

FACULTY SENATE MEETING/INSTITUTE MINUTES
North Carolina A&T State University
Gateway University Research Park North
Tuesday, April 22, 2014
11:30am – 5:00pm

Brian Carey Sims, President Presiding

Senate Members Present: Alfredo Romero Aquirre, Ronnie Bailey, Sherri Cannoy, Lauren Davis, Dwedor Ford, Samuel Garren, Tony Graham, Wendy Hamblet, Gwendolyn Highsmith-Quick, Floyd James, Ioney James, Dukka KC, John Kizito, Patrick Martin, Stephen McCary-Henderson, Radiah Minor, Janis M. Oldham, Zula Price, Thomas Redd, Michael Roberto, Jerono Rotich, Brian Sims, Jane Walker, Hong Wang, Patricia Whitfield, Sheila Whitley, Osei Yeboah.

Departments Not Represented: Chemistry; Political Science; Sociology and Social Work; Visual and Performing Arts; Energy Environmental Systems; Chemical and Bioengineering; Computer Science; Electrical Engineering; Natural Resources and Environmental Design; Marketing, Transportation & Supply Chain; Electronics, Computer and Information Technology; Graphic Design Technology; Applied Engineering Technology; Leadership Studies; Library Services; Army ROTC; Air Force ROTC

The Institute was called to order by Dr. Brian Carey Sims, President Presiding

A moment of silence

LUNCH SERVED

Remarks from Student Affairs

Dr. Melody Pierce

Student Affairs gave a full report of the 28 units it houses in addition to six student groups. Dr. Pierce also gave an overview of the new Student Union Building that will be constructed to stretch over the current site and also the adjacent parking lot. Senators extended grave concerns about reducing the already inadequate parking spaces.

Student Affairs/Practicum Update

Ms. La'Tisha Price

Dr. Price presented the survey results regarding faculty awareness of student affairs activities.

Remarks from the Provost's Office

Dr. Beryl McEwen

Dr. McEwen directed senators to the University Scorecard inside the Preeminence 2020 Strategic Plan.

Faculty Salary Equity Study

Dr. Michael Roberto

Drs. Roberto, Meyer and Roop presented the findings of their two-year salary equity study: all across the university, faculty are suffering from compression/inversion effects, but CAS faculty suffer most in terms of pay inequity, and within CAS, minorities (African Americans) are generally overcompensated by comparison with non-minorities (non-African-Americans) by an average of \$3800 less pay. The most egregious under-compensations exist in the departments of Math, English, and History. In the School of Education, frequent turnover of faculty in and out of administrative positions has resulted in the retention of inflated faculty salaries. The Committee recommended: 1. the most egregious inequities in the college (Maths, English, and History) be rectified this year and others addressed over a reasonable time period; 2. the creation of a faculty/administrator committee with established records of expertise to develop public, transparent standards for evaluating faculty productivity to ensure fair determination of compensation and professional advancement; 3. intellectual climate be enhanced by promoting the development of competent, dedicated faculty through equitable pay and fairness, in order to meet the high standards advanced in the goals of Preeminence 2020.

Dr. Oldham moved to accept the report as a “living document” that will be modified as it moves forward; the motion was accepted except for 3 opposed votes and 4 abstentions.

PIRS Forum

Chancellor Harold L. Martin

Chancellor Martin discussed the President’s new rating system for colleges and how this system will present special challenges for HBCUs to stay financially afloat, given the greater competition for federal loans support based on ratings that include student retention rates and graduate salaries. Since 62% of new global job opportunities require some level of higher (post-high school) education, President Obama aims to make universities more competitive for the best students by publicly rating their results and linking student aid dollars to those results. That places special pressures upon HBCUs to show high retention and graduation rates in order to remain competitive for larger Pell Grants and more favorable interest rates on student loans. Scorecard.com publicly displays the ratings, including % receiving Pell Grants, tuitions, scholarships, loans debts, graduation and transfer rates, affordability, and graduate earnings. This will be in full implementation by 2018. There are 105 HBCUs in the USA and 20% of them have less than a 40% graduation rate, so HBCUs are especially vulnerable to the changes. A&T figures are up (1st year retention of 79.8% from 72% in 2010; 4 yr graduation rate of 20.4% from 15% in 2010; 6 yr graduation rate of 42.9% from 38% in 2010) but our goal is 85% graduation. A&T’s most significant source of funding is from enrollment growth, but our ratings in the federal rating system could negatively affect our enrollment, as the most competent African American students are increasingly receiving favorable offers and choosing PWIs. Enrollment at HBCUs is generally declining.

New Programs & Curricula Committee Report

Dr. Sheila Whitley

Dr. Whitley presented the full report and the changes were accepted unanimously.

Faculty-Parenting Initiative**Dr. Radiah Minor**

Dr. Minor made an appeal for facilities on campus to accommodate parental needs (private facilities for feeding mothers) and elder care options during the day and after hours for students and faculty. Options for stopping the tenure clock for parents were recommended as well. Senate agreed to make a needs assessment appeal this week.

Nominations Committee**Dr. Floyd James**

Dr. James noted that we need a faculty representative from every school and college on campus, but many are missing. The following nominations were put forward, to be ratified at the August Senate Meeting:

Dr. Lewis Waller- School of Technology- nominated for Grievance Committee

Dr. Brian Sims- Psychology- Senate President

Dr. Radiah Minor- Animal Science- Senate Vice President

Dr. Wendy Hamblet- Liberal Studies- Secretary

Senate Going Forward**Dr. Brian Sims**

Curriculum Committee methods need revision; Chair evaluation process requires chair rotations; we need to get beyond mere Presidential input in effecting change toward shared governance at A&T; faculty need to have greater contributions to discussions on campus matters; no success or report yet on free faculty parking request

Awards/Recognitions**Dr. Brian Sims**

Certificates will be distributed via campus mail.

Adjournment

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

Professor Wendy C. Hamblet
Secretary

Next Senate Meeting: August 26, 2014 at 3:00 p.m. in Academic Classroom Building (A101)