

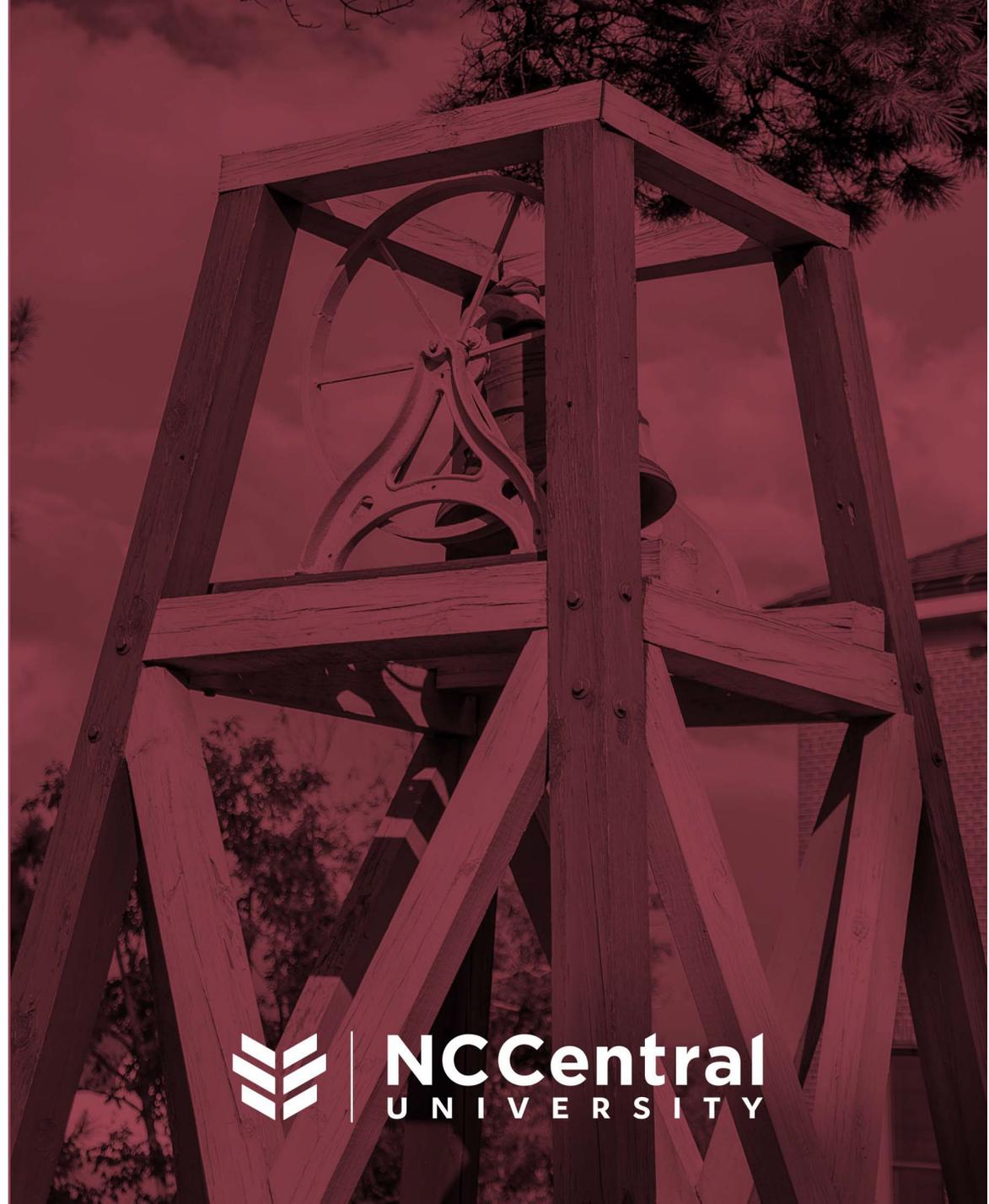


NCCU BOARD OF TRUSTEES

Academic Affairs

Ontario S. Wooden, Ph.D.

Interim Provost and Vice Chancellor for Academic Affairs
December 18, 2024





**WHERE
PURPOSE TAKES
FLIGHT**



- **Project Kitty Hawk Update**

- Dr. Andrew Kelly, CEO

- **Action Items**

- Approval of Academic Program Review Policy
- Approval of Post-Tenure Review Policy
- Approval of Teaching Effectiveness Policy
- Updated Approval of Faculty Workload Policy
- Approval of Center for Entrepreneurship and Economic Development
- Approval of Peggy Ward Financial Education Center



Academic Program Review Policy

- **Purpose**

- Ensure ongoing improvement and effectiveness of all academic programs through systematic program reviews every five years.

- **Scope**

- This policy shall apply to all undergraduate, graduate, and professional degree programs.

- **Policy**

- Assess current and projected student demand, current and projected workforce demand, student outcomes, program costs, and productivity (including SCH production), the contribution of the program to professions that are critical to the health, educational attainment, and quality of life of North Carolinians, and any other considerations identified by the Chancellor or by the President of the UNC System. Areas evaluated through the self-study report include:
 - Program curriculum
 - Student learning outcomes
 - Faculty overview
 - Student data overview
 - Site visit with external reviewers
 - Post-review meeting and report

Post-Tenure Review Policy

- Purpose

- As mandated by the UNC Board of Governors, Post-Tenure Review (PTR) will examine the performance of tenured faculty relative to the mission of NCCU, as well as the mission of their respective colleges/schools and departments.
- Provides a clear plan and timetable for improvement of tenured faculty found deficient; and for those whose performance remains deficient; it provides for the imposition of appropriate sanctions.

- Scope

- This policy applies to all tenured faculty.

- PTR Policy & Process

- Provides guidelines to ensure that tenured faculty members have a clear set of expectations regarding their professional development and contributions in the areas of teaching, research, and service.
- Each unit shall be responsible for developing its PTR guidelines, which must be approved by the department's tenured and tenure-track faculty.
 - Guidelines must include metrics for teaching, research, and service.
 - Once approved by the dean, all PTR guidelines shall be forwarded to the Office of the Provost for final approval.

Teaching Effectiveness Policy

- **Purpose**

- The University of North Carolina Policy on Teaching Effectiveness (400.3.1) instructs all institutions in the University of North Carolina System to develop a policy on teaching effectiveness and to formulate processes “that ensure, recognize and reward teaching effectiveness.”

- **Scope**

- This policy applies to all faculty responsible for instruction. This includes full-time fixed-term, part-time, tenure-track, and tenured faculty.

- **Policy**

- Reviews for teaching effectiveness shall be conducted for all faculty responsible for instruction.

- **Components of Evaluation of Teaching Effectiveness**

- Peer Assessment/Observation
- Student Feedback/Student Evaluation of Instruction
- Peer Review of Course Materials
- Self-Assessment



Faculty Workload Policy

- **Purpose**

- The expectation is all full-time faculty have a workload of 100% effort which encompasses efforts in the areas of teaching, research, and service. UNC Policy 400.3.4[R] provides guidance on the responsibilities and required processes associated with the development of institutional workload policies.

- **Scope**

- Applies to full-time tenure-track, tenured, and fixed-term faculty.
- The standard ranges for workload components are:
 - Teaching: Minimum of 50% unless approved by the department chair and dean.
 - Research maximum of 50 % unless approved by the department chair and dean.
 - Service: maximum of 25 % unless approved by the department chair and dean.

- **Training and Reporting Requirements**

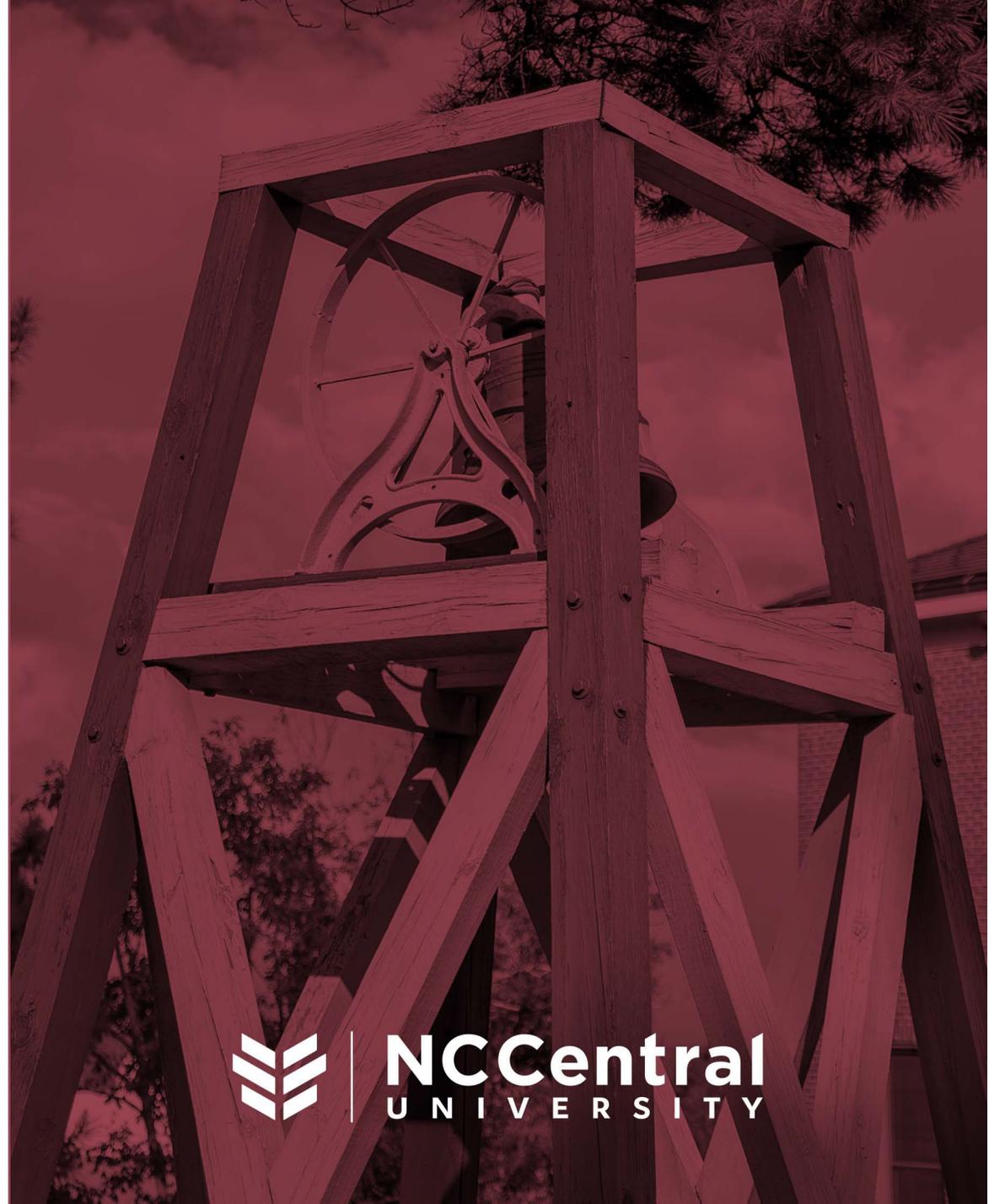
- Training will be provided for all faculty required to have a workload plan, as well as department chairs and deans who review workload plans and are responsible for approving any adjustments to faculty workloads.



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Center for Entrepreneurship and
Economic Development

Peggy Ward Financial Education
Center





Center for Entrepreneurship and Economic Development

Innovate Research. Foster cutting-edge entrepreneurship and economic development research among faculty and students.

Curriculum Integration. Collaborate with faculty to infuse entrepreneurship principles into university-wide curricula.

Entrepreneurial Thinking and Skill. Promote entrepreneurial thinking and skill at the K-12 and collegiate levels, helping students and faculty prepare to meet the demands of a changing world.

Nurture Ventures. Guide the NCCU and local community in launching, scaling, and sustaining successful business ventures.

Community and Corporate Engagement. Forge key partnerships with community and corporate organizations to enhance learning, innovation, and social impact opportunities for student, faculty and staff.

The Importance of Entrepreneurial Engagement for North Carolina Central University



- Entrepreneurial thinking prepares students to adapt to a rapidly changing global economy.
- Embracing entrepreneurship enhances the university's brand by positioning NCCU as an innovation hub.
- Entrepreneurship increases alumni engagement by encouraging successful alumni entrepreneurs to give back through financial support, mentorship, and collaboration.
- Entrepreneurial activities can strengthen the academic ecosystem by attracting talent who are interested in exploring practical applications of their academic pursuits.
- Entrepreneurship can promote social and economic mobility helping to close the racial wealth gap.
- Entrepreneurial activity can attract donors, investors, and philanthropists who are interested in supporting innovative initiatives and research.



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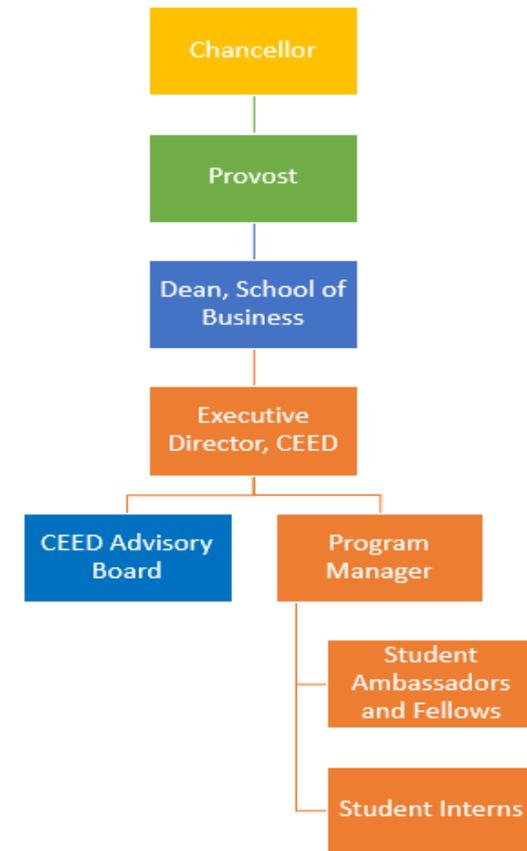
The School of Business will host the Center and oversee the administration of its operation.

The Executive Director will report to the Dean of the School of Business.

The staff of CEED will report directly to the Executive Director.

CEED will establish an Advisory Board of no more than 15 members to actively support its mission.

Center for Entrepreneurship and Economic Development Organizational Chart

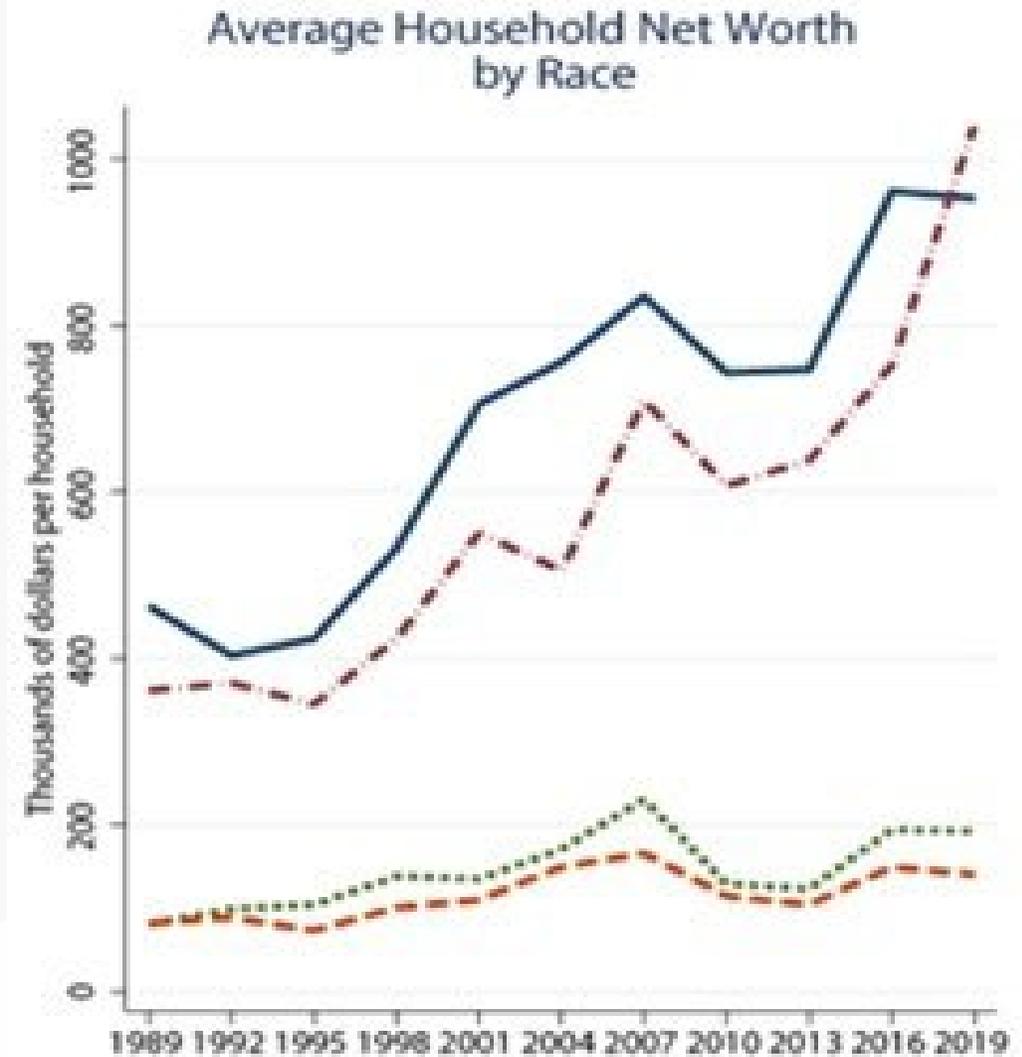


NC Central
UNIVERSITY

Peggy Ward Financial Education Center

The Racial Wealth Gap

A significant “racial wealth gap” exists between minorities and Whites in the U.S. This chart depicts disparity in net worth with Non-Hispanic Blacks in orange, Non-Hispanic Whites in blue, and Hispanics in green. NCCU’s student population is 75% Black and 6% Hispanic.





The Problem Persists

Despite gains in income, the wealth gap persists. As a result, the poverty rate continues to be highest in the Black community.





Summary of Racial Gaps

- African-Americans have about one-quarter of liquid assets of caucasians
- Home equity is less than 50%
- Business ownership and business assets are around 25%
- Retirement account balances are around 40%



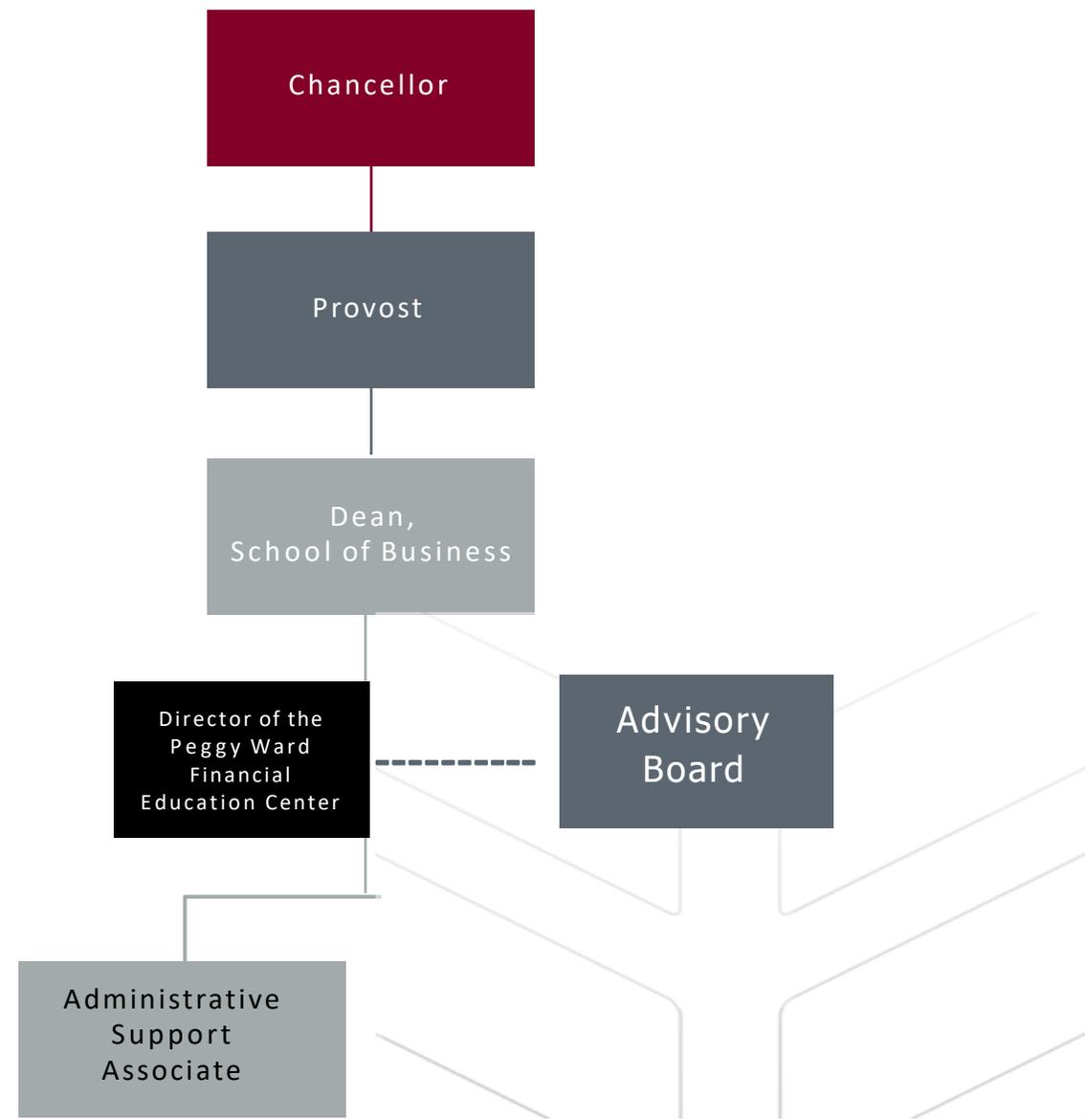


Goals

- Workshop seminars and counseling sessions for NCCU students and the broader community.
- FINRA Securities Industry Essentials (SIE) Exam Prep and Exam
- Certified Financial Planner (CFP) Exam Prep and Exam
- Wealth Management Camp for High School Students
- Economics and Personal Finance (EPF) Institute



Peggy Ward Financial Education Center Organizational Chart



Annual Impact

- 5+ Students taking the SIE prep exam
- 10 Student ambassadors trained and equipped to provide financial education to peers
- 25+ High school students exposed to financial education
- 30+ NCCU employees receiving financial education
- 50+ Community members receiving financial education
- 25+ High school teachers trained to teach financial education
- 1,800+ Students exposed to financial education
- 20+ Events



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WHERE PURPOSE TAKES FLIGHT

