident students, i.e. \$3.7 million increase in non-resident student tuition costs (\$1700 increase per non-resident undergrad student and \$1900 increase per non-resident graduate student). This leaves a \$5.3 million funding deficit (\$9 million minus \$3.7 million). A&T is being asked to prepare for a 5% reduction (i.e. \$3 million) in funding, in addition to the \$6.3 million deficit that results from declining enrollment.

Chairperson's Evaluation Document

Dr. Brian Sims

Dr. Brian Sims presented and explained the evaluation documents that have been devised by the Administrative Oversight Committee over the past months of their meetings. See Appendix B.

"Faculty Four" Governance Document

Dr. Brian Sims

Dr. Brian Sims gave a report outlining the Shared Governance vision that the Faculty Senate is working on instituting at A&T. He noted tremendous variance among peer institutions with regard to their advancement toward shared governance ideals. Though the role of faculty input in university decision-making is clearly articulated in the shared governance outlines as accepted and endorsed by the UNC system, there remains the need to clarify the role of faculty as a body in relation to the role of Faculty Senate leaders for determining input for which faculty are accountable; Chapter 4 of the Faculty Handbook should identify the role(s) clearly, but does not, noted Dr. Sims. The Senate passed a motion to accept the document "as a starting point for future work on this issue", which will be continued in the fall with the plan of completion by the end of fall 2013. See Appendix C.

Academic Affairs Reflections

Dr. Winser Alexander

Dr. Winser Alexander gave a year-end report of highlights of the academic year 2012-2013. He noted that he and the Chancellor are aware of salary inequity problems within A&T and are in favor of correcting these inequities, but he also noted that the state has given no funds to help rectify the inequities. The administrators will continue to work to identify where the inequities exist, but correctives will be linked to market conditions and other factors. He asserted his support for the idea that productive faculty should be appropriately rewarded and that rewards should be overseen more rigorously, as per the new Strategic Plan, Pre-Eminence 2020. Dr. Alexander reported that the shift to the new General Education plan is progressing well and that new requirements for academic integrity are in process. Procedures at the Registrar's Office and student records are being evaluated to assess the clarity of grade rubrics, grade change policies, and policies regarding student athletes. The plus/minus grading policy is delayed and still under review, but not yet accepted for implementation. Regarding Faculty Senate's request for more serious faculty input in favor of shared governance ideals, the Faculty Senate President will now be made a non-voting member of the Academic Sub-committees and is invited to attend all (except closed) meetings.

Handbook Committee Report

Dr. Brian Sims

Dr. Brian Sims gave the report for Dr. Tony Graham, explaining that the committee is still working on changes to the Faculty Handbook and getting the link to the Handbook placed on the faculty portal of the university website.

New Programs & Curricula Committee Report

Dr. Sheila Whitley

Dr. Sheila Whitley reported that the committee reviewed, discussed and approved curricula changes submitted by the Departments of Curriculum and Instruction; Human Development Services; Management; Marketing, Transportation and Supply Chain; English; Chemistry; Physics; Business Education; Chemical, Biological and Bio Engineering; Visual and Performing Arts; Nursing; Biology; Political Science and Criminal Justice; Sociology and Social Work; Liberal Studies; Agribusiness, Applied Economics and Agriscience Education; Animal Science; and Natural Resources and Environmental Design. A summary listing of these curricula changes are attached as Appendix D. The changes were approved unanimously by the Faculty Senate.

Educational Policy Committee Report

Dr. Radiah Minor

Dr. Radiah Minor, Chair of the Educational Policy Committee, reported that the Dean of the School of Nursing, Dr. Inez Tuck, submitted for review two policies. The policies are as follows: (1) Blood Borne Pathogens, Standard Precautions, and Health Insurance Portability and Assurance Act (*HIPAA*) (*NEW*) and (2) Physical and Emotional Health Assessment. These policies were presented to the Faculty Senate for vote during the meeting and approved.

A Faculty Perspective on Administrative Accountability

Dr. Gregory Meyerson

Dr. Gregory Meyerson presented to the Senate 'A Faculty Perspective on Administrative Accountability'. He pointed up several practices, but noted that these practices may no longer be occurring. After some discussion, Dr. Garren pointed out that he wanted it to go on record that this presentation appears to be one-sided and suggested that there be more balance. Dr. Sims noted that the report is not made in the spirit of asking the Senate to do anything. He stated that all faculty members are encouraged to attend Senate meetings.

Elections – Nomination Committee

Dr. Floyd James

The Nomination Committee report/election will be held at the August, 2013 Senate Meeting.

Old Business

Dr. Brian Sims

- Plus/Minus Grading Policy. Policy needs to be expanded. The policy is not expected to be implemented in the Fall, 2013.
- General Education Council Formation. Ready to move forward. The faculty will drive the process. Dr. Scott Simkins will chair Council. Senators were asked to ask faculty to serve on this important Council. Names are needed by Friday, May 10, 2013. Nominations should be e-mailed to Dr. Sims.
- Course re-numbering implementation. Software is available. Currently, there is no hard timeline in place.
- Faculty Parking. Work will continue in this area.

Other Business/ Announcements

Senate Open House – Wednesday, April 24th, 2-5p
Golden Aggie Leadership Awards- Wednesday, May 1st, 2013

Adjournment

The meeting adjourned at 5:28 p.m.

- Next Senate Meeting: August 27rd, 2013 at 3:00 p.m. in the Academic Classroom Building (A101)

Professor Wendy C. Hamblet
Secretary