Fayetteville State University  
Faculty Senate Minutes  
November 21, 2002

Present: A. Abokor, K. Anderson, S. Berretta, I Brennan, G. Carson, Chen Y.,  
A. Dowdle, D. Heckert, T. Hennessy, D. House, Huang S., P. Jackson,  
S. Johnson, P. Jonsson, J. Knight, S. Livingston, G. McConnell, W. McLeod,  
F. Merchant, S. Rhodie, H. Small, A. Tavakoli, M. Twum, S. Vallabha,  
C. Woods, Wu J., Zhao G.

The minutes of the previous meeting were approved with corrections:  
Dr. Chen’s question on faculty merit pay was meant to include faculty  
who have been promoted, awarded tenure, or put through post-tenure  
evaluation.

The agenda was adopted.

The chair thanked Dr. Twum for his service as acting vice chair and opened  
the floor for nominations for vice chair. Dr. Twum nominated Dr. Bell, and  
Dr. Woods seconded. Dr. Jonsson suggested only those present be nominated.  
Dr. Twum said Dr. Bell had been consulted on her nomination. Dr. Jonsson  
nominated Dr. Chen, and the nomination was seconded. Dr. Twum moved  
nominations be closed, and Dr. Dowdle seconded. Dr. Chen was elected.

The chair introduced Chancellor Willis McLeod. The chancellor said he wished  
to address two items in particular, merit increases and implementation of the  
Proposal on the Selection, Evaluation, and Rotation of Chairs.

With regard to merit increases, he reminded the Senate of his charge to Dr.  
Johnson to form a committee to make recommendations on clear and concise  
criteria for faculty evaluation, with the hope that merit pay be available next  
fall.

With regard to the implementation of the Proposal on the Selection, Evaluation,  
and Rotation of Chairs, he said he could not act on evaluations in order to  
remove any chairs, and that he would leave all decisions about changes (other  
than the selection of new chairs) to his successor.

The chancellor thanked Dr. Chao, chair of the Faculty Evaluation and  
Development Committee, for her letter in regard to a vital part of the Proposal  
that had been omitted. This part reads as follows:

Annual evaluations of each department Chair should be conducted by the  
Faculty Senate. These evaluations are to provide a performance assessment  
of the Chair, to give credit for good performance, to indicate areas needing
improvement, and to provide the department's faculty a mechanism for a recommendation on retention of the Chair.

1. An evaluation of each department Chair will be conducted annually, not later than March 1, by the Faculty Senate polling the faculty of the department.
   a. These annual evaluations will be tabulated and summarized by the Faculty Evaluation and Development Committee, a standing committee of the Faculty Senate.
   b. The results will be distributed to each member of the department, including the Chair, and submitted to the Dean within ten (10) working days after the faculty has been polled. This report, all evaluation forms, and any departmental recommendation will be retained by the Faculty Senate.
   c. When the department's faculty give a favorable evaluation of the Chair's current year of service and a majority recommends retention, the Chair should be retained.
   d. When the department’s faculty give an unfavorable evaluation at any time and a majority recommends non-retention the Chair should not be retained, and a Search Committee should be formed and should function in accordance with Section A.

2. The Fourth Year of a Chair’s Term.
   a. Not later than the beginning of the first semester of the fourth year of the department Chair's current term, a new Search Committee will be formed as described in Section A.1. The process for selecting the next Chair shall be performed in the same manner as described in Section A.
   b. The current Chair may be recommended for another term but will not serve more than eight consecutive years.

3. Administrative Review and Actions.
   a. The Dean will confer with the department Chair relative to the department's evaluation and recommendation on retention. When the department recommends non-retention, then the following procedures will pertain:
      1) Following the conference with the Chair, the Dean will forward a recommendation regarding retention of the Chair, along with the department's report, and other appropriate documentation to the appropriate administrative official.
      2) The final decision regarding retention of the Chair should be communicated to the Chair and the department by April 20.
      3) If the Chair is removed, the department will elect a tenured faculty member to be recommended to the Dean as the interim Chair.

The chancellor said he has approved the revisions as suggested by the Faculty Evaluation and Development Committee, and has informed the chair of the Faculty Senate about his approval.
Dr. Twum congratulated the chancellor on the “forthrightness” with which he has addressed this issue. The chancellor invited departments that may be struggling with certain issues to consider going on retreat and offered some funding (up to $500) for this purpose.

The chancellor suggested that Fayetteville State keep its focus on the K-12 and K-16 programs and its relationship with the public schools. The chancellor reminded the Senate of the importance of athletics at Fayetteville State as an advertisement for the school. He congratulated Director of Athletics Horace Small for the success of the football team, the only HBCU program in the Division II playoffs.

The chair recognized Faculty Assembly Delegate Thomas Van Cantfort, who reported on the Faculty Assembly of November 15. Van Cantfort reported that the budget situation will worsen before it improves. For 2003—2004, and 2004—2005, the budget allows FSU thirty-five million dollars each year. He also reported the Board of Governors’ request for 6% raises in each of the next two years. He said the state will not contribute to the State Retirement Plan this year, but that TIAA—CREF members are not affected.

Van Cantfort said that the analysis of the four-year post-tenure review program shows that (only) 3% of five thousand faculty have been found deficient. Dr. Dowdle suggested that 3% is an average number among schools. Dr. Twum asked for the definition of “deficient.” Van Cantfort answered that the definition varies from school to school within the system. He also said that post-tenure review may be eliminated because of the overwhelmingly successful numbers compared with the high administrative costs.

Dr. Chen questioned the fairness of a 6% raise for public school teachers when faculty are getting nothing. Van Cantfort suggested that faculty do not want their economic fate tied to that of public school teachers.

On the subject of “market value,” Van Cantfort said a faculty member need only show a discrepancy between salary at Fayetteville State and 80% of that available at a comparable school, and he suggested the Faculty Senate develop a working interest in this matter.

Van Cantfort said the phased-retirement plan will likely from year to year, and he reported that almost no one at the system HBCU’s takes advantage of the plan. He suggested the Faculty Senate explore this issue as well.

The chair asked the Senate to move to the identification of committee chairs, and he pointed out that Faculty Senate committees are to be chaired by senators. The following chairs were identified:
Committee on Committees: S. Johnson  
Academic Affairs: Huang S. (Acting)  
Budget and Planning: G. Bell  
Faculty Welfare: (to be named)  
Faculty Governance: P. Jonsson  
Student Affairs: S. Rhodie (Acting)  
Ad Hoc Long Range Planning: I. Brennan  
Ad Hoc Amenities: T. Hennessey (Acting)  
Ad Hoc Technology: (to be named)  
Faculty Evaluation and Development: S. Chao  

Old Business:  

The chair said Dr. Burns reports that the *Handbook* is being examined by the university attorney, and that soon it will be available for perusal by the Senate.  

New Business:  

The chair said the Faculty Senate will join the university get-together planned by the Personnel Office on December 6, and that the Ad Hoc Amenities Committee should offer its assistance.  

The chair said that Dr. Ellis’s action plan on faculty salaries will be put into the hands of a Faculty Senate committee.  

The chair said the resolution seeking further faculty representation on the Chancellor Search Committee will come before the next Board of Trustees meeting.  

Announcements:  

Dr. Woods advertised the performance of *An Enemy of the People* this coming weekend.  

The meeting was adjourned at 3:30.  

Recorded by  

G. McConnell