

**NORTH CAROLINA CENTRAL UNIVERSITY
DURHAM, NORTH CAROLINA
BOARD OF TRUSTEES MEETING MINUTES
February 22, 2012**

The NCCU Board of Trustees convened in the Auditorium in the H.M. Michaux School of Education Building on the campus of North Carolina Central University on February 22, 2012. Chairman Dwight Perry called the meeting to order at 9:00 a.m.

INVOCATION: Trustee Charles Baron gave the invocation.

ROLL CALL: Present: Dr. Dwight Perry, Mr. John Barbee, Mr. Charles Baron, Mr. Robert Dolan, Mr. Harold Epps, Mr. George Hamilton (via telephone), Mr. Reggie McCrimmon, Mr. Wendell McCain, Mr. Paul Pope, Mrs. Avon L. Ruffin, Mr. Carlton Thornton and Mrs. Nancy Wysenski (via telephone).

ADOPTION OF THE AGENDA: It was moved by Trustee Baron and properly seconded by Trustee Thornton that the agenda be adopted. The motion carried.

APPROVAL OF THE MINUTES: It was moved by Trustee Ruffin and properly seconded by Trustee Baron to approve the minutes dated November 16, 2011. The motion carried. It was further moved by Trustee Ruffin and properly seconded by Trustee Baron to approve the Special Call Meeting minutes dated December 9, 2011. The motion carried.

SWEARING IN CEREMONY: Chairman Perry recognized Ms. Dottie Fuller. Ms. Fuller administered the oath of office to Ms. Kim Saunders. Chairman Perry appointed Trustee Saunders to serve on the Educational Planning, Personnel and Trustee Student Relations Committees.

CHAIR'S REMARKS: Chairman Perry informed the Board, as Chair, it is his responsibility to remind all members of the Board of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflict of interest as required by this Act. Each member has received the agenda and related information for this Board of Trustees meeting. If any board member knows of any conflict of interest or appearance of conflict with respect to any matter coming before the board of trustees at this meeting, the conflict or appearance of conflict should be identified at this time.

REPORT OF THE CHANCELLOR: Chancellor Nelms thanked the Board of Trustee members for all that they do individually and collectively on behalf of NCCU and welcomed Ms. Kim Saunders to the Board.

Introduction

- Dr. Wynetta Lee has been appointed Dean of the H.M. Michaux Jr. School of Education. She most recently served as Dean of the College of Education at Grambling State University.

- Ms. Ayana Davis-Hernandez joins NCCU as the Director of Public Relations having served as an award-winning vice president in the Raleigh office of Fleishman-Hillard International Communications.
- Dr. Kenneth Chandler has been appointed Associate Vice Chancellor in the Division of Institutional Advancement. He most recently served at Winston-Salem State University as Director of Corporate and Foundation Relations.

Highlights

- The First Steps Academic Recognition Ceremony recognized 379 first semester students who achieved a 3.0 or higher. B.N. Duke was filled to capacity with proud family members.
- The 2012 speech competition, “Put a Ring on It: The State of Contemporary Relationships” was held last week. Bailey Clemmons, a senior in the Josephine Dobbs Clement Early College High School took first place. Zevandah Barnes and Crystal Cotton, seniors in our mass communication program took second and third place, respectively. What I want to know is where is Bailey going to school next year?
- Victoria Jones was selected to receive the 2012 UNCF/Merck Undergraduate Science Research Scholarship Award.
- Chancellor will be launching a Buy a Tie event on Monday, February 27, 2012. He is collecting ties and with Vice Chancellor Kevin Rome, will be teaching our students how to tie a tie and offer them one for a \$1. The money will go toward scholarships.
- The School of Law was elected to membership in the Association of American Law Schools (AALS) on January 5. The NCCU School of Law is only the third law school at a historically black university to join the association, following Howard University and Southern University.
- At the Art Museum, we opened the exhibit, “Ivey Hayes: A Retrospective,” last Sunday and it will run through April 20. Ivey Hayes is an NCCU alumnus born in Rocky Point, NC, a small rural community near Wilmington.
- In the midst of developing a comprehensive corporate relations fund raising plan with the assistance of a \$50,000 gift in kind from IBM.
- Have completed installing wireless Internet capability in all residence halls.
- Almost completed a campus-wide energy conservation program. All that remains is the mounting of solar collectors on the roof of the Mary Townes Science Building. Hope to save more than \$500,000 per year in energy costs as a result of the changes made all across campus.

- In the process of finalizing our dashboard for tracking and monitoring our strategic plan.

Deliverables

1. Implement a mandatory Leadership Development and Management Program for all employees who supervise others.
2. Implement a mandatory Professional Development Program for all new faculty and for those who teach gateway General Education Courses.
3. Develop and follow an implementation plan to ensure the timely pursuit of all recommendations that are approved today.

AUDIT COMMITTEE: Trustee Pope presented the Audit Committee Report. The Audit Committee had two (2) items for information.

Ms. Loretta Hayes submitted an internal audit activities report for review.

Ms. Hayes and Attorney Melissa Jackson Holloway also provided a report on an internal audit issue in closed session.

BUILDING COMMITTEE: Trustee Pope presented the Building Committee Report. There was one (1) action item and several items for information.

Mr. Zack Abegunrin, Associate Vice Chancellor for Facilities Management, presented the recommendation to select a Design firm for the Baynes Residence Hall Fire Suppression System and Fire Alarm Upgrade project.

It was moved by Trustee Pope and properly seconded by Trustee Baron that the NCCU Board of Trustees approve the committee's recommendation to select ELM Engineering Inc. as the Design Firm for the Baynes Residence Hall Fire Suppression System and Fire Alarm Upgrade, based on the pre-selection committee's evaluation and ranking. The motion carried.

The Committee heard the Capital Improvement Projects update, from Mr. Zack Abegunrin, Associate Vice Chancellor Facilities Management. The Capital Improvement Projects entailed:

- Status of Projects
- Upcoming Projects
- HUB Data

EDUCATIONAL PLANNING AND ACADEMIC AFFAIRS COMMITTEE: Trustee Dolan presented the Educational Planning and Academic Affairs Committee Report. There were twelve (12) items for action.

Chancellor Charlie Nelms, Dr. Debbie Thomas, Provost and Vice Chancellor for Academic Affairs and Dr. Bernice Johnson, Associate Provost and Vice Chancellor for Academic Affairs made presentations regarding Academic Program Review and Restructuring.

There presentations included:

- Academic Program Review Process
- Strategic Priorities
- Review Factors
- Recommendations
 - Programs to be Restructures or Merged
 - Programs to be Eliminated
 - Program to be Established
 - Colleges to be Merged

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to merge the Mathematics and Physics into a Single Department. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee Pope that the NCCU Board of Trustees approve the request to merge English and Modern Foreign Languages into a single department. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to merge the Bachelor of Science in Environmental Sciences and the Bachelor of Science Geography into a single program to become Environmental and Geographic Sciences. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to merge the Computer Information Systems and Computer Science degree into a single department. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to restructure the Dance Program and move to the Theatre Department. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to discontinue the Bachelor of Arts in Sociology Program and forward all relevant materials the UNC Board of Governors for final action. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to discontinue the Masters in Sociology Program and forward all relevant materials the UNC Board of Governors for final action. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to discontinue the Bachelor of Arts in Public Administration

Program and forward all relevant materials the UNC Board of Governors for final action. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to discontinue the Bachelor of Arts in Art with a Concentration in Teacher Education Program and forward all relevant materials the UNC Board of Governors for final action. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee McCain that the NCCU Board of Trustees approve the request to discontinue the Bachelor of Arts in French Program and forward all relevant materials the UNC Board of Governors for final action. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee Pope that the NCCU Board of Trustees approve the request that the Mass Communication Program to become The Department of Mass Communication. The motion carried.

It was moved by Trustee Dolan and properly seconded by Trustee Pope that the NCCU Board of Trustees approve the request to merge the College of Liberal Arts and College of Science and Technology to create the College of Arts and Sciences. The motion carried.

ENDOWMENT FUND COMMITTEE: Trustee Perry presented the Endowment Fund Report. There was one (1) item for information.

The committee heard from Mr. Wendell Davis, Vice Chancellor for Administration and Finance, who presented the University's Endowment report. He stated that the market value of the University's Endowment Fund as of December 31, 2011, was \$18,458,490 compared to \$19,453,269 as of December 31, 2010. This change reflects a market value decrease of \$994,779 for the same period.

FINANCE COMMITTEE: Trustee Epps presented the Finance Committee Report. There was one (1) action item and several items for information.

Due to a lack of a quorum, the action item on the agenda for the Finance Committee, namely the minutes dated November 15, 2011, will be considered by the NCCU Board of Trustees as a Committee of the Whole at the full Board meeting to be held on February 22, 2012.

It was moved by Trustee Epps and properly seconded by Trustee Thornton that the NCCU Board of Trustees approve the minutes for the Finance Committee dated November 15, 2011. The motion carried.

Vice Chancellor Wendell Davis provided the following updates to the Finance Committee:

- 2011-2012 State Budget Update as of December 31, 2011
Appropriations total \$83,265,591, Receipts total \$45,495,223 and Total Requirements total \$128,760,814; and
- Auxiliary Financial Report as of December 31, 2011 with an ending fund balance of \$19,642,220.

INSTITUTIONAL ADVANCEMENT COMMITTEE: Trustee Ruffin presented the Institutional Advancement Committee Report. There was one (1) action item and several items for information.

Ms. Lois Deloatch, Vice Chancellor for Institutional Advancement, presented a Records Information Release Policy that will govern how Institutional Advancement shares data with the Alumni Association, volunteers and campus departments.

It was moved by Trustee Ruffin and properly seconded by Trustee Thornton that the NCCU Board of Trustees approve the Records Information Release Policy as amended to include the name of the employer on page 2, Section II. The motion carried.

Vice Chancellor Deloatch further provided an update on fundraising. As of February 17, totals included \$4,159,358 in total commitments, which includes cash, gifts-in-kind and pledges and 3,755 donors.

At the conclusion of Vice Chancellor Deloatch's report she introduced Dr. Kenneth Chandler, the new Associate Vice Chancellor for Institutional Advancement.

Institutional Advancement, with the support of a strategic assessment grant from IBM, has been working with vice chancellors, deans, faculty and administrators to develop a comprehensive corporate relations plan.

TRUSTEE EMERITI COMMITTEE: Trustee Pope presented the Trustee Emeriti Committee Report.

The Committee convened in closed session to review and evaluate two (2) candidates for Trustee Emeriti. When the meeting reconvened in open session it was moved by Trustee Pope and properly seconded to recommend approval of the two (2) candidates for Trustee Emeriti status and forward recommendations to the Executive Committee for consideration. The motion carried.

EXECUTIVE COMMITTEE: Trustee Perry presented the Executive Committee Report.

The Committee reviewed and evaluated the recommendations of the Trustee Emeriti Committee regarding two (2) candidates for Trustee Emeriti.

It was moved and properly seconded to recommend approval of the two (2) candidates for trustee emeriti and forward to the full board for final action. The motion carried.

Today the full Board considered the recommendations of the Trustee Emeriti and Executive Committees regarding candidates for Trustee Emeriti. It was moved by Trustee Perry and properly seconded by Trustee Ruffin that the NCCU Board of Trustees approve the two (2) candidates for Trustee Emeriti be approved and plans be made for proper recognition. The motion carried.

TRUSTEE-STUDENT RELATIONS COMMITTEE: Trustee Thornton presented the Trustee-Student Relations Committee Report. There were several items for information.

Dr. Kevin Rome, Vice Chancellor for Student Affairs and Enrollment Management, provided updates on the following departments:

- Office of Greek Life
- The Counseling Center
- The Women's Center
- The Career Services Office
- The NCCU Undergraduate Admissions Office
- Centennial Scholars Program
- Eagle Services Center

Ms. Kesha Lee, Director, Office of Student Disability Services (SDS) provided an overview of the services and demographics that the office serves.

STUDENT GOVERNMENT REPORT: The Student Government Report was presented by Mr. Reginald McCrimmon.

NATIONAL ALUMNI REPORT: The National Alumni Report was presented by Ms. Tania Davis. A copy of her full report is attached.

FACULTY SENATE REPORT: The Faculty Senate Report was presented by Professor Sandra Rogers. A copy of her full report is attached.

STAFF SENATE REPORT: The Staff Senate Report was presented by Ms. Daphine Richardson. A copy of her full report is attached.

PERSONNEL COMMITTEE: Trustee Baron announced there were two (2) action items for open session and one (1) action item for closed session.

OPEN SESSION

The Committee heard presentations from Mr. James Dockery, Associate Vice Chancellor for Human Resources and EEO regarding the two (2) updated policies:

- Supplemental Compensation for EPA Employees
- Non Salary and Deferred Compensation

Both of these policies must be included in the University's Management Flexibility Application.

It was moved by Trustee Baron and properly seconded by Trustee Barbee that the NCCU Board of Trustees approve the Supplemental Compensation for EPA Employees Policy. The motion carried.

It was moved by Trustee Baron and properly seconded by Trustee Dolan that the NCCU Board

of Trustees approve the Non Salary and Deferred Compensation Policy. The motion carried.

CLOSED SESSION

The Committee heard a presentation from Dr. Debbie Thomas Provost and Vice Chancellor for Academic Affairs regarding a request to name a classroom in the Farrison-Newton Communications Building.

There being no further business for closed session, Trustee Baron moved and it was properly seconded by Trustee Pope to reconvene in open session. The motion carried.

OPEN SESSION

It was moved by Trustee Baron and properly seconded by Trustee Dolan that the NCCU Board of Trustees approve the request to name a classroom in the Farrison-Newton Communications Building the Charles L. and Ruth Hamme Gittens Classroom. The motion carried.

CHAIRMAN'S ANNOUNCEMENTS:

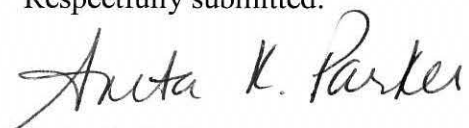
The 2012 National Conference on Trusteeship will be held on April 22-24 in Washington, DC. If you are interested in attending, please contact Vice Chancellor Susan Hester.

Due to several Trustees attending the AGB Conference, the next Board of Trustees meeting is April 17 – 18, 2012 instead of April 24-25, 2012. Please mark your calendars to reflect changes.

It is time to complete and submit the 2012 Statement of Economic Interest Form which is due on or before April 15th. You can either complete the long form or if there are no changes from your 2011 form complete the NO CHANGE FORM. The forms will be sent to you by the Office of Legal Affairs which you need to complete and return to the Office of Legal Affairs. Any questions you may have regarding this Statement please contact Attorney Melissa Holloway – 919 530 6105. It is MANDATORY that this form be completed and submitted to the NC Ethics Commission and the UNC General Administration.

There being no further business, it was moved by Trustee Baron and properly seconded by Trustee Dolan to adjourn. The motion carried.

Respectfully submitted:



Anita K. Parker
Recorder

Student Government Association

2011/2012

McCrimmon/Montalvo
Administration

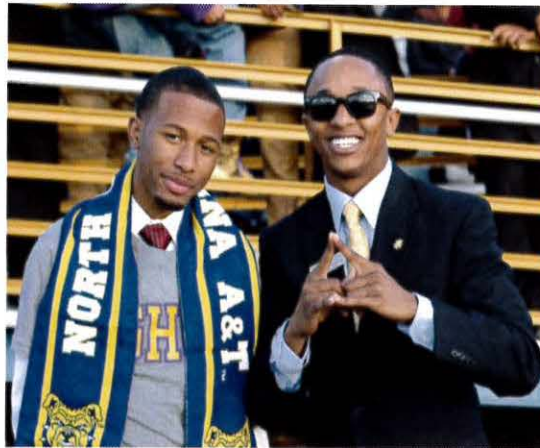
NORTH CAROLINA CENTRAL UNIVERSITY



2011-2012

McCrimmon-Montalvo Admin.

CONNECT. GROW. SERVE.



2011-2012
McCrimmon-Montalvo Admin.
CONNECT. GROW. SERVE.

Eagles leave Aggies steaming after rivalry win



BY JOHN McCANN

jmccann@heraldsun.com
419-6601

GREENSBORO — N.C. Central big man Dominique Sutton admits he ran his mouth to N.C. A&T's Austin Watter during Saturday's rivalry game at the Corbett Sports Center.

In the end, the Eagles ran off with a 71-66 victory over A&T in front of approximately 5,200 spectators who couldn't make out what was said during the exchange.

"Just telling him to be a little strong with the ball — just something to get in his mental mind," Sutton said. "It was just a tactic to get him speeding up ... It wasn't nothing personal."

What it ended up being was the difference in the ballgame, but there are differing views about exactly how the junk talk and the

taunting decided the outcome.

Down by two at halftime, NCCU emerged in the third period and tied the game at 39 with a swooping



SGA
CONNECT. GROW. SERVE.

- **Class of 2015**
 - Academic Programming Initiatives
- **Class of 2012**
 - GSA/Law School Collaborative Efforts
 - Young Entrepreneurship Discussion
 - Student Judicial Court, BLSA, Local Start-Up Initiatives
- **“Elect Her: Campus Women Win.”**
 - Training for college women encouraging leadership.



SGA
CONNECT. GROW. SERVE.

- Platform form for Growth in Campus Life
 - Turf Practice Field
 - Outdoor Basketball Court
 - World of Wings in Eagles Nest
 - Flexible Hours in Dining Hall & Student Union



SGA
CONNECT. GROW. SERVE.

- “Stop Hunger Now”
Million Meals Project
 - MLK Day Service Project
 - Over 800 Meals Prepared
 - Students Received
Community Service Hours



SGA Month of Action

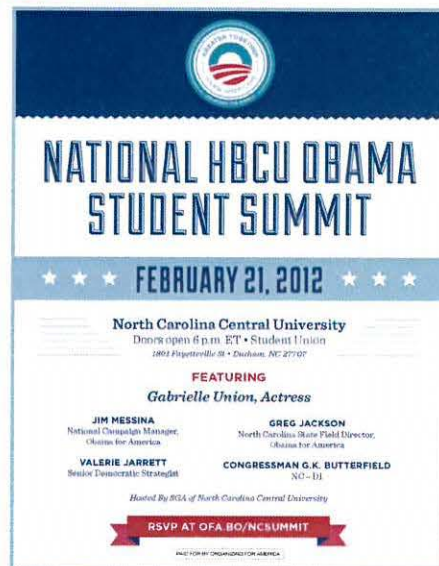
- NCCU SGA Senate passes resolution opposing NC Marriage Act.
- Mobilize students opposing tuition increases to Board of Governors meeting
- Mobilize students to march on Jones St. for Historic Thousand on Jones St.(HKonJ)
- Mobilize students to advocate on Capital Hill for Higher Edu. Funding

NCCU
Truth and Service

SGA Month of Action

- Inform
- Educate
- Motivate

- Where do we go from here?



Truth and Service

Goals and Objectives

- **Academic Accountability**
- **Advocacy Empowerment**
- **Growth in Student Involvement**
- **Student Union/Center**



Questions or Thoughts?

Thanks!





North Carolina Central University Alumni Association, Inc. • 2223 Fayetteville Street • Durham, North Carolina 27707 • (919) 530-5222

OFFICE OF THE NATIONAL PRESIDENT

Report of the National Alumni Association 2011 - 2012 February 22, 2012 Durham, NC

Chairman Perry and Board members, Chancellor Nelms, faculty, staff, alumni, and invited guests - good morning. I bring you greetings from the NCCU Alumni Association, we say Happy New Year to everyone, and thank you for the opportunity to present this brief report.

Since we last met in November, the Greensboro Alumni Chapter sponsored a pre-game breakfast at the Starmount Forest Country Club in Greensboro, NC, on November 19, 2011. It was a great gathering of the Eagles prior to a game against our arch rival, and we certainly thank the University family for joining us on that day. For the months of November and December, the Alumni Association performed several community service projects through the alumni chapters. Clothes, food, and/or toy drives were sponsored by the following chapters: Delaware, South Florida, Richmond-Petersburg, Metro DC, Columbia Metro (SC), Greensboro and Philadelphia.

The January Council Meeting was held on January 21, 2012. We would like to thank the Chancellor, Trustee John Barbee, President Frankie Perry of the NCCU Foundation, Inc., Vice Chancellor of Institutional Advancement Lois DeLoatch, new Executive Director of the NCCU Foundation Joe Person, and Vice Chancellor of Administration and Finance Wendell Davis for participating and/or attending our meeting by providing remarks to the alumni constituency. Additionally, we had remarks from Junior - Korey Mercer, who thanked four alumni chapters and two individual alumni for their monetary donations toward the Soaring Service Leaders alternate Winter break community service projects in Durham, Washington, DC, Baltimore, MD and New York, New York. Also recognized in our meeting was Lauren Pinckney for her selection as the Clarence J. Jupiter Fellowship Award through the CASE (Council of Advancement for Support in Education) organization, and she currently serves as the President of the Pre-Alumni Club. To open the afternoon session, we heard from The Honorable G.K. Butterfield, who provided updates from Capitol Hill and announced that due to redistricting, Durham is now a part of his Congressional District. So, he looked forward to serving his new constituency base.

We are now preparing for the MEAC Tournament. The Alumni Association has planned an inaugural event for March 10, at the Sundance Plaza Hotel, from 8:00 pm – 12 midnight. Tickets are \$15 and can be purchased online through the Association website at www.nccualumni.org. If you're planning to attend the basketball tournament, we invite you to part with us and enjoy the last night of the tournament in Winston-Salem.

As reminders, the deadline for the NCCU Alumni Association Scholarship Program application is March 15. If you know of a prospective student planning to attend NCCU in the Fall or a current student in need of a scholarship, please visit our website for requirements and make sure each step is followed closely. This is also an election year; so, if any alumnus who would like to participate in this process and is not currently a member, membership in the Association is encouraged by March 1.

Chairman Perry and Board members, Chancellor Nelms, and all assembled, this concludes my report and I will address any questions you may have.

In Truth and Service,

Tania B. Davis

Tania B. Davis, '94

President

2010 - 2012

**NORTH CAROLINA CENTRAL UNIVERSITY BOARD OF TRUSTEES
NCCU FACULTY SENATE REPORT
SCHOOL OF EDUCATION AUDITORIUM
WEDNESDAY, FEBRUARY 22, 2012**

Chairman Perry, Members of the NCCU Board of Trustees, Chancellor Nelms, and the NCCU Eagle Family, good morning! The Faculty Senate makes the following report today.

I wish to report that the fall 2011 semester was exciting and quite rewarding in that we made successful strides towards achieving the aim of the Faculty senate according to Chapter 2, section 3 of the Faculty Senate Handbook. That is that the Senate will work diligently to promote and encourage an atmosphere of understanding, trust, and unity of purpose among faculty, staff, students, administrators, and the Board of Trustees of the University that will foster the maintenance of an effective and enlightened University. The Faculty Senate had three major goals this year that needed to be accomplished to foster a more positive atmosphere for faculty governance.

First, we needed a senate office reestablished to give faculty a place to network, congregate and develop a legitimate sense of ownership within the university. That was accomplished when we reopened the Senate suite in 109 Taylor Education Building. We were able to hire an administrative associate to man the office daily. I do believe all of us can attest to the organizational skills and the wonderful job being done by our administrative associate, Ms. Coleman.

Secondly, the Senate worked on networking with the campus community through relationship building with staff, administrative departments, and support areas throughout the campus that impacted the learning environment of our students. As a result we have built alliances with these various areas that have produced very positive working relationships and cooperative teamwork. We have collaborated with the Staff Senate on every fundraiser or university activity this year. Our topics for discussion at Senate meetings have produced at times standing room only faculty turnout. Positive feedback from various units in the university have poured in stating that this was the first time their office or division had been allowed to come and make a presentation to the faculty senate even though they had requested to do so for years.

As a result of our willingness to communicate and collaborate with congeniality, we now have faculty members who have volunteered to help mentor our student athletes which was a major need expressed by the Athletic Department.

And thirdly, the Senate is focusing on the area of faculty governance. The general faculty committees are in place. The Portfolio Review committee has completed its work this year. The Reappointment, Promotion and Tenure Appeal Committee and Grievance Committee have convened and are available as needed. An ad hoc advisory committee of senior faculty has been charged with the task of studying faculty involvement and reporting back to the senate suggestions to increase faculty participation on university committees and in campus activities. The Senate is currently studying the merits of implementing a plus/minus grading system; how to increase educational grants at the university; and also how to improve the effectiveness of our faculty's teaching skills in and outside of the classroom to ensure that our students leave NCCU fully capable of competing in the world market.

At the UNC Faculty Assembly, our delegation has made its mark. We have a perfect attendance record. Both of our faculty delegates have decided to seek office on the executive board or to chair a committee to make sure that our university is fully engaged in the policy making process of the UNC Faculty Assembly. Hopefully, we will be able to report at the April meeting that they have been elected to office in the Assembly.

All that is reported to you today focuses on positivism and a willingness on the part of our faculty to continue to pursue excellence in helping our students to succeed in life and accomplish their individual aspirations. I would be remiss, however, in not stating that we face many challenges ahead of us. The world of higher education as many of us have known will not exist in today's changing society. It is imperative that we focus on preserving the mission of our beloved university. This can only be accomplished by unity and a concerted effort by all to maximize our resources. The Senate serves as an advisory council to administration on issues of academic concerns. At this juncture, there can be no division or schisms between faculty, administration, staff and students. To create such would be political suicide considering the educational climate existing now in our society. The program recommendations that have been made today are a wakeup call to all of us. Could there be more on the horizon? I think, yes, if we as a university would continue doing business as we have been doing. We now realize, however, that that will not be the case. As a result of our curriculum program review, what is and

should be the role now of the Faculty Senate? One thing we will **not** do is play the blame game.

My parents often said that when you point your finger to blame someone else, remember that you have four fingers left pointing back at you.

We, as a faculty, will forge ahead and do what is right by our students. We will enhance our professional skills to make sure that we provide the best education possible for our students based on the economic resources available to us. We will produce successful NCCU students equipped to compete in the marketplace. And we will engage more in nurturing our students, in and outside of the classroom, because we realize the importance of the nurturing process. As one great author stated “Nurturing is the investment necessary to stimulate the potential that we (our students) possess.”

Members of the Board of Trustees, the Faculty Senate, in the days ahead, will engage in reflective dialogue focusing on accountability and faculty self-governance as to what each of us, as stakeholders, can do to minimize further losses to our great university. We shall work with a spirit of excellence towards accomplishing this new objective.

This concludes the report of the Faculty Senate. Mr. Chairman, I would be happy to respond to any questions or comments from the members of the board at this time.

Respectfully submitted,

Sandra M. Rogers

Sandra M. Rogers, JD, MA
Chair, NCCU Faculty Senate



**Staff Senate Report to Board of Trustees
February 22, 2012**

Chairman Perry, fellow Board Members, Chancellor Nelms, administrators, invited guests - thank you for an opportunity to report on the NCCU Staff Senate.

Staff Senate Meeting

Staff Senate met on November 17, 2011 for our monthly meeting. We had a presentation from:

Soaring Service Leaders, Student Organization –Students Deidre Morgan and Jarri Clanton, along with their advisor Ms. Earlinda Elder-Albritton, explained their organization’s theme of uplifting our motto of Truth and Service as they are involved in various community service projects. They showed a PowerPoint presentation and spoke to the staff about some of their projects – Healing for the Holidays (feeding the homeless), Weigh the Waste Project (weighing wasted food on Chicken Wednesdays), and Sex Trafficking Awareness (forced prostitution). They also told us about their planned trip to Capitol Hill as advocates for Title III jobs and their need for donations of food, transportation and housing. The total cost per student was about \$400.00. During our monthly Eagle Hour gatherings, donations were requested to support the Soaring Service Leaders and a monetary donation was provided to support their trip.

Mr. Warren Peacock, Sr., Senior Vice President Durham District, State Employee Credit Union started his presentation by applauding the Soaring Service Leaders and emphasizing how good it was to hear and see such positive information from students. He stated how much their presentation inspired him and how appreciative he was to be in the meeting on that day to hear our students. He gave a \$100 donation towards their efforts.

Mr. Peacock spoke to the staff about how the economy has changed over the years from the 1970’s to current. He discussed how easy it was in previous years for consumers to get loans (car, mortgage, etc.) and now we are facing an economic crisis and seemingly no one knows how to get out of this crisis. Mr. Peacock indicated the credit union is an answer as they offer various options – insurance, Trust Service Program for Educational Investment, mortgage assistance, partnering with College Foundation of North Carolina, and others. He provided his contact information so others could contact him as needed. He met individually with staff after the meeting.

Mr. Brian Scott, Combined Insurance Account Executive, spoke to the staff about the various options available under Combined Insurance – Accident & Sickness, Disability, Cancer, and Critical Care. He provided good information for staff to consider for supplementing their current benefits. He provided his contact information so others could contact him as needed. He met individually with staff after the meeting.

Staff Senate met on December 15, 2011 for our monthly meeting. We had a presentation from:

Ms. Page Potter, Law School presented information concerning the VITA/Tax Preparation, a free income tax preparation and electronic filing, Federal and NC returns, for taxpayers earning \$49,000 and below. This service is offered to NCCU students and employees, senior citizens and military personnel. NCCU Law and Business School students volunteer to serve as tax preparers for the program. They are required to complete a training program and are certified by the IRS. This service is provided at the Legal Clinic office in the Law School starting January 28, 2012. Taxpayers, filing electronically, may receive their refunds within 10-14 days using direct deposit.

Professor Brett Chambers, English & Mass Communication gave a presentation on What's your Brand? Professor Chambers indicated we need to make sure we establish our personal brands as we are our own U, Inc. He spoke about the top 10 Branders, Donald Trump being number one at branding. Professor Chambers suggested we read the book, "Release Your Brilliance". He spoke about image and this being the most important thing as it pertains to how we see ourselves. He encouraged us to start each morning by validating how we see ourselves before our insecurities pop up later in the day. Timing and exposure can be keys to success.

Professor Chambers also talked about social networking and encouraged us to be careful with those that we accept as friends on social networks. He encouraged us to start thinking about our tag and swag. He suggested that we do an exercise by looking down the road and writing our own obituary.

Rev. Dr. Michael Page – Campus Ministries presented on 'Tis the Season. He encouraged us to enjoy the rest and relaxation over the holidays as we think about the next two weeks. Rev. Dr. Page read the Poem "If Only Just a Minute" and talked about how the Christmas season may be considered the most difficult time of the year for some. He encouraged us to find things to deal with loneliness and look for reasons to celebrate life.

Rev. Dr. Page provided a very inspirational holiday message as he talked about 'Tis the Season to:

1. Reflect on 2011 – kick those useless things behind that do not need to be carried into 2012.
2. Think about you – give yourself a break.
3. Rejoice – share the joy and celebrate.
4. Make some sacrifices – go beyond the call of duty; step outside the box.
5. Make commitments to go higher than the level of service. It is the right thing to do.
6. Focus on forgiving your enemy; tolerance
7. Give of your heart – provide service to charities
8. Be a good example for others to follow.
9. Allow yourself to be respected and maintain respect.
10. Keep your head up high.

Dr. Deborah Bailey, Academic Community Service Learning Program shared information concerning the dedication service on December 17, 2011 for the 4th Habitat Home. She indicated that over 10,000 persons had volunteered their time on completing the home and thanked the staff for their support in completing this project.

Also, in December we had a holiday gathering for staff and faculty which was sponsored by the Time Out Bar & Grill. We had a huge turnout and gathered over 500 canned good which were donated to the Durham Rescue Mission.

Staff Senate met on January 18, 2012 for our monthly meeting. We had a presentation from:

Ms. Gracie Lesane, Chair SEANC, District 27 shared information concerning our campus having the largest SEANC group in this area. She indicated that SEANC, State Employees Association of North Carolina, is open to all state employees. Ms. Lesane spoke about some of SEANC victories and encouraged employees, as well as management, to join this association. SEANC meets monthly in the Student Union.

Mr. Wendell Davis, Vice Chancellor for Administration & Finance, discussed the university's current financial status and talked about the Process Improvement and Efficiency (PIE) and the goal of PIE to identify \$1 million for reduction; cost savings of administrative programs. He indicated that over the last 12 years we have lost about \$60 million to the state. He explained that similar to the PIE, the Provost is reviewing how funds can be saved by eliminating low performing academic programs as enrollment has been flat and we are down 1100 students.

Vice Chancellor Davis reminded us that the Chancellor had scheduled several listening forums for staff and faculty to attend and hear information about the administrative and academic program reviews for themselves and not depend on someone else to share it. He indicated the Chancellor wants us to follow up with our recommendations.

Although it was bleak news that we would most likely have a reduction in force, the staff members were very appreciative of Vice Chancellor Davis attending the Staff Senate meeting and presenting the information to them. Many of them indicated it felt good to have the Vice Chancellor share the information with the staff and ask for questions, comments, and suggestions prior to final decisions being made.

Overall the staff comments were very positive:

- Staff appreciated finding out about the process ahead of time. The listening forums were transparent and everyone knew what was going to happen.
- They welcomed the opportunity to get involved and provide suggestions and recommendations - so they felt included.
- Although they didn't want employees to lose jobs, they understood the budget situation and the need to reduce costs.
- They appreciated the comprehensive approach - looking at the academic and administrative areas for reduction opportunities.
- Staff indicated their appreciation that areas, other than employee jobs, were considered for cost savings, such as,
 - Maximizing the use of purchased software (PeopleAdmin, Banner Travel)
 - Reduction in paper consumption
 - Mandatory equipment maintenance program
 - Reduce university cell phones
 - Reduce duplication of laptop/desktop

- Double classroom size
- Staff voiced their appreciation for VC Wendell Davis attending the Staff Senate meeting in January and providing the information first hand to the staff.

Staff Senate Scholarships

Staff Senate Scholarships were awarded to Zawadi Powell (Information Technology) and Samuel Rowley (Music Department) for the Spring Semester. We are hoping to continue our scholarships as this has been a great benefit for staff in their educational pursuits.

Have a Heart Campaign

We are participating in the UNC Staff Assembly campus-wide annual Have a Heart Campaign. Each campus has been asked to collect items for the month of February and to donate to a charity of choice. We are currently accepting toiletries to be donated to the Genesis Home for Homeless Women with Children, Eastway Elementary School, and Burton Elementary School. Donation boxes are located in several buildings throughout the campus.

Eagle Hour

Our monthly meet and greet for staff and faculty has been very successful. We have more faculty members attending the function now and everyone seems to enjoy this time of networking.

Staff Senate Meeting

Our next Staff Senate meeting is scheduled for Thursday, March 14th at 10:00 am. We invite all staff (SPA and EPA Non-Faculty) to attend the Staff Senate meeting. We encourage and would like to see more EPA non-faculty members attend this meeting.

We will continue to work with administrators, faculty, students and staff in supporting the university; giving of our resources, serving on various committees and assisting with events and activities as needed.

In Truth and Service,

Daphne Richardson
Chair, Staff Senate