

NORTH CAROLINA CENTRAL UNIVERSITY Faculty/Chancellor Chat Friday, August 17, 2012 – Miller-Morgan Auditorium

MINUTES

Those present:

Chancellor Charles Becton, Vice Chancellor Wendell Davis, Associate Provost Bernice Johnson, Assistant Vice Chancellor for Institutional Research Effect. & Planning Shawn Stewart

College of Arts and Sciences: Claudia Becker; Minnie Sangster; Shawn Sendlinger; Jerry Gershenhorn; Clarlynda Williams-Devane-; Freddie Parker; Amal Abu-Shakra; Gaolin Milledge; Veronica Nwosu; Emmanuel Awumey; Debra Boyd; Baron Tymas; Kamora Avent; Charmaine McKissick-Melton; Alade Tokuta; Timothy Mulrooney; John Prince; Kwesi Aggrey; Andre Vann; Jim Harper; Somnath Mukhopadhyay; Daniel Williams; John Clamp; Dohyeong Kim; Grover Wilson; Sean Colbert-Lewis; Marco Polo Hernandez-Cuevas; Kuldip Kuwahara; Saundra DeLauder; Mildred Pointer; Kizhanipuram Vinodgopal; Grey Cole; Tonya Gerald; James Shoaf; Uladzimer Shtukar; Darlene Taylor; Jorim Reid; Jarvis Hargrove; Janice Dargin; Robert Townes; Xinyu Huang; Carla Oldham; Solomon Abraham; Maria Mumford; Brett Chambers; Felecia Casey-Hicks; Russell Robinson; Caesar Jackson

College of Behavioral and Social Sciences: Kenethia Fuller; Agatha Carroo; Bridget Perry; Emmett Gill; Andrea Woodson-Smith; Elizabeth Jewell; Jarvis Hall; Charles Mitchell; Paula Hall; Seronda Robinson; LaShawn Wordlaw-Stinson; Harihar Bhattarai; Arcelia Jeffreys; Jesse Mann; Wadeeah Beyah; Wendell Andrews; Patricia Wigfall; Rodney Cunningham; Beverly Allen; Sandra Rogers; Sandra Waters; Toya Daye; Terrence Allen; Dionne Moore; Carla Stoddard; Lorraine Graves; Terry Huff; Debra Parker; James Davies; Belinda Jones; Vanessa Hodges; Vinston Goldman; Takeisha Wilson; Larry Williams; LaVern Reid; Blenda Crayton; Gertrude Jackson; Arthur Beeler; George Wilson; Thornton Draper; Emmanuel Oristejafor; Michlor Rishardson; Dohyrong Kim

School of Education: Diane Wormsley; Yolanda Keller-Bell; Robin Gillespie; Zaneta Ponton; Peggy Whiting; Wanda Coneal; Kyla Kurian; Dogoni Cisse; Philliph Mutisya; Gwen Newsome; Laurell Malone; Kisha Daniels; Nancy Reese-Durham; Donell Lewis; Edith Thorpe; Sheila Bridges-Bond; Alisha Taliaferro; James Osler

School of Library and Information Science: Joseph Meloche; Deborah Swain; Gabriel Peterson; Eun Young Lee

School of Business: Kendra Harris; Raghavan Iyenagar; Kofi Amoateng; Sybil Henderson

Law School: Reginald Mombrun; Mark Morris; Diane Wright; Kevin Foy; April Dawson; Charles Smith; Page Potter

BBRI Sean Kimbro **BRITE** Weifan Zheng; Natacha Janvier-Derilus; Li-An Yeh; Linda Love

Pharm Science: Goldon Ibehnu
Nursing: Ernestine Lassiter
Graduate Studies: Pamela Allison
Campus Echo: Matt Phillips

- I. Call to order: Prof. Sandra Rogers, Faculty Senate Chair, called the meeting to order at 2:00 p.m. She thanked all for coming and remarked that she was unable to make the meeting on yesterday but did receive a summary of actions. She made comments about the shared governance survey submitted by Marco Polo Hernandez-Cuevas in the email and stated that we would be working on the survey to be taken by the faculty. She introduced Chancellor Becton.
- **II. Chancellor Becton** stated that he has meet with the Faculty Senate Chair, Professor Rogers. He thanked all for coming and was pleased to hear what faculty has to say. He stated that he would listen to all the questions and that he has an open door. He asked for folks to contact him with concerns.
- **III. Deborah Swain**, vice chair of Faculty Senate, attended the meeting of faculty and others on yesterday and served as spokesperson for the group. She spoke about four concerns:
 - 1. **Academic Leadership** Faculty are concerned about the current vacuum or uncertainty with respect to the Provost's position. As we start the new school year, we need clarification about our chief academic officer.
 - 2. **Perceptions** The faculty would like the opportunity to present faculty's shared governance participation accurately as it seems to have decreased during the 2011-12 academic year compared to other school years. Many are concerned about opinions and impressions that the new Chancellor may have received about the NCCU faculty as was suggested in his address to the University on August 14.
 - 3. **Roles and Responsibilities** The faculty looks to increase participation in shared governance this academic year with more transparency, open lines of communication and regular updates on budget issues. The faculty hopes to be afforded more chances to exercise their responsibilities in determining policies and plans, supporting student retention, providing good advising, and teaching with quality.
 - 4. Search for New Chancellor The faculty would like substantial representation on the search committee for a new Chancellor in order to provide meaningful input and participate significantly in the search. With all other groups of NCCU stakeholders, the faculty hopes to meet with and participate in assessing candidates in an open and transparent manner.

Dr. Swain shared the handout with the Chancellor.

- **IV. Chancellor Becton** made the following comments in response to the questions raised by the faculty group:
 - Academic Leadership Faculty are concerned about the current vacuum or uncertainty with respect to the Provost's position. As we start the new school year, we need clarification about our chief academic officer.
 He has received many emails over the weekend. There have been emails about the Provost and other issues. Meetings have been scheduled about the Provost. When he has answers we will be the first to know. He has been at General Administration to discuss this issue.
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impressions that the new Chancellor may have received about the NCCU faculty as was suggested in his address to the University on August 14.

Shared Governance – He listens and faculty input will be taken into consideration. Where we have a role in decisions he will seek out input from faculty.

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- Teaching The Chancellor stated that he has extensive experiences (many schools in many countries). He is aware of faculty meeting. He has shared experiences of teaching and keeping office hours and working with students. Regular scheduled office hours and holding conferences with students are important. Post tenure reviews will be done here. He had no particular person in mind when he made his comments on Tuesday at the opening conference. When he was called about the position he was told that President Ross made the decision on his own and that no committee was involved.
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A search committee is in the process of being formed.

Follow up Questions and comments from the floor

- Sandra Rogers (Sociology) stated that the Chancellor search committee is the sole responsibility of the Board of Trustees.
- **Jesse Mann (Physical Education)** What is the timetable for securing a chancellor 6 months to a year perhaps?
- Philliph Mutisya (School of Education)- He stated that he hoped that the conversation today is not construed as confrontational. He stated that trust is an issue and must be earned by each side. His goal is for the University to grow. Relationships are important. He hopes that the Chancellor can cool down some hot heads. From previous surveys "miscommunication" has been a problem. He stated that the Provost is a tenured professor in our school (School of Education) and then the Chancellor retires. He has been entrusted here as a faculty member and he wants to hear that "Everything will be OK".
- **Chancellor Becton** You can trust me and everything will be OK.
- **Jesse Mann** (**Physical Education**) I want to see that we get the job done.
- Alade Tokuta (Math) We thank you for taking it on. There is an elephant in the room. As a judge and what has happened on our campus, what do you see as a redress? What can we do about shared governance?
- Chancellor Becton- I can't kill the elephant you see. I can keep you from being trampled. He

- knows that there are areas of governance that faculty are not being involved in. He will be as inclusive as possible. He stated, "I won't include you out".
- **John Clamp** (**Biology**) Governance is exercised and sometimes faculty are not included on committees. The code is not specific on this issue. Timely knowledge is needed.
- **Chancellor Becton-** I tend to foster the climate where communication can thrive. He stated, "We won't make it unless we make it together".
- **George Wilson (Criminal Justice)** How do we get to you? (physical location). Confrontations are not always bad. There seems to be too many layers.
- Chancellor Becton- There is a chain of command. There is a process. Send a copy of emails to me. He stated that he wouldn't run from any issue.
- **Debra Eaton (School of Education)** I have a concern about the budget. Is there any information about Professional Development?
- Chancellor Becton- Vice Chancellor Budget and Finance I will ask Wendell Davis to respond to this question
- Wendell Davis- Comments about Professional Development
 - a. **60% of our budget has loaded**. The other 40% will be loaded after the 10th day of class. He then asked Dr. Bernice Johnson (Interim Provost) to join him.
- Bernice Johnson (Associate Provost) stated that there is not a lot of money for Professional
 Development. There is still a restriction for travel. The budget will be rolled out by the end of
 next week.
- **Jesse Mann (Physical Education)** Do we have a Provost?
- **Chancellor Becton-** We have an acting Provost (Bernice Johnson) and he will keep us abreast of any changes /updates.
- **James Osler (School of Education)-** If provided with the opportunity, will he (Chancellor Becton) want to be chancellor?
- Chancellor Becton-I retired from several places. I am fully retired. I love teaching. He stated that if he grows to love the job as he loves us he might consider it.
- **Alade Tokuta** –(**Mathematics**) Restructuring saved us 1.5 million. He stated that he wants to see the breakdown based on restructuring. He wants to see line items.
- **Wendell Davis** The \$1.5 that we projected since June in the implementation plan (Process, Implementation & Efficiency) has been in place.
 - a. In the Reduction in Force (RIF) we lost 11 positions (6 in HR, 4 in Facilities, and 1 in Occupational Safety). This saved \$750,000.
 - b. Software implementation We are working on finding out exactly the savings. It's not easy to place a dollar amount on this.
 - c. We have 12 categories with \$1.2 million. We are still working on implementing the plan.
- Alade Tokuta –(Mathematics) Can you give us information and tell us how we are doing?
- Wendell Davis (Vice Chancellor for Finance and Budget)—We can do this.
- **Chancellor Becton-** We do have indirect and direct costs to consider.

- John Prince (Department of Language and Literature) One faculty member was asked to teach for 60% of salary. Prince stated that a student said to him "You taught me how to be a college student". Our students need us. We are asked to do more than we are capable of doing. It is a concern that we may not be able to reach all students. We want to discuss shared governance and the low morale of faculty. He stated that faculty had no say about the increase in the number of students per section.
- **Chancellor Becton-** John's statement "The students need us" is what is important. He should be applauded for this.
- Claudia Becker (German) How will change at Central affect the business world?
- **Bernice Johnson (Associate Provost)** At the last Academic Planning Council (APC) we approved a study abroad program Comprehensive Global Education Plan.
- **Kofi Amoateng (Business)** I am worried about alienation. The next chancellor must accept everyone.
- **Chancellor Becton-** Choosing the next chancellor is not something you get to decide alone. But we will take your comments and input.
- Philliph Mutisya (School of Education) Culture trumps vision. He is interested in globalization. He cannot write grants without problems. He has lost \$4 million in grant money. The memorandums of understandings (MOU) are not established. He must have permission to work with other global partners. He does not get an answer when he inquires about them.
- **Chancellor Becton-** No one here today can get you the \$4 million today. Put your concerns in writing, and he will get them to the search committee.
- **Diane Wright** (Law) She has worked with Chancellor Becton. Stated that he is a good man and works to unite people.
- **Russell Robinson (Mass Communication)** Culture of adjunct professors. The Administration says that we must do more with less. The treatment of adjunct seems to be a caste system. What can we do to help adjunct professors be treated equitable and compensated?
- **Chancellor Becton-** Not only will there not be a caste system there will not be a "feeling" of a caste system. He will look at the system.
- Charmaine McKissick-Melton (Chair, Mass Communication) There is a great disparity of salaries, as much as \$15,000 \$20,000, for people with the same rank on this campus.
- **Chancellor Becton-** We will talk with the budget people about salary differentials. He will get her the figures.
- **Donnell Lewis (School of Education)** Department of Allied Professions I am concerned about the Graduate Professional Schools. Our enrollment has increased over time from 2 70 students. He must teach a different way now. Some are concerned about how large we need to grow for FTEs. What level do we need to get to satisfy the FTE?
- Chancellor Becton- He does not know. He spoke with Dr. Nelms even this morning about his vision and it is his vision as well. We must recruit students and then graduate them.
- **Agatha Carroo** (**Psychology**) What are some of the qualifications that he (Chancellor) wants to see in the next chancellor? She would like to see a fundraiser chancellor with international

corporate connections to increase NCCU fundraising levels.

- Chancellor Becton- What I would like to see:
 - a. Focused vision vision without focus is ill
 - b. **Dreamer** If you don't dream, no dream can come true.
 - c. Fundraiser
 - d. **Passion** someone who cares about faculty, staff, and more than anything else the students
- Emmanuel Oristejafor (Chair, Political Science) He resigned as Director of the Office of International Affairs July 2012. What he wants to talk about is shared governance. There should be reciprocity. The evaluation of administrators should happen. Senior administrators should also be evaluated. Will the chancellor put evaluations in place?
- **Chancellor Becton** It is important for faculty to have input. If it impacts curriculum, you need faculty buy in.
 - a. To Bernice Johnson (Associate Provost) There should be faculty input on the comprehensive plan. He stated that faculty senate should have a part on the comprehensive global plan.
 - b. He stated that the issue about MOUs is long overdue.
- Chancellor Becton- He will listen well, hear and remember about Global Education. In terms of evaluation, he stated that we need to look at the instruments.
- Alade Tokuta (Mathematics) In terms of the Vision presented on the PowerPoint slide on last Tuesday, he stated that we would like to see more focus on STEM. We talk a good game on this campus. Six years ago the vision was to have three colleges. This year we talk about curriculum. It did not happen.
- Chancellor Becton- For as long as I have breath, you will not be looked down on or talked down to. He supports Truth & Service.
- Shelia Bridges-Bond (School of Education) Department of Allied Professions The clinical faculty are not recognized for merit or the role they play. There should be appropriate recognition and promotion for clinical faculty. They are not tenure track but they are the backbone.
- **Chancellor Becton-** The culture of recognizing and making everyone feel appreciated for that they do is important. We should foster cooperation and recognition for everyone's human worth.

The Chancellor thanked all for coming.

The meeting was adjourned at 3:15 pm.

Respectfully submitted, Nancy Reese-Durham
Nancy Reese-Durham, Ph.D.
Secretary, Faculty Senate and Member of Executive Committee
Associate Professor, School of Education