



SPECIAL MEETING OF THE BOARD OF TRUSTEES Executive Personnel Committee

October 14, 2025
10 a.m. Via Zoom

Members: **Chairman Courtney Crowder**
Trustee Farad Ali
Trustee Francesca Gary
Trustee Ryan Combs
Trustee Keith Chadwell

The North Carolina Central University Board of Trustees met virtually via Zoom on Tuesday October 14, 2025. Chairman Courtney Crowder called the meeting to order at 10:00 a.m.

OPEN SESSION

Assistant Secretary Deborah McQueen called the roll.

ROLL CALL:

Chairman Courtney Crowder	Yes
Trustee Farad Ali	Yes
Trustee Francesca Gary	Yes
Trustee Ryan Combs	Yes
Trustee Keith Chadwell	Yes

There were (5) members present at roll call. A quorum was established.

CHAIR'S REMARKS:

Chairman Courtney Crowder called the meeting to order and acknowledged adoption of the agenda. Trustee Francesca Gary moved that it be approved and Trustee Chadwell 2nd that motion.

Vice Chancellor & Provost Ontario Wooden and Dr. Jon Gant provided the Report on the NCCU Faculty Workload.

2024-2025 Faculty Workload Policy

The Board of Trustees reviewed the faculty workload results for the 2024-2025 academic year, which aligns with the UNC System's expectation that faculty effort should be distributed equally among teaching, research, and service.

Provost Wooden explained that the policy, implemented in July 2024, allows for flexibility at the departmental level while maintaining the overall goal of a 50% teaching load, 25% research, and 25% service.

Dr. Jon Gant reported that 383 faculty members achieved 100% reporting compliance, with the campus averaging 50% teaching, 21% research, and 22% service loads, noting that some departments like Education and Criminal Justice had adjusted loads due to accreditation and community partnership demands.

Faculty Workload and Enrollment Growth

The conversation focused on faculty workload data, with Provost Wooden explaining that faculty are spending significant time on teaching due to rapid enrollment growth and the inability to hire full-time permanent faculty.

Dr. Gant explained that the university measures faculty work in three areas - teaching, research, and service - using standardized categories across all 17 institutions. The discussion addressed the School of Education's high teaching load due to clinical requirements. Chairman Crowder inquired about comparing these numbers to other system institutions. Provost Wooden noted that once the comparison data is released by the Board of Governors, it will be presented at the subsequent Board of Trustees meeting.

Faculty Reporting Process Review

Dr. Gant reported 100% participation from the 383 faculty members in the interim, mid-year, and completion stages. The process, which includes department chair review of faculty time allocation reports, has been well received though there are some initial concerns about data usage.

Provost Wooden explained that while the current faculty count is close to target, future growth may require additional faculty to maintain the 50% teaching level, with approximately 400 faculty needed.

Proposed Motion:

Chair Crowder motioned to adjourn the meeting at 10:37 a.m. Trustee Gary 2nd that motion. All Aye. None opposed.

Respectfully Submitted:
Deborah Y McQueen