



James E. Shepard, Founder

NORTH CAROLINA CENTRAL UNIVERSITY
Faculty Senate Meeting
Friday, October 5, 2012 – Criminal Justice Auditorium

MINUTES

Those Present: Associate Provost: Bernice Johnson; Assistant Vice Chancellor: Janice Harper; Dean, School of Education: Wynetta Lee; Interim Associate Dean, College of Arts and Sciences: Veronica Nwosu; Director of Library Sciences: Theodosia Shields; University Registrar: Jerome Goodwin

Senators & Alternates: **Criminal justice:** Tonya Hall, Lorna Grant; **Public Health Education:** Belinda Jones; **Human Sciences:** Charles Mitchell, Wadeah Beyah; **Physical Education & Recreation:** Andrea Woodson-Smith, Hsin-Yi Liu, Beverly Allen; **Political Science:** John Kuzenski; **Public Administration:** Dohyeong Kim; **Psychology:** Sherry Eaton, Vinston Goldman; **Sociology:** Sandra Rogers. Robert Wortham; **Art:** Melvin Carver; **Biology:** Delores Grant; **Chemistry:** Fei Yan; **Department of Language & Literature:** Marco Polo Hernandez-Cuevas, Kimberly Hernandez; **History:** Terry Mosley, Jarvis Hargrove; **Math & Physics:** Igor Bondarez, Gaolin Milledge, Donghyun Huang; **Environmental, Earth/Geospatial:** Timothy Mulrooney; **Mass Communication:** Brett Chambers, William Robinson; **Music:** Timothy Holley; **Pharmaceutical Science:** Alfred Williams; **School of Business:** Judy Land; **School of Education:** Nancy Reese-Durham, Masila Mutisya, Peggy Whiting, Harvey Hinton; **Nursing:** Ernestine Lassiter; **School of Law:** Kia Vernon, Kevin Foy; **School of Library Science & Information Sciences:** Gabriel Peterson, Deborah Swain; **J.E. Shepard Library:** Vanessa Lennon, Victoria Silver

Guests: C.E. Davis, George Wilson, Janice Dargan, K. Vinodgopal, K. Aggrey, Blenda Crayton, Hayk Melikyan, Acha Debela, Minnie Sangster

- I. Call to order:** Prof. Sandra Rogers, Faculty Senate Chair, called the meeting to order at 2:06 p.m. She stated that there was a correction to the agenda. The presentation by Ms. Keisha Lee on Disability Services would be omitted today.
- II. Announcements:** Announcements were provided in email. Professor Rogers also announced that a fundraiser for Eagle Habitat will be held on tomorrow (Oct. 6th) at C. C. Spalding from 10:00 am to 3pm. Barbeque plates will sell for \$10. Dr. George Wilson has tickets for the event. She asked that we participate. She also asked that we stay to the end of the program today for New Business. Dr. Tokuta would be making a presentation about a letter to send to the Search Committee for the Chancellor.
- III. Approval of Minutes September 7, 2012:** Minutes prepared by Dr. Nancy Reese-Durham, Senate Secretary, were distributed electronically before the meeting. When quorum of 26 was reached, it was moved by Prof. Brett Chambers and seconded by Dr. John Kuzenski to accept minutes. Minutes were approved (all ayes; no nays or abstentions).

IV. Administrative Update – Associate Provost Bernice Johnson

Dr. Johnson thanked the faculty for moving NCCU forward.

- The retention rate from 2011 is up from 67.7% to 71.3%. We want 80% and the work that we are doing with the academic progression policy and advising should get us there.
- Salary Increases – We have received salary increases for the first time in 4 years.
- All faculty senators have been elected.
- All Chairpersons, Dean, and Director Positions have been filled.

In terms of Curriculum and Academic Structure she stated:

- We have our first Doctoral Program in more than 50 years (Integrated Biosciences Program). SACs has approved the program and we have 6 students enrolled.
- Our Teach-Out Plans have been approved by SACs.
- We have two groups of Academic Program Priorities. Group 1) Informatics and Technology, Educational Leadership, Liberal Studies. Group 2) Environmental and Geographic Sciences, Interdisciplinary Studies, and Information Sciences.
- We have implemented the merger of the College of Arts and Sciences- formerly College of Science and Technology and College of Liberal Arts.
- We held our first faculty Professional Development Day to open the Academic Year.
- We had a successful Academic Administrators' Retreat.
- We have received approval of our Global Education Plan.
- Our Post Tenure Review Report has been submitted to General Administration.
- Our External Activities for Pay Report has been submitted to General Administration.
- Our Fall Convocation was held on September 21, 2012 with Interim Chancellor Charles L. Becton as our speaker.
- We had a successful “Dessert with Deans and Department Chairs” activity on September 20, 2012.

Dr. Johnson also commented about our Social Business Plans. The Beelights Project (Putting People to Work) and the TRADES INC (Toward Realigning Academics and

Diet for Everlasting Success) were presented at a competition on September 27, 2012 at A&T State University in Greensboro, NC. The plans were based on the social business concept of Mohammad Yunas who has been on our campus. She stated that the students who participated in the two plans did a good job and she hopes they will implement them.

Associate Provost Johnson shared information about the core and campus specific performance metrics. There are 10 core metrics for all 16 UNC Campuses with the last 5 specific to NCCU. The ten metrics are:

<ul style="list-style-type: none"> • Retention – Fall to Fall • 6-yr (full time, first time in college) graduation rate • Bachelor degree efficiency • Degrees awarded to Pell Grant Recipients • Financial Integrity index 	<p style="text-align: center;">Core metrics specific to NCCU are:</p> <ul style="list-style-type: none"> • Degrees Awarded in STEM + Health • First generation students graduation rate • Space utilization • Annual Giving • Community Service Learning and Engagement
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Provost Johnson shared several accomplishments related to Colleges and Schools. Namely:

- Approval of the Plan for the Distinguished Professorship in Visual and Performing Arts, \$500,000 – College of Arts and Sciences.
- Drs. S. White and G. Hollowell won a \$1.4 million grant from the Howard Hughes Medical Institute for Undergraduate Research.
- We reduced six departments to three in the School of Education: Educational Leadership, Curriculum and Instruction, and Allied Professions.
- Fifty-three business juniors and seniors completed internships during the 2012 summer: AT&T, AFLAC, CISCO, Johnson & Johnson, JP Morgan, PNC, et al.
- Business Dean’s Global Speaker Series – 9/19/12 – Marsha Jones – PNC, Donna Boles – BD, Haven Cockerman – Cockerman & Associates.
- Global Seminar: Student Readiness and the Global Economy – Lenneal Henderson – 9/17/12 Political Science and University College.
- University College participated in 14 New and Transfer Students’ Orientations – Registering more than 1800 New Students – plus 1200 returning students.
- Thirty of 38 – 2011 Aspiring Eagles, returned for Fall 2012. Forty of the 40 Aspiring Eagles from Summer 2012 returned with an average of 3.17 GPA.

- Lyceum Program on September 17, 2012 featured CNN Anchor and Author – Don Lemon.
- The School of Law held Constitution Day on Sept. 17, 2012 – Topic: Inclusion/Exclusion: Poverty, Race, Gender, and Sexual Orientation.
- A Welcome-Back Reception for Dean Phyliss Craig-Taylor was held on September 17, 2012.
- Susan Hauser is serving as an American Bankruptcy Institute Scholar.
- The School of Education held its Fourth Annual Summer Technology Institute for Educators – “Preparing 21st Century Educators as Technology Leaders and Teachers of Millennial Learners” – June 21-22, 2012.
- We had one of the largest entering classes of Nursing Students (251) this year.
- Seventeen Library Information Science (LIS) students attended the First Annual Conference of the ALA, June 21-27 with funds from a grant of \$358, 431.
- Criminal Justice Department received full certification from the Academy of Criminal Justice Sciences.
- Fall 2012 Distance Education Enrollment is up by 12.3%.
- The Quality Enhancement Plan (QEP) Mentorship Conference featuring NASA Astronaut, Joan Higginbotham, held September 28, 2012, was a great success.
- The Promoting Civility in the College Classroom Workshop on October 2, 2012 was a great success.
- The Department of Nursing received a four-year grant from the USDHS – Health Resources and Services Administration - \$600,000 per year for four years (\$2,400,000) to provide Scholarships for disadvantaged students.
- Library Forum: Extended hours for mid-term and Final Examination. (about 200 plus students). A committee is working on extending the library hours to 1:00 AM for our students.

Dr. Johnson reminded us of the following upcoming events:

- The musical – “The Color Purple” will be shown tonight at 8:00 pm.
- The Museum Art Exhibit: Charles White will be on display from September through November
- General Faculty Meeting is scheduled for Oct. 12, 2012 from 2-4pm in the Miller Morgan Auditorium.

- Motivation Task Force Class Visitations are scheduled for October 31 and November 1, 2012.
- Today, October 5, 2012, is the last day to add students to classes for the Fall 2012 semester.

Lastly, Dr. Johnson stated that the Budget Office has informed her that we will be receiving 40% of our operating budget by next Monday. The Education and Technology fees have been allocated and are now in a trust fund. Each Dean will have control over funds which are for student use only.

V. Nomination Committee Election

Prof. Rogers asked Dr. Masila Mutisya, Dr. Dohyeong Kim, Dr. Blenda Crayton to assist with counting the ballots for the nomination of members for the committee. She explained the role of the Nomination Committee as being responsible for selecting a slate of candidates for the executive offices of the senate for 2013 – 2014. The candidates would be selected from the membership of the current senate. The slate would be presented during the March 2013 meeting. The slate of officers will be voted on during the April meeting. The floor was open to receive names of persons to be voted on as members of the nomination committee. The following names were orally submitted and Dr. Deborah Swain digitally recorded each so that they were projected on the screen for everyone to be able to view them:

- William Robinson – Mass Communication
- Tim Holley – Music
- Beverly Allen – Physical Education and Recreation
- Charles Mitchell – Human Sciences
- Melvin Carver – Art
- Victoria Silver – Library
- Tonya Hall – Criminal Justice

It was moved by Dr. William Robinson and seconded by Dr. Deborah Swain to close the nomination on the names presented. Motion carried.

Each eligible senator or alternate in lieu of the senator recorded five names from the list presented and viewed on the screen. The five names receiving the highest votes would become the members of the committee. After the votes were counted, the five persons receiving the highest number of votes were:

- Tim Holley (31 votes)

- Melvin Carver (30 votes)
- Tonya Hall (29 votes)
- Beverly Allen (25 votes)
- Victoria Silver (22 votes)

Charles Mitchell and William Robinson each received 21 votes.

VI. Shared Governance: Status

Professor Rogers stated that the Faculty Senate created a list of Action Items at its retreat last May. The items have been assigned to different committees. When the items have been completed, the committee will report to the Faculty Senate. The list of items and respective committee responsibilities are below: (See Appendix A)

Action Item	Committee
Organization Chart and Communication Flow	Committee on Committees or Executive Committee
Shared Governance	Faculty Governance
Service Rewards	Honorary Degrees, Memorials and Special Awards
More Active Faculty	Committee on Committees
Policy Training	Professional Development and Research
Communication with Board of Trustees	Executive Committee
Senator Preparation	Professional Development and Research
Communications	Committee on Committees
Leadership Development	Professional Development and Research
Academic Advising	Academic Policies
Faculty Training	Professional Development and Research
Administration Rotation	Faculty Governance

VII. UNC Faculty Assembly Report – Dr. George Wilson

Prof. David Green, Prof. Rogers, and Dr. George Wilson attended the Faculty Assembly. President Ross talked about the Strategic Plan for the UNC System. The committee has been elected to serve from 2013-2018. Many schools are concerned about the composition of the committee which has a small percent of faculty from schools. There is a smaller percentage of representation from HBCUs and HMIs. Professor Rogers stated that more representation from these institutions is needed. The major topics are:

- 1) Student success – How will this be translated into student data?

- 2) Global Education – Many schools have good endowments. How can they help those schools who don't have resources?
- 3) Community Colleges – This issue is related to the transfer of services. NCCU is a leader in this area. Building relationships is the key.

Dr. Alade Tokuta asked if the Executive Board could write a proposal to make sure our voices are heard. Professor Rogers stated that we can draft a resolution that will be sent to the Departments and then if approved we can send the resolution to General Administration.

Dr. George Wilson stated that in terms of Student Success, we (NCCU) are way ahead of many schools. Some larger school didn't feel that they needed transfer students. At NCCU we accept Associate of Arts (AA) and Associate of Science (AS) degrees from transfer schools.

He stated that in terms of admission standards, it seems to be going in a stair step manner with the GPA (2.5) and SAT (800) going up every two years. Rules are needed to indicate how we want this changed. Now an exception to this standard is allowed for only 1% of admitted students (1st year incoming students needed) and we want to increase it to up to 5% of those admitted. If we have 1000 students and we follow the 1% rule then that gives us only 10 students. However, if we are allowed to change this to 5%, we would have 50 students that can be admitted and would help us a lot. This rule is to become effective in 2014. Dr. Wilson and Dr. Green are currently working on a resolution for a 1-5% range requested.

Professor Rogers stated that the Executive committee would write a resolution on these two issues. It was motioned by Dr. George Wilson and seconded by Dr. Swain that the Executive Committee would write a resolution on these two issues.

VIII. Enrollment Management Committee Update – Dr. Deborah Swain

Dr. Swain reported on the Enrollment and Recruitment Task Force for University Committees.

(Appendix A)

There was a discussion following Dr. Swain's report as to whether our enrollment is driven by what the Financial Office says it should be or is it the other way around. It was stated that the budget should not drive how many students we need and the block scheduling would help in this situation.

Dr. Carver spoke about the Website Committee. He discussed the computer lab and software. He stated that Adobe 6 is running in the library and faculty are using software version 7. This is a problem for students and faculty. There seems to be a problem with the public computer labs in that students don't know where they are located and the times when they are open. Dr. Charmaine McKissick-Melton stated that Adobe has problems. Dr. Sangster stated that Modern Foreign Language (Language and Literature) students don't know where computer labs are located that have microphones of which they need for their assignments.

There was a discussion about the Faculty Senate Website and the documents that can be found there. Dr. Debela asked about the IT Committee of the Senate. Prof. Rogers stated that this committee is not found in the Faculty Handbook. Inclusion of this committee would be forwarded to the Handbook Committee.

Dr. Shields stated that the computer lab in the library is the Mega Lab.

IX. Senate Standing Committee Reports:

- A. Academic Policy** – no report
- B. Campus Relations & Welfare**- no report
- C. Handbook Committee** – Dr. Wortham will convene this committee.
- D. Faculty Research and Development** – Dr. Obane , The chair will be Dr. Pointer.
- E. Governance** – Dr. Goldman will meet soon.
- F. Honorary Degrees, Memorials and Special Awards** – Dr. Chambers needs to work on how information will be submitted. The criteria will need to be put on the website.
- G. Committee on Committees** – This committee will be composed of the chairs from each of the other committees.

X. Registrar's Report – Dr. Jerome Goodwin

Dr. Goodwin stated that today is the last day to add students to class. He asked that faculty please review their class rolls. He remarked that NCCU is financial aid dependent and tuition driven. Verifying enrollment becomes very important. Since the economy has been down and students are part of the economy, some students try to use the system knowing they are not validated. He stated that we need paying customers in the classroom. A question was asked about validation in Distance Education courses. He stated that students are validated in Distance Education courses.

- Oct. 17th is the last day for students to be dropped with a “WC”.

- Spring 2013 registration is in process. Today is the last day to get courses in Banner.
- Spring registration begins on Wed., Oct. 17th
- Last day to apply for December 2012 graduation is October 5th (today).

Dr. Goodwin shared information about a grant that has been written and funded to create a Veteran's Resource Center. The center is located on the 2nd floor of the Miller-Morgan building. It will be veteran friendly and provide training for faculty about veteran's issues and sensitivity training. Veterans need an adjustment or transition period. We need to be sensitive to how we talk to them and how we teach them. For the third year in a row NCCU has been voted as a Military Friendly Campus. The Veteran Day Service is being planned.

Dr. Alade Tokuta asked if there is a policy on how a student challenges a class. Dr. Goldman asked how a faculty member can get a student out of class after they have been dropped. A discussion followed with comments ranging from calling the police to allowing the student to remain as long as he or she was not disruptive.

XI. Chancellor Search Committee (Forum Highlights) – Prof. Mary Wright

Prof. Rogers stated that only twenty-seven of more than six hundred faculty members attended the Chancellor Search Committee Forum scheduled for faculty. Prof. Wright shared that there were recurring themes from the recent forums. She reported the following:

- **Academic or Business Background:** At least half of the faculty felt that the chancellor should come from an academic background. However, there is a trend to seek a chancellor from the business world.
- **External or Internal:** Should the chancellor spend his time **externally** (fundraising) or **internally** (highlighted profile on campus)? The students were very clear that they wanted a chancellor who was available to them or one who was **internal** to the campus. It was stated that there would be support for athletics to stay in Division 1.
- **Leadership Statement:** Revisions to the Leadership Statement have been completed and submitted to the Search Firm.

- **Final step:** President Ross has asked that the search committee send 3 names to him. He hopes to have a chancellor on board for the beginning of the Fall 2013 year.

Prof. Rogers stated that the Fall 2013 deadline is tentative and that we need to take all the time we need to do the job. Chairman Epps, a 1974 alumnus, wants us to choose the right person. All committee members are to respond to all issues. The Search Firm is Witt/Kiefer. Mr. Howard Jessamy is their representative.

Prof. Rogers responded to the questions from the floor about the search committee and process. She stated that we can go to the NCCU website (right side – Chancellor’s Search Committee link) and submit any nominations of persons we want to be considered for the position. She stated that we plan to see everything in terms of full curriculum vitas presented by applicants. There was some discussion about the use of a search firm to find the next chancellor. Dr. George Wilson stated that the rationale for using a search firm might be an issue of security. There may be some applicants who may have a job already and wouldn’t want anyone to know that they are seeking a job elsewhere. Using a search firm is also a timely process.

XII. New Business

Human Resources – EEO Presentation Faculty Meeting

Prof. Rogers stated that EEO will have a mandatory presentation and may use our faculty senate meeting time or else an hour and a half external meeting. After a discussion with the faculty, Prof. Rogers stated that she would arrange to have an external meeting. Associate Provost Johnson stated that she would ask Human Resources to work with them to schedule the meeting.

Dr. Charmaine McKissick-Melton reported that on Sept. 25th there was an interest meeting for the AAUP and they now should have the number needed to organize. She will now send an official letter to Associate Provost Johnson about the organization. *[It was 4:00 pm. It was moved by William Robinson, seconded by Robert Wortham and approved that 10 minutes be added to the meeting.]*

Dr. Tokuta presented two draft handouts to the faculty senate members. (See Appendix B- Letter to Chair of Search Committee, Mr. Harold Epps and Appendix C – Letter to Interim Chancellor Becton, Note: this letter was withdrawn since this it had not been discussed with the executive committee).

The majority of the time was devoted to a discussion of the letter to Mr. Harold Epps. One concern was that there should be a reconsideration of the number of faculty on the Chancellor's Search Committee. Many questioned the percentage of faculty on the committee. The question of the makeup of the group was raised. Dr. Goldman asked, "What is the criteria for adding more people to the committee? What is the rationale for wanting more faculty on the committee? Is there shared governance on the committee?"

Prof. Rogers stated that in the interest of time, the letter would go back in session and by Monday (October 8th) we can send the letter electronically to senators for a vote of approval from their departments, after tweaking.

It was moved by Dr. Tokuta and seconded by Dr. Goldman that the Senate has agreed that they want to increase the number or percent of faculty on the Chancellor's Search Committee. Motion carried.

For the final decision on the letter, all senators should respond indicating their vote. Faculty in each department should inform their faculty senator who will report it to the faculty senate office.

Prof. Rogers stated that the letter to Interim Chancellor Becton ([See Appendix B](#)) about faculty concerns would be put on the agenda for November for discussion and conclusions. The Executive Committee did not receive the letter as requested prior to the senate meeting. She asked that we bring copies of the draft letter to Chancellor Becton back to the November meeting. She also asked that we make sure to send any other information for discussion to be placed on the senate agenda one week before the Executive Committee meets. The Executive Committee meets on the 4th Tuesday of the month.

XIII. Adjournment: It was moved and seconded to adjourn. So approved, the meeting was adjourned at 4:24 pm.

Respectfully submitted,

Nancy Reese-Durham

Nancy Reese-Durham, Ph.D.

Secretary, Faculty Senate and Member of Executive Committee

Associate Professor, School of Education



**North Carolina Central University
Faculty Senate Meeting**

AGENDA

**Friday, October 5, 2012
2:00 PM, Criminal Justice Bldg. Auditorium**

- I. **Call to Order: Prof. Sandra Rogers, Faculty Senate Chair**
- II. **Announcements and Distributed Notes– (via email)**
- III. **Approval of Minutes of September 7, 2012**
- IV. **Nominations Committee Election**
- V. **Administrative Update – Associate Provost Bernice Johnson**
- VI. **Disability Services – Ms. Keisha Lee (5 min. presentation)**
- VII. **Shared Governance: Status (slide presentation; action items)**
- VIII. **UNC Faculty Assembly Report – Dr. George Wilson**
- IX. **Enrollment Management Committee Update – Dr. Deborah Swain**
- X. **Senate Standing Committee Reports:**
 - a. **Academic Policies**
 - b. **Campus Relations & Welfare**
 - c. **Handbook**
 - d. **Governance**
 - e. **Faculty Research & Development**
 - f. **Honorary Degrees, Memorials and Special Awards**
 - g. **Committee on Committees**
- XI. **Registrar’s Report – Dr. Jerome Goodwin**
- XII. **Chancellor Search Committee (Forum Highlights) – Prof. Mary Wright**
- XIII. **New Business (5-6 minutes)**
 - a. **Human Resources – EEO Presentation Faculty Meeting**
- XIV. **Adjournment**