**FACULTY SENATE MEETING MINUTES**

**North Carolina A&T State University**

**101 Academic Classroom Building**

**Tuesday, February 26, 2019**

**3:00 p.m.**

**Dr. Julius Harp, Chair Presiding**

**Senate Members Present:** Monica Allen, Mohd Anwar, Dewayne Brown, Nicole Dobbins, Yewande Fasina, Bonnie Fields, Galen Foresman, Tony Graham, Julius Harp, Luba Kurkalova, Anna Lee, Daniel Limbrick, Mary Lind, Deanna McQuitty, Devang Mehta, Mahour Mellat-Parast, Gregory Meyerson, William Randle, Thomas Redd, Philip Rubio, Katherine Silton, Kimberly Smith, Natalie Spencer, Paul Stanfield, David Tidwell, Jacqueline Williams, Danielle Winchester, Alexander Yap.

**Departments Not Represented:**  Agribusiness, Applied Economics and Agriscience Education; Family and Consumer Sciences; Chemical, Biological and Bioengineering; Civil, Architectural and Environmental Engineering; Computational Science and Engineering; Mechanical Engineering; Human Performance and Leisure Studies; Social Work and Sociology; Criminal Justice; Biology; Physics; Nanoengineering; Graduate College.

The meeting was called to order by Chair Julius Harp at 3:05 pm.

**Roll Call**

**Approval of the January Faculty Senate Minutes**

* It was moved and properly seconded to approve the January 22, 2019 minutes.
* Senators unanimously approved the minutes with no corrections or additions.

**Statements from the Senate Chair Dr. Julius Harp**

Dr. Harp provided updates from the February 19, 2019 Faculty Senate Executive Committee Meeting that explored

* election protocols to the Senate and voting on committees;
* the role of non-tenure track faculty at NCAT;
* follow-up to investigate status of the Faculty Senate’s January 22, 2019 nomination of Dr. Faye Spencer-Maor, the new Hearing and Reconsideration Committee representative elected in the College of Arts, Humanities & Social Sciences as the replacement for Dr. Gregory Meyerson;
* possible speakers for upcoming March and April Faculty Senate meetings: Wanda Kellyman (Veteran and Disability Support Services) and Pearl Burris-Floyd (Board of Governors Liaison);
* meeting with the Chancellor and Provost around sex misconduct protocols (L. Mangum is the University’s HR representative);
* non-tenure track faculty (NTTF) concerns;
* preparation for Faculty Senate New Faculty Meet and Greet.

Additionally, Dr. Harp reported on the February 21 and 22, 2019 Faculty Assembly (FA) Meetings. He noted that discussion included the inadequate emphasis on mental health services. A question was raised concerning whether there are formal guidelines in the handbook allowing for the postponing of evaluation due to physical or mental health. Indications were that these formal guidelines were absent.

**Reports**

**Faculty Assembly (FA) Dr. Galen Foresman and Dr. David Tidwell**

Drs. Foresman and Tidwell provided additional reporting from the February 2019 Faculty Assembly Meeting noting a discussion of NTTF, shared governance, and ‘faculty engagement’. Senate members discussed the white paper on salary equity, part of which included a pie chart for three UNC system universities and the respective percentages of salary compression and inversion. The charts had two compression metrics for comparing entry level assistant professor and average associate professor salary: one for 5-8 % difference; one for below 5 % pay difference. Mr. Green from NC Central is heading an HMI equity committee.

NC Legislator Fraley discussed budget surplus of $150 million. How it will be spent? To include disaster; unemployment benefits; Medicaid; and the UNC System.

More discussion ensued about the FA meeting, which included discussions around voter ID law (all of which turns out to be moot due to court and legislative uncertainty) on campus, where the proposal focused on allowing campus IDs to be voter IDs.

It was noted that campus elections need to be held in March 2019 for Faculty Assembly delegates.

Dr. Harp will email to the Senators written correspondence from the February 2019 Faculty Assembly meeting.

**New Programs and Curricula Committee Dr. Galen Foresman**

The committee met on February 12, 2019 to review nine packets from the following areas: Accounting and Finance; Applied Engineering Technology; Computer Science; Electrical and Computer Engineering; Kinesiology; and Social Work and Sociology. The committee approved all packets and they were shared with senators through the Faculty Senate Blackboard site.

* Some learned of the new joint Ph.D. in social work with UNCG.

The Senate approved the New Programs and Curricula Committee report unanimously.

**Faculty Handbook Committee Dr. Bonnie Fields**

The committee continues to celebrate the completion of revisions and publication of the revised Faculty Handbook—it is available on the Faculty Senate web page as well as under Approved Policies and Procedures on Legal Affairs web page—Section II Academic Affairs. The committee met Feb. 19th to establish a master calendar to guide their work in upcoming academic years (and prevent lapse in Faculty Handbook updates). The committee also discussed the Constitution and the issue some small departments may have electing a tenure or tenure-track faculty member in their second year. The committee referred this issue to the Constitution Committee. The Committee is also continuing its work with Legal regarding the Policy on Policies and outlining the policies which faculty have responsibility for approving.

**Nominating Committee Dr. Bonnie Fields**

The Nominations Committee will meet Mar. 14th, 3:00-4:30pm, at the Faculty Senate House to prepare for upcoming elections. In April, the Faculty Senate will elect the following officers and members of the Executive Committee:

Vice Chair

 Secretary

Also, the Faculty Senate will elect two members for the Faculty Assembly Delegation and two alternates. In addition, the Nomination Committee will bring forth recommendations for confirmation for two University-wide Committees: Faculty Grievance and Faculty Hearing and Reconsideration.

**Constitution Committee**

* No report

**Faculty Welfare Committee Dr. David Tidwell**

There was lengthy talk around the Faculty Welfare resolutions. Senator Tony Graham’s resolution around NTT (non-tenure track) conditions was tabled for now while we had a conversation which mixed issues around NTT, salary equity, and other older matters. Senator Kimberly Smith raised the possibility of appointing an ombudsman who could handle with independence grievances from NTT faculty, from non-citizens on the tenure track with visa worries that might impact (potentially severely) their RPT process, and other complaints. Other ideas around NTT representation involved setting up an independent committee of NTTs with Tenured Faculty leadership to protect NTTs from any reprisal and/or the possibility of separate NTT representation on the Senate. Debate ensued around the viability of standing committees or whether to proceed with subcommittees (Senator’s Bonnie Fields’ suggestion) as it is easier to implement, with fewer bureaucratic hoops to jump through.

**Educational Policy Committee Dr. Zachary Denton**

Dr. Denton presented a draft of a simplified student evaluation form. Some discussion followed and Mr. Denton encouraged the faculty to email amendments.

* The Education Policy Committee was tasked with creating an updated course evaluation measure.
* Main motivations were to create a measure that is general, short, and will remove any redundancies.
* The deadline to have a complete measure is in April.

Senator Rubio raised questions about a new testing protocol especially regarding accessibility resources for students with disability. Disability resources are divided into two categories: students with disability and veterans with disability.

**Academic Calendar Committee**

* No report

**Employee Engagement Ms. Erickia Elbert, Assistant Vice Chancellor for Human**

 **Resources**

Ms. Elbert provided a PowerPoint presentation on UNC System Employee Engagement Survey-ModernThink. The survey was administered by ModernThink (creators of “Great Colleges to Work For”). The ModernThink Higher Education Insight Survey comprised 60 statements designed to assess key dynamics and relationships that influence institutions’ culture and performance. This survey results included a job role spreadsheet with benchmarks that addressed job satisfaction/support; teaching environment; professional development; compensation, benefits and work/life balance; facilities; policies, resources and efficiency; shared governance; pride; supervisors/department chairs; senior leadership; faculty, administration and staff relations; communication; collaboration; fairness; respect & appreciation. There was a total of 816 survey respondents. Follow-up surveys are scheduled for 2020 and 2022. There was a good bit of discussion around this Survey which some of the faculty senators had seen but “unofficially.” It was the opinion of many that the survey has not been widely disseminated. The AVC heard quite a few comments about the survey and what it means for workplace satisfaction. Senator Meyerson suggested that the long-term trend to shrink the tenure track faculty and grow the NTT faculty--as opposed to improving the conditions of NTT while growing the tenure track (TT) faculty--was not a path to “engagement.”

Upon continued discussion, Ms. Elbert stated that specific concerns about the survey can be emailed to her. She will work to answer questions raised and would be pleased to be invited back for a follow-up presentation.

**Staff Senate Information Ms. Erica Knight, Chair, Staff Senate**

Ms. Knight addressed the faculty senate apprising the Senate on some of the Staff Senate’s activities, from its Habitat for Humanity work and tornado clean-up to the campaign to provide shoes for kids in the Dominican Republic and their employee recognition program.

**Senate Discussion:**

There was a brief discussion of parking issues, with some suggestions for a tiered system and fond memories of former Senate President Bryan Sims’ campaign to get the faculty free parking. Senator Yewande Fasina noted:

* The University needs a campus-wide parking reform that will eliminate

the current conditions that have faculty competing with students for

parking spaces close to their offices. This is especially problematic when a faculty member has to spend time looking for a parking space and as a result is late to class.

Senator Fasina recommend a tiered system in which parking spaces

close to faculty offices/buildings are reserved for faculty and staff, and

the farther away parking spaces would be earmarked for students.

The meeting adjourned at 5:30 p.m.

Dr. Gregory Meyerson

Recorder