

FACULTY SENATE MEETING MINUTES
North Carolina A&T State University
Academic Classroom Building Auditorium (A101)
Tuesday, February 25, 2014
3:00 – 5:00 p.m.

Brian Carey Sims, President Presiding

Senate Members Present: Alfredo Aquirre, Ronnie Bailey, Sherrie Cannoy, Samuel Danagoulian, Lauren Davis, Dwedor Ford, Samuel Garren, Tony Graham, Gwendolyn Highsmith-Quick, Ibraheem Kateeb, Patrick Martin, Stephen McCary-Henderson, Ademe Mekonnen, Radiah Minor, Elsie Moore, Janis Oldham, Michael Roberto, Jerono Rotich, Brian Sims, Jane Walker, Lijun Wang, Hong Wang, Sheila Whitley.

Departments Not Represented: Chemistry; Liberal Studies; Political Science; Sociology and Social Work; Visual and Performing Arts; Chemical and Bioengineering; Computer Science; Electrical Engineering; Mechanical Engineering; Computational Science & Engineering; Agribusiness, Applied Economics and Agriscience Education; Marketing, Transportation & Supply Chain; Human Development and Services; Nursing; Graphic Design Technology; Applied Engineering 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

The February 4, 2014 minutes were unanimously approved.

Preliminary Salary Equity Study Report Response

Vice Chancellor for Human Resources Ms. Linda McAbee and Interim Vice Provost for Academic Affairs and Undergraduate Programs/Assistant Vice Chancellor for Institutional Research Dr. G. Scott Jenkins

Vice Chancellor McAbee and Vice Provost Jenkins presented an acknowledgment and response to the 2014 Resolution on the Preliminary Report of the Faculty Salary Equity Committee. Key milestones accomplished and targeted were provided. The University has purchased Peoplefluent's "PayStat", a software used to complete compensation analysis statistical tests, in compliance with the Office of Federal Contract Compliance Programs (OFCCP) requirements for pay equity studies. The statistical analysis will test for compliance with the Equal Pay Act.

Definitions of (1) equal pay, (2) disparate treatment, and (3) disparate impact were discussed. After some discussion, it was agreed that this study will address not only equal pay, but disparate treatment and disparate impact as well. The study will include all tenured and tenure track faculty. Department chairs are excluded from the analysis.

Timelines and action plans for next steps were discussed. It was noted that project team collaboration (members of the Faculty Salary Equity Committee/Division of Human Resources and the Division of Institutional Research) scheduled for March 3-12, 2014 will be pushed back a week due to the Spring break. Other target dates may be affected as well. A final report was scheduled for submission to the Provost and Chancellor during the week of March 24, 2014; however, will be adjusted based upon the rescheduled first meeting of the collaborative project team.

Dr. Sims stated that Senators will be informed as the process unfolds. Senate Faculty Salary Equity Study Chair Roberto extended an invitation to Senators to join the Faculty Salary Equity Committee.

Dr. Sims thanked Ms. McAbee and Dr. Jenkins for their report.

New Programs & Curriculum Report

Dr. Sheila Whitley

Dr. Whitley reported the following and recommended approval:

- 1) Business Education – One (1) proposed concentration (Organizational Communications) with a General Education Curriculum Guide
- 2) Mathematics – Two (2) proposed Accelerated BS Degrees (Applied Mathematics and Pure Mathematics)
- 3) Mathematics – One (1) Proposed Concentration (Statistics)
- 4) Computer Systems Technology – Fifty-three (53) Proposed Course Changes; Six (6) Proposed New Courses with a General Education Curriculum Guide
- 5) General Education Task Force – One (1) inclusion course: Student Success – NURS 100

All proposed curriculum changes were passed successfully.

Senate Webpage Update

Dr. Sims reported that the Aggie Media Group is constructing a new Senate webpage. The webpage will have a different look and functionality. The Blackboard page will be updated as well.

Faculty/Student Affairs Practicum

Ms. La'Tisha Price

Ms. La'Tisha Price, an Adult Education master's degree seeking student, is working with Dr. Sims to address connections and collaborations between academic affairs and student affairs. Ms. Price will be completing her practicum with the Senate. She will be looking for guidance and help. Ms. Price was advised to follow-up on a previous campus study on intellectual life that may be helpful with her research.

Nomination Committee Update

Dr. Sims reported that Dr. Floyd James, Nomination Committee Chair, is seeking volunteers to serve on the Nomination Committee.

Remarks

Dr. Brian Sims

- Comprehensive revisions are being made to the Reappointment, Promotion and Tenure (RPT) Policies. The Provost is seeking faculty to serve of the RPT Committee.
- The Board of Governors (BoG) Committee on Personnel and Tenure has charged a workgroup with reviewing and revising the BoG policy on Post-Tenure Review. Recommendations are due in March for BoG approval in April. Faculty input is needed.
- Faculty Driven Initiatives. Please continue to communicate what is going on in departments. Faculty contributions will be part of the Annual Report.

- A Conflict of Interest Workshop is scheduled for Thursday, February 27th from 8-3:30p at UNC-GA, Chapel Hill, NC. Faculty from each campus is invited to attend the workshop.

Adjournment

The meeting adjourned at 4:13 p.m.

-Next Senate Meeting: March 25, 2014 at 3:00 p.m. in Academic Classroom Building (A101)

Nina R. Ingram
Recorder