



James E. Shepard, Founder

**North Carolina Central University
Faculty Senate Meeting**

AGENDA

**Friday, February 3, 2012
2:00 PM, Miller-Morgan Auditorium**

- I. Call to Order: Prof. Sandra Rogers, Faculty Senate Chair
- II. Announcements – (via email)
- III. Approval of Minutes of January 13, 2012
- IV. Administrative Update -
 - a. Chancellor Charlie Nelms
 - b. Provost Debbie Thomas
- V. UNC Faculty Assembly Report – Dr. George Wilson/Prof. David Green
- VI. Faculty Senate Standing Committee Reports:
 - a. Executive Committee
 - b. Academic Policies Committee
 - c. Campus Relations and Welfare Committee
 - d. Faculty Governance Committee
 - e. Faculty Research and Professional Development Committee
 - f. Honorary Degrees, Memorials, and Special Awards Committee
 - g. Faculty Handbook Committee
 - h. Committee on Committees
 - i. *Ad hoc* Senior Faculty Advisory Committee
- VII. New Business
- VIII. Adjournment



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NORTH CAROLINA CENTRAL UNIVERSITY
Faculty Senate Meeting
Friday, February 3, 2012 – Miller-Morgan Auditorium

MINUTES

Those present:

Senators & Alternates: **College of Behavioral & Social Sciences:** Criminal Justice: Lorna Grant; Public Health Education: LaShawn Wordlaw-Stinson; Human Sciences: Wadeah Beyah; George Huff; Phy Ed & Recreation: Lei Guo; Hsin-Yi Liu; Beverly Allen; Elizabeth Jewell; Political Science: Ansel Brown; Public Administration: Patricia Wigfall; Psychology: Dwayne Brandon; Sandra Waters; Sociology: Robert Wortham; Social Work: Larry Williams; **College of Liberal Arts:** Art: Achameleh Debela; English & Mass Communication: Brett Chambers; John Prince; History: Joshua Nadel; Terry Mosley; Modern Foreign Language: Claudia Becker; Music: Candace Bailey; **College of Science & Technology:** Biology: Emmanuel Awumey; Chemistry: Somnath Mukhopadhyay; Math & Computer Science: Ravanasamudram Uma; Hayk Melikyan; Physics: Marvin Wu; **School of Business:** Aditya Sharma; Lionel Thomas; Education: Nancy Reese-Durham; Clarence Davis; Masila Mutisya; Nursing: Sharon Ware; Ernestine Lassiter; **School of Law:** April Dawson; **School of Library & Information Sciences:** Deborah Swain; Robert Ballard; J.E. Shepard Library: Doris Sigl

Ex-Official Members: Chancellor: Charlie Nelms; Provost :Debbie Thomas; Associate Provost: Bernice Johnson; Assistant VC: Janice Harper; VC & Chief of Staff: Susan Hester; Dean: Ontario Wooden; Dean CST: Abdul Mohammed

Guests: George Wilson; Shawn Stewart; Vinston Goldman; Sung-Sik Kwon; Vickie Newsome; Kwesi Aggrey; Minnie Sangster; Emmanuel Oritsejafor; Alade Tokutu; William Robinson

- I. Call to order:** Prof. Sandra Rogers, Faculty Senate Chair, called the meeting to order at 2:07 p.m. She offered an Italian phrase of greeting that means: “May you live well for 100 years.”
- II. Announcements:** Announcements were provided in email. See Appendix A. (Please send Senate announcements to Dr. Claudia Becker, Vice-Chair, at cbecker@nccu.edu for next meeting.) Chair Rogers reminded Deans and Chairs and all Senators and Alternates not to schedule Friday afternoon classes so that they would be available for Senate meetings.
- III. Approval of Minutes of January 13, 2011:** When quorum (31 present) was verified by Dr. Dohyeong Kim, Parliamentarian after Administrative Update at 2:24 pm (at 2:12 pm only 24 representatives were in attendance), the January minutes were discussed. Two attendance list changes and two other fixes were requested. It was moved by Dr. Sandy Waters and then seconded by Dr. Wadeah Beyah to approve the minutes with changes requested. They were approved with corrections (all ayes; no nays; no abstainers). Later Dr. Alade Tokuta requested clarification and changes to references to proposals by

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Program Review Commission for Computer Science department. Note in response to an earlier question from Chancellor Nelms regarding the total number of Senators, Chair Rogers confirmed that there were 51 verified names on the Senate 2010-2011 list that had been updated.

IV. Administrative Update

- A. **Chancellor Charlie Nelms:** The Chancellor shared information from UNC President Tom Ross, who wants university campuses to hold tuition increases to a 9.3% average. More protests from students and the NAACP are expected next week at the Board of Governors meeting. Chancellor Nelms has received emails from faculty and senators and plan to ask for about 8.5% increase for NCCU. In addition the NCCU Board of Trustees meets Feb. 21-22 and Chancellor Nelms will present proposals for changes in academics and admissions. Current admissions for Spring 2012 is about 150 over last year, but NCCU has not made enrollment projections for several semesters, which may result in a reduction in funding. As in policy, there were no University College dismissals in December; freshmen need a year (two semesters) to try to meet minimum 2.0 GPA. Overall 323 undergraduates have a GPA that is less than a C (2.0). The Chancellor called on everyone to do the best they can these last three months of the semester to help students meet the minimum GPA minimum in 2012, which is part of the NCCU Academic Progression Plan. In Fall 2012 as in 2011, we are seeking better prepared students for admission, and Chancellor Nelms estimates 1250 in the 2013 Freshmen class. He reminded everyone to attend the Feb. 21 Policy Seminar at NCCU featuring Valerie Jarrod. Several NCCU students will respond to questions on financial aid and economic environment.
- B. **Provost Debbie Thomas:** Provost Thomas described recent “lessons learned from listening process.” Comparing attendance at this senate to last month’s meeting and forums, she noted gaps in seating today, but full rooms especially at student assemblies. She emphasized the need for ongoing dialogue and collaboration across institutional boundaries and borders. Noting the next phase of the Program Review, Thomas described earlier meeting this week with the Council of Deans and the role of deans and department chairs as well as everyone to be engaged in program enhancement plans. A key component will be recruitment and retention; students and student success are at the forefront of our efforts to advocate for programs and departments. We all should recognize our roles in making students’ success happen. Student success should drive everything we do, making teaching, research, and service our goals with students at the core. She promised “to promote student success with every fiber of my being” putting it

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above her individual agenda. The Provost thanked the faculty for attending so many forums and for being active participants.

- V. **UNC Faculty Assembly:** Dr. George Wilson, Criminal Justice, represented NCCU at recent meeting of the UNC Faculty Assembly. (Also, representing NCCU were Dr. David Green and Prof. Sandra Rogers with Alternate Dr. Minnie Sangster attending also.) Wilson explained that the Assembly is a constitutionally defined representative body for all 17 UNC campuses. President Ross addressed the Assembly about funding in terms of sources for cuts: internal (savings, prioritizing, etc.), private funding, student tuition, and state funds (with state funding being the largest contribution and the impact of NC budget cuts being the most serious). Campuses have been streamlining in preparation for the next budget discussion at the NC General Assembly. President Ross is concerned with getting tuition increases approved by the BOG. As a representative of UNC General Administration, Dr. Suzanne Ortega, VP for Academics, identified to the Assembly four core indicators for measuring performance and funding for undergraduates:

- Freshman and Sophomore status;
- Degree efficiency (# of degrees per 100 FTE);
- Graduation rate (within 6 years);
- Degree efficiency for Pell Grant eligible students.

Wilson noted that efficiency measurement will include classroom and space utilization, and that each institution can add to performance indicators based on their school's mission. He also described lively discussion and presentations by organizations representing both conservative and progressive views: The Pope Center and NC Policy Watch, respectively. Concerning academic progression, Wilson noted that it is not fair if NCCU raises standards and others do not. There will be a task force to review and recommend standards for measuring students across the entire spectrum and to prepare a more level playing field. Prof. Rogers noted that NCCU is considered in the forefront regarding student academic progression standards.

VI. Faculty Senate Committee Reports:

- A. **The Executive Committee:** Dr. Minnie Sangster, past Chair of the Senate, reported on the Executive Committee meeting where the minutes for January were reviewed and the agenda for February senate meeting was set. In addition, the Faculty Assembly meeting and the status of the NCCU Faculty Handbook were discussed. The current status of the handbook is that Legal Affairs in the GA have not sent final approval. (The Provost said her office has been checking on status.) A version of the handbook with all changes indicated by date was created by Dr. Vicki Lamb, chair of

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the *ad hoc* Handbook Committee. At this time the previous handbook remains official instead of the handbook approved in 2011 by the Senate, Faculty, and the NCCU Board of Trustees. Currently the unapproved draft is available on a website as sent by Senate to all faculty. It was approved for faculty hired after July 1, 2011.

- B. **Academic Policies**: Dr. Patricia Wigfall, committee co-chair, presented the report. Minor corrections to the January report concerning typos were provided. She reviewed the proposals from 2011, including revising the interval between class times to allow more time between the end of one and the start of another on the now larger campus.

At this time the proposal for having + and – grades is under review for implementation details. The committee was instructed to articulate the proposal as a recommendation and present to the Senate. This was completed during the spring semester, and as part of the discussion about the recommendation it was noted that the use of +/- grades was considered a positive change that would reflect student achievement in a more accurate way. Note that a recommendation to adopt + and – grades was already passed by the Senate on April 1, 2011 (a majority of ayes, 1 nay, and 1 abstention). As noted by Dr. Sangster, the current Senate has new members in 2012, as reflected in new comments during additional discussion concerning this policy. Following questions about how +/- would work, what the grade breakdown would be when listed as GPA, such as the A+, and the impact on academic progression, a motion to vote on the proposal again was retracted by Dr. Joshua Nadel, who favored an A-D grade model. Dr. Wigfall described previous investigation of other universities by committee co-chair, Dr. Lina Cofresi, who researched the issue. Chancellor Nelms suggested that the issue be looked at as compared to other UNC schools, that the grading scale be consistent across the university and that the honors program be considered. (The NCCU Law School and other UNC universities, including UNC-Chapel Hill, already use +/- grades.) The committee will go back and address concerns and questions about +/- grades at the March Senate meeting.

The third Academic Policies Committee proposal is to address concerns about late admissions and what seems like random deadlines, especially for transfer students. Verifying transfer credits and late admissions due to financial aid paperwork complications were issues to be considered due to the impact on academic advising and on instructorship when a student starts late. The request is to have a deadline two weeks prior to the first day of classes. Prof. Rogers noted that Ms. Tenita Philyaw-

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Rogers, director of transfer services, is working on the issue and procedures for getting all transfer students' credits into Banner in a timely manner. Two weeks prior to the beginning of classes may not be enough time practically to get all transfer grades into Banner and all admissions paperwork completed. It was moved by Dr. Sandra Waters, Psychology, and seconded by Dr. John Frazier, English, that where practical all transfer credits be entered into Banner no later than two week prior to the start of classes. After discussion about articulated agreements with community colleges and timing, the motion was passed (28 ayes, 0 nays and 2 abstentions), and the Academic Policies Committee will meet with the Registrar's office and Transfer Services for further discussion and how to support the spirit of the recommendation without hurting Admissions.

- C. **Campus Relations and Welfare**: Dr. Wadeah Beyah, Human Sciences, presented report previously prepared by 2010-11 committee chair, Joshua Nadel. The one outstanding issue is a lack of dining space for faculty in the Pearson Cafeteria. In 2011 Nadel met with Mr. Timothy Moore, Auxiliary Services, about greater access for faculty. Issues discussed included Sodexo services and costs for a faculty lounge. Dr. Beyah also met with Mr. Moore recently, who offered the following
- Making meal plan purchases through payroll deductions.
 - Option for faculty to use banquet room for more privacy and relaxation.
 - Less wait time for faculty staff once students are allowed to eat-in or carry-out (pilot program at this time).

Chancellor Nelms commented that the Pearson Cafeteria was built with a plan to provide a "Faculty Dining Room" and that he would ask Provost Thomas to hold conversations about faculty having use of faculty dining room because "if we built a faculty dining room for faculty then that is what we will use it for." The room is now only open for special events. The issue is resolvable so will discuss optimal use of the space for the purpose it was constructed. Dr. Beyah will report on discussions and results at the next Senate meeting, and she invited any faculty and senators to send issues or concerns for the committee to her: wbeyah@nccu.edu.

- D. **Faculty Governance**: Prof. Rogers thanked Dr. Sandra Waters, Psychology, for assisting with starting this committee, previously chaired by Dr. Arcelia Jeffreys.
- E. **Faculty Handbook**: Prof Rogers noted that she is searching for a tenured faculty person to chair the committee. There is nothing to report or changes to handbook to propose until it is approved [see Executive Committee report above].

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- F. **Faculty Research and Professional Development**: Committee chair, Dr. Claudia Becker, who is also Vice Chair of Senate, deferred to Dr. John Prince, committee scribe, to report for committee. He described how 7 faculty and 2 undergraduate attended the workshop on ADA on Jan. 20. Ms. Keshia Lee, Student Disability Services, will be available for additional, department level training. The committee is analyzing why faculty participation at professional development workshops is so low, but Prince noted that committee members had resigned or left NCCU. He has asked Dr. Deborah Swain, Senate Secretary, to forward him the charge for the committee. Committee members are planning GEC workshops especially to help with instructors who may have larger sessions in the future and are consulting with Dr. Hazell Reed about faculty trips to Kannapolis and Washington, DC.
- G. **Committee on Committees**: Dr. Acha Debela, chair, explained that we have found the Senate logo (graphic design) and are verifying previously approved records of the logo that committees will be able to use it for reports and communications. Dr. Winston Goldman, Psychology, asked about the procedure for approval of the senate logo. Dean Carlton Wilson suggested we work with the Public Relations office to make sure the logo was in compliance with University regulations. (Dr. Debela noted the logo had been submitted in 2006 for approval, but no response had been received.) The committee would look at getting approval by the proper authorities.
- The Committee on Committees discussed suggestions for an advisory council or committees. They also are in the process of looking at how faculty may serve since many can't find enough spare time from their academic responsibilities. The Senate and Executive Committee are dependent on the studies, research, and recommendations of each committee to meet responsibilities. Therefore, each committee requires a charge from the Faculty Senate Chair in order to carry out its duties. He asked each chair to submit a report of activities in writing to the Senate office, where documents will be available regarding committee efforts and recommendations. In addition, there are three committees that may need to be established as they were approved in the past: International Programs, Campus Beautification, and Intellectual Climate. Dr. Larry Williams, Social Work, asked if there was also a fourth committee on Fulbright Grants.
- H. **Nominating Committee**: The chair, Dr. Robert Ballard, was asked by Senate Chair and the Committee on Committees to get suggested names for officers for the ballot 2012-2013 Executive Board Officers. Dr. Ballard announced good news that he had already received 8 names today at the Senate meeting, which was more names of

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volunteers and interested officers than in recent years. (The sign-up sheet was passed around again.) Dr. Ballard noted that it is hard to get senior faculty to stand for office. In the past, the Senate had seemed more active when, for example, both a Chair and a Provost had resigned. “Policies take time to get through,” he reminded the Senate recalling his years of experience.

- I. **Honorary Degrees, Memorials, and Special Awards**: Dr. Ballard asked about a previous nomination for emeritus status for Dr. Benjamin Speller who served as Dean of the School of Library and Information Sciences and who was employed at the University for 27 years. It was suggested by other senators that there had been three previous nominations for Dr. Speller. The Honorary Degrees, Memorials, and Special Awards Committee Chair, Professor Brett Chambers, stated that the committee would look into the paperwork and status of the previous nominations. If there are minutes, they could be reviewed and the committee could complete a vote of confidence. Prof. Rogers offered to help to locate records and thanked Dr. Ballard for his query. Dr. Ballard suggested that such situations were one of the reasons senior faculty were less involved.

[At 4:01pm, it was moved by Dr. Becker and seconded by Dr. Swain that 15 minutes be added to the meeting. The extension was approved by voice vote.]

- J. **Ad Hoc Senior Faculty Advisory**: It was reported that 25 different issues had been collected and would be organized. Discussion about how the majority of 51 senators take their elected position seriously and take care of business, attending meetings and serving on committees. Dr. Debela summarized discussion noting that it is also as much a responsibility to discuss seriously issues about academic freedom and excellence, which does not come by itself, as to do research, scholarship, creative endeavors, and service. When we don't do our job, we don't have much room to complain. Governance is the business of the academy. With a list of tenured faculty from the Provost, the ad hoc Senior Faculty Advisory Committee will seek full participation by senior faculty at NCCU. Per the Senate's instruction, the committee met January 23. Dr. Debela and Dr. George Wilson were appointed co-conveners, and Dr. Freddie Parker was appointed as recorder by Prof. Rogers, Senate Chair. The committee is expected to have a full report at the April senate meeting and participate in the May 10th workshop.

VII. New Business: (none)

VIII. Adjournment: The meeting was adjourned at 4:07 pm by acclamation.

Respectfully submitted,

D. E. Swain

Deborah E. Swain, Ph.D.

Secretary, Faculty Senate and Member of Executive Committee

Associate Professor, School of Library and Information Sciences