

FACULTY & ADMINISTRATORS FORUM

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OPENING REMARKS

HAROLD L. MARTIN, SR., CHANCELLOR

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FACULTY SENATE

JULIUS HARP, CHAIR, FACULTY SENATE

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FACULTY SENATE 2019-2020 ACCOMPLISHMENTS

- **Morale Building of Non-Tenure Track Faculty (NTIF) at N.C. A&T**
 - > The Faculty Senate petitioned to have NTTFs to have equitable inclusions into salary compensation, promotion and FS participation
- **Faculty Senate House Technology Updates to the Senate House**
 - > Successfully solicited the University to fund high-tech teleconferencing equipment in the Senate House, first time.
- **FS Initiated Service in an Advisory Role with Mr. Tom Jackson and the Website Project Team to Expedite Updates on the NCAT Website.**
 - > The general Faculty consensus is that the website needs some work to improve navigation and remove incorrect information.
 - > Currently, the website project team is short on staff and has focused most of its efforts toward online instruction emergencies.

FACULTY SENATE 2019-2020 ACCOMPLISHMENTS

- Faculty Senate Welfare Committee Established a Subcommittee to Address Faculty Salaries Issues
 - > The FS Subcommittee has worked with HR on salary data collection and with other organization on campus to reach a harmonious resolution on Faculty salary.
- Other Planning, Involvements and Accomplishments of the FS over the Summer and Continuing as Indicated by the Committees Below.
 - > Note, the FS was involved by-way of collecting Faculty concerns/suggestions regarding academic support, Faculty health, history and other academic continuance matters that have relevance to the current crisis.
 - > Faculty Support Sub-Group, Headed by Dr. Tracie Lewis
 - > Academic Affairs Full Working Group Headed by Provost Beryl McEwen
 - > Social Justice Summer Series - Faculty and Staff 2020, Headed by Mrs. Erica Knight

FACULTY SENATE AGENDAS FOR THE UPCOMING ACADEMIC YEAR

- The Faculty Senate at NCAT was and is currently involved in the planning process over the current academic year as indicated below.
- Each committee below is expected to collect, study, evaluate, apply and share relevant information as pertaining to the respective item(s) below.
- Welfare and Education Policy Committee Associated with,
 - > The budget as it relates to academic continuances such as equipment, supplies, personnel services and etc.
 - > COVID-19 as related to establishing a full Faculty voice regarding concerns related to this crisis, this collective voice has options to be communicated to the attention of the Administration.
 - This include the updated covid-19 dashboard data, inviting relevant speakers to the FS meetings.
 - Stay abreast of the covid-19 crisis influencing Faculty request for RPT or PTR review to take place during the 2021-2022 academic year.

FACULTY SENATE AGENDAS FOR THE UPCOMING ACADEMIC YEAR

- Faculty and NTTF Subcommittee continue to collect salary data to be utilized and applied after the current crisis.
 - > Contribute advise to the Administration regarding the 2.5-hour time blocks for courses.
 - > Some current issues include, Student attention span, hybrid learning makes way for constant student interruptions ant etc.
 - > Need to resolve the office hours policy that has been a focus over the past year.
- Deans, please submit your Committee Nominees for the 2020-2021 AY
 - > Faculty Grievance Committee
 - > Faculty Hearing and Reconsideration Committee

20-21 STRATEGIC PRIORITIES

BERYL MCEWEN, PROVOST & EXECUTIVE VICE CHANCELLOR, ACADEMIC AFFAIRS

REGINA DAVIS, ASST. PROVOST, STUDENT SUCCESS & ACADEMIC SUPPORT

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THE STRATEGIC PRIORITIES ARE ALIGNED WITH THE PREEMINENCE 2023 STRATEGIC PLAN

Five categories

1. Doctoral/research mission of the institution
2. Community engagement and economic development
3. Student success, wellness, engagement and career development
4. Campus infrastructure and environmental safety
5. Compliance and institutional effectiveness



DOCTORAL/RESEARCH MISSION OF THE INSTITUTION

- 1.1 Increase N.C. A&T's research awards and expenditures.
- 1.2 Invest in graduate enrollment (MS and PhD).
- 1.3 Promote commercialization of research innovation, e.g., patent disclosures, Tech Transfer, etc.
- 1.4 Establish guidelines and structure for faculty "cluster" hires: Health and Health Disparities, STEM Education and Data Science and Data Analytics.
- 1.5 Design new and innovative curricular experiences.



COMMUNITY ENGAGEMENT AND ECONOMIC DEVELOPMENT

- 2.1 Increase national recognition for community engagement: Complete the first submission of APLU–Innovation of Economic Prosperity (IEP) Designation Application.
- 2.2 Increase relationships and engagements with strategic partnerships at the corporate level.
- 2.3 Promote community awareness and engagement around health, economic, and educational disparities and other current issues.
- 2.4 Create long-range plan for addressing community needs in areas that will promote social justice.



STUDENT SUCCESS, WELLNESS, ENGAGEMENT AND CAREER DEVELOPMENT

- 3.1 Develop new online degree programs that align with state and national demands.
- 3.2 Deploy innovative and accessible technology for teaching and learning in all delivery modes.
- 3.3 Meet or exceed annual targets for enrollment (with emphasis on growing the transfer student population), retention, graduation and placement rates, (based on P-2023 targets).
- 3.4 Implement a variety of virtual support programs to enhance mental health and wellness for the university community in response to COVID-19 and other challenges.



CAMPUS INFRASTRUCTURE AND ENVIRONMENTAL SAFETY

- 4.1 Complete construction and renovation of capital improvement projects.
- 4.2 Assess all educational spaces for effective usage and establish targets for improvements.
- 4.3 Enhance processes and systems to respond effectively to natural disasters and other threats to the campus community.
- 4.4 Enhance ITS infrastructure, student services (to include re-engineered registration and graduation processes, persistence tools, faculty/graduate research tools, etc.) and business operations



COMPLIANCE AND INSTITUTIONAL EFFECTIVENESS

- 5.1 Increase awareness of university policies through training and increased levels of accountability for compliance.
- 5.2 Advance diversity and foster an inclusive environment (to include a baseline measure from the Diversity and Inclusion Committee).
- 5.3 Enhance employee engagement through the implementation of communication strategies.
- 5.4 Increase institutional national affiliations to enhance efficiency and effectiveness.
- 5.5 Increase alumni giving beyond a 10 percent participation rate.
- 5.6 Develop and implement strategy for effectively utilizing funds from the “Power of Do” campaign.
- 5.7 Develop and communicate a plan to address the financial challenges as a result of the pandemic.



FALL OPERATIONS: ACADEMIC UPDATES

**BERYL MCEWEN, PROVOST & EXECUTIVE VICE CHANCELLOR, ACADEMIC
AFFAIRS**

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EXCELLENCE AND INCLUSIVENESS

Ex-cel-lence is the quality of excelling, of being truly the best at something.



In-clu-sive-ness...reflects a community that appreciates and values individual differences; promotes campus-wide and global initiatives; and cultivates a culture of mutual respect and understanding; ...

“We demonstrate high quality and attention to detail in all our endeavors.”

“If better is possible, then good is not enough (McEwen, 2020).”

“We commit to diversity and demonstrate inclusiveness as we work together for the advancement of the university and the world.”

EXCELLENCE REQUIRES
THAT WE HOLD OUR
STUDENTS, AND
OURSELVES, TO THE VERY
HIGHEST STANDARDS!

Cultivating an **inclusive**
teaching-learning
environment helps
everyone achieve the
highest standards.

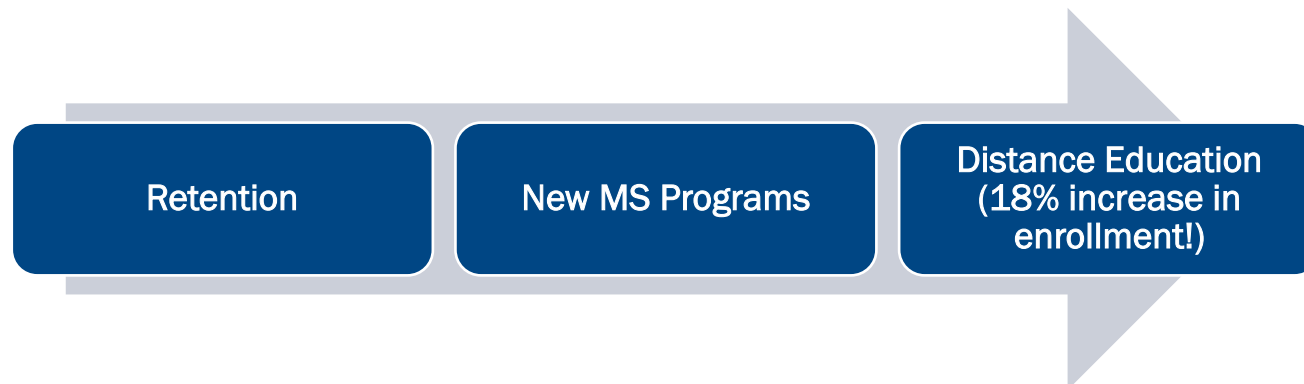


OUR STUDENTS

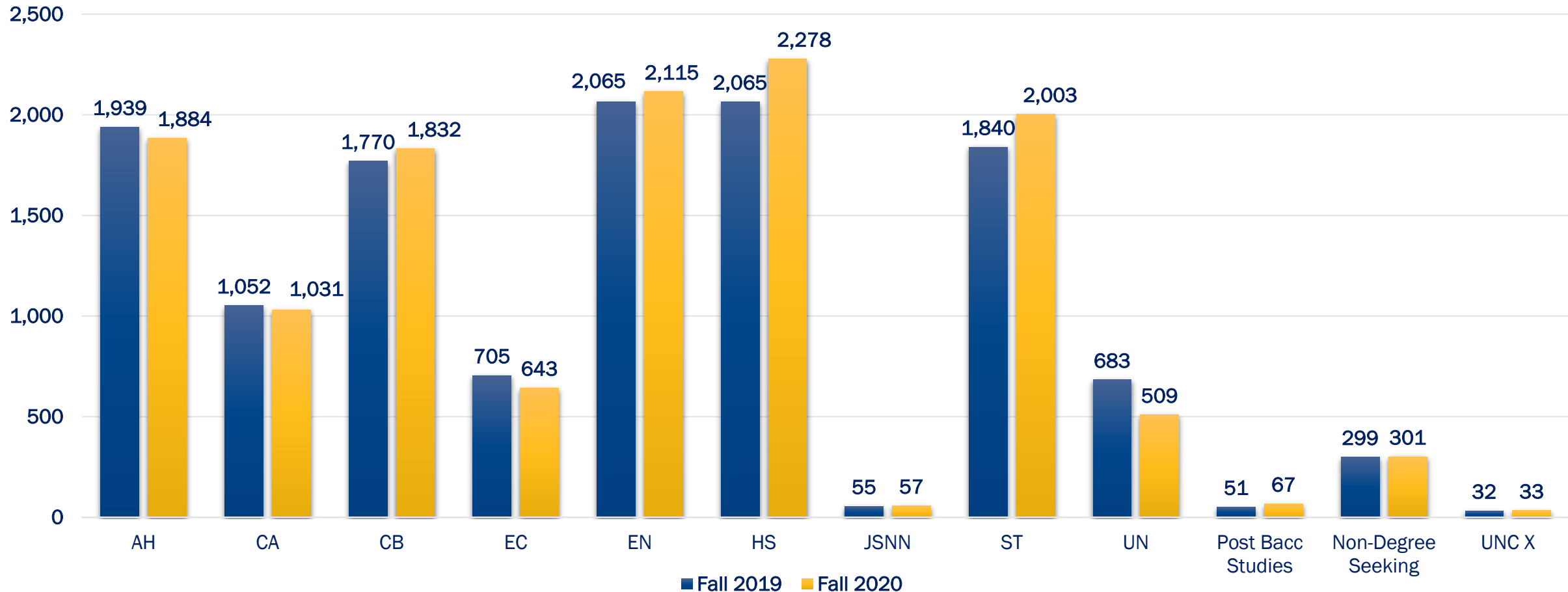


HEADCOUNT

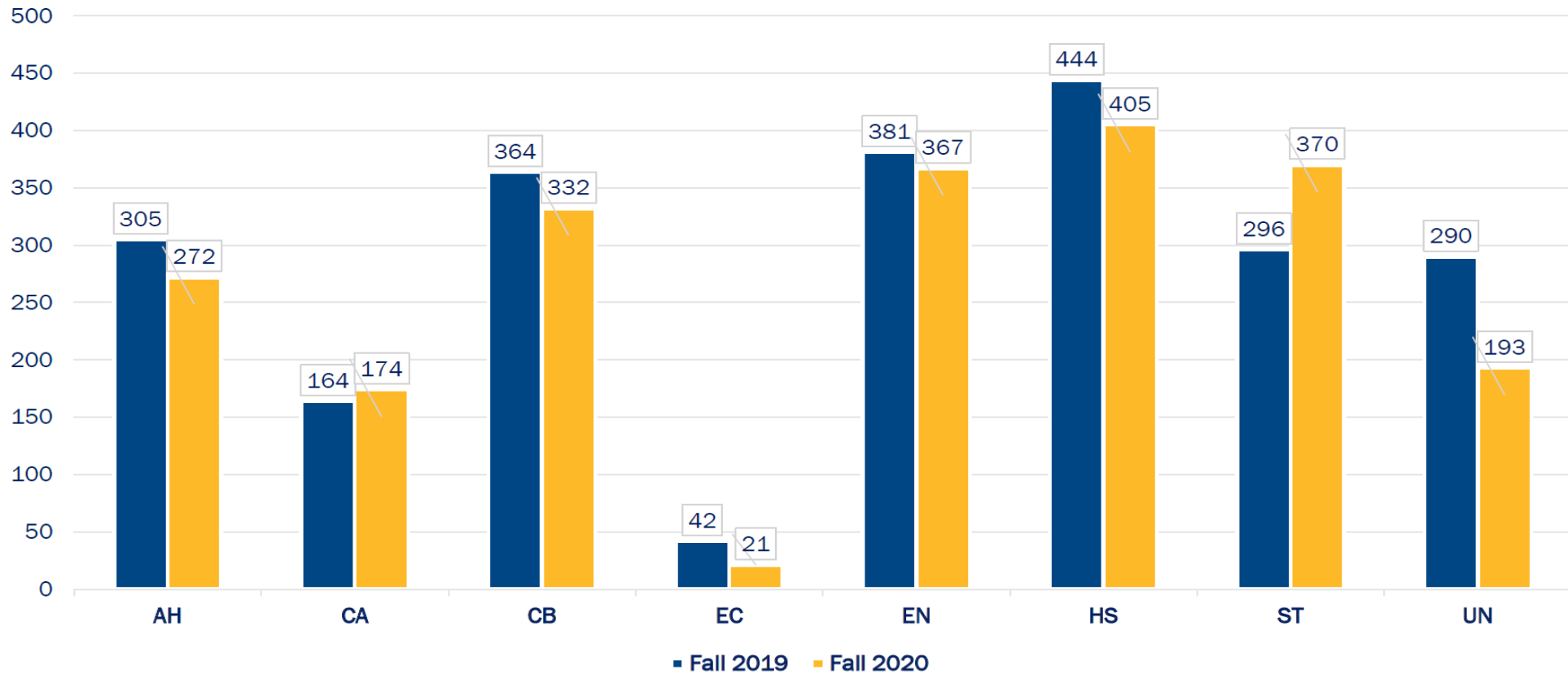
12,753 students (+1.6% increase; Fall '19: 12,556)
11,130 Undergraduate students (+.82%; Fall '19: 11,039)
1,623 Graduate students (+7%; Fall'19: 1517)



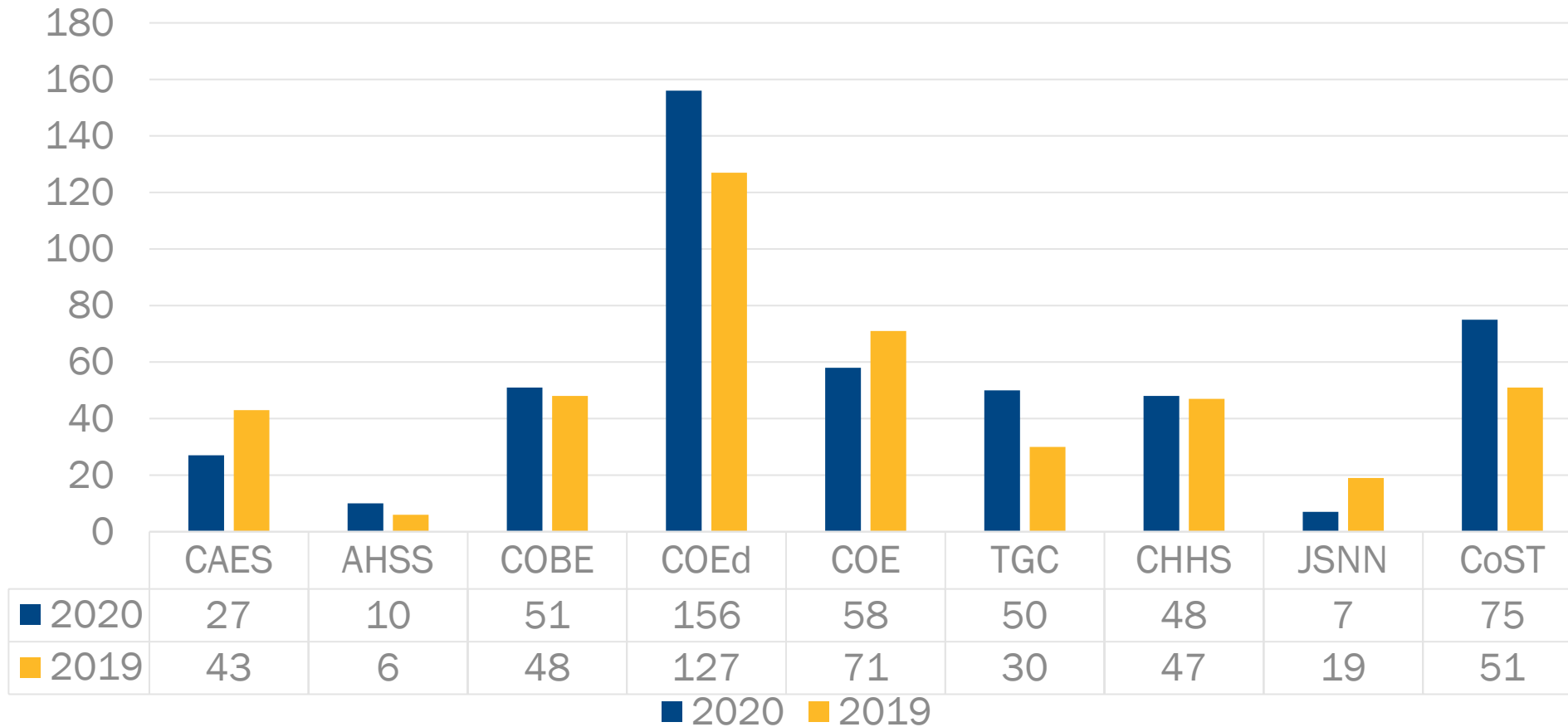
TOTAL HEADCOUNT BY COLLEGE



FRESHMAN ENROLLMENT BY COLLEGE



NEW GRADUATE STUDENT ENROLLMENT BY COLLEGE





OUR COMMITMENT TO EXCELLENCE & INCLUSIVENESS FOR STUDENT SUCCESS

We had to learn and adapt our teaching and research practices.

We had to embrace life-long learning and use more technology to ensure access and equity.



Online Teaching Strategies

Teaching an online course requires active engagement by the instructor. This list of strategies can be used to effectively deliver instruction, facilitate learning activities, communicate with students, assess learning, and provide feedback when teaching online.

Support so every student's needs are met.

ITTD Training, CTE Workshops

DEEL Course Development Support


Graduate Teaching Assistants for Classroom Support

Virtual Advising Guides from CAE

Virtual Events for Faculty, Staff, Students

THE QUESTION IS:

In these times and in this season, how do we ensure continued excellence and also advance inclusiveness?



The answers
rest with all of
us!

FALL OPERATIONS: TESTING

PADONDA WEBB, INTERIM EXECUTIVE DIRECTOR, STUDENT HEALTH CENTER
ERIC MUTH, VICE CHANCELLOR, RESEARCH & ECONOMIC DEVELOPMENT

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TESTS COMPLETED, POSITIVES, RATE

- Test being used is a anterior nasal swab
 - > Saliva or Rapid Antigen
- Tests performed = 2757 (7/1-9/25)
- Positive results = 113
- Positivity rate = 4.1%
- Current quarantine = 21% of capacity
- Trend in positivity rate is rising (positivity rate 2 weeks ago was 2.6%)
 - > Continue 3 Ws: Wear a mask, Wait (6 ft social distancing), Wash your hands
 - > All individuals who come to campus should receive a test

MITIGATION EFFORTS

Expanded Testing

- Faculty/Staff
 - > Work Areas
- Students
 - > Residence Halls
 - > Athletes
 - > ROTC
 - > Band
 - > Student Organizations
- INFLUENZA VACCINE

FALL TESTING TIMELINE

- Ongoing testing available at Student Health Center (open to all, for any reason; no one refused a test)
- Test events scheduled this week focused on testing residence hall students
- Saturday extended Student Health Center hours for off campus students to be tested

COMMUNITY PARTNERSHIPS

Teamwork makes the dream work

- Cone Health
- Guilford County Health Department
- NCAT School of Nursing
- Thurgood Marshall Foundation
- Quest Diagnostics
- ThermoFisher

FALL OPERATIONS: COMMUNITY WELLNESS

CHRISTINA BROGDON, VICE CHANCELLOR, HUMAN RESOURCES
MELODY PIERCE, VICE CHANCELLOR, STUDENT AFFAIRS

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EMPLOYEE WELLNESS

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KNOW YOUR W'S



WORLD



WORTH

TOOLS FOR EMPLOYEES

- Self-Care
 - > Healthy Eating/Exercise/Sleep
 - > Screening/Testing/Monitoring
 - > Financial Counseling
 - > Mental Health & Trauma Awareness
 - > Employee Assistance Program - **866.511.3373**
- Servant Leadership
 - > Community Service
 - > Social Action
 - > Student Support



TOOLS FOR EMPLOYEES

- Flexible Work Options
 - > Remote Work
 - > Alternative Schedules
 - > Leave
- Professional Development
 - > Virtual Workshops
 - > Cross-Training
 - > Upskilling



Month	Event
August	Professional Development Day: Where Faculty, Staff and Transformational Ideas Connect
August	AGGIES Embrace for Faculty & Staff
August	Create YOUR Retirement Blueprint with CAPTRUST!
August	TIAA Financial Knowledge For All
August	ComPsych Guidance: COVID19-Back to School Planning in Uncertain Times
September	AGGIES Mobilize for Faculty, Staff, Student and Community
September	TIAA - Concerned About Your Financial Future
September	Managing through Change
October	AGGIES Care for Faculty and Staff: October 13, 2020
October	Managing during these times
October	Open Enrollment: Oct 15-31, 2020
October	Professional Development Day: Empowered to Lead–Women in Higher Education, Oct 26, 2020
November	TIAA - Concerned About Your Financial Future
December	TIAA - Concerned About Your Financial Future

STUDENT WELLNESS

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MENTAL HEALTH STATUS OF STUDENTS

Campus and National Trends

- Depression
- Anxiety
- Stress
- Sadness
- Isolation

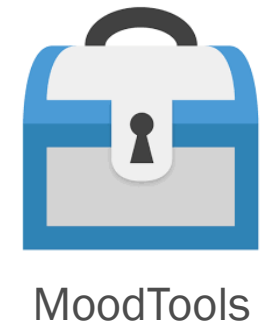
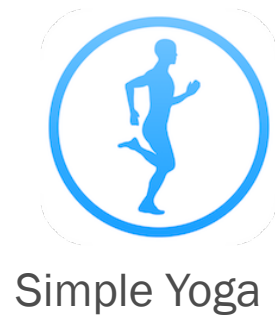


National Institute of Mental Health

CURRENT WORLD ISSUES



TOOLS FOR STUDENTS



SOON COMING:



Counseling Services
After-Hour Services
Tuesdays & Thursdays
5 PM – 7 PM



COUNSELING SERVICES FALL 2020 VIA ZOOM

First three groups are also streamed live on Instagram, Facebook, and Twitter @Aggies4Recovery

[Motivational Monday: Personal Growth & Reflection](#). Mondays 4:30 p.m., Aug. 17-Nov. 30

[Get off the Struggle Bus: Smart Recovery Meeting](#). Tuesdays 4 p.m., Aug. 18- Nov. 24

[R&B Relaxation: Unwind and De-stress](#). Wednesdays noon, Aug. 19 - Nov. 25

[BlerdZday Thursday](#): Using the power of anime, cosplay and fandoms for healthy friendships and socialize. All are welcome! Thursdays 4 p.m., Aug. 20-Nov. 19

[You Good? Mental Health & Recovery Check in](#). Fridays 10 a.m., Aug. 21-Nov. 20

[Aggie's Connect](#): Dealing with uncertainty, stress, and anxiety during COVID-19. Wednesdays 4 PM Sept. 2 -Nov. 18

[Write-On](#): Having trouble verbalizing your feelings? Learn effective ways of sharing emotions through writing. Thursdays 1:30 p.m., Sept. 3 – Oct. 1 & Oct. 15 – Nov. 19

[The Cypher](#): How rap, writing and free expression helps manage emotions during tough times. Thursdays 7 p.m., Sept. 3 - Nov. 5

[Surviving & Thriving](#): A weekly support group to assist survivors of sexual violence. Wednesdays 3 p.m., Sept. 9 - Oct. 14

[Healing Circle](#): Ways we sustain ourselves during times of uncertainties. Tuesdays 4 p.m. Sept. 15- Nov. 17

[Let's TeleTalk](#): Resources and strategies for mental wellbeing. Wednesdays 3 p.m. Sept. 16 – Nov. 18

GRANTS



Garrett Lee Smith, Suicide Prevention
\$102,000
October 2018-2021



Collegiate Recovery
\$125,000 first 3 years
10% reduction in years 4-6



Gambling
\$5,000 yearly

DOJ/OVW

- Completed 2-cycles Consortium Grant: Shaw University and Bennett College, \$549,999
- Applied Cycle 3: Consortium Grant with Shaw University, \$549,999 (*Awarded 9.2.2020*)



FALL OPERATIONS: BUDGET FORECAST

ROBERT POMPEY, VICE CHANCELLOR, BUSINESS & FINANCE

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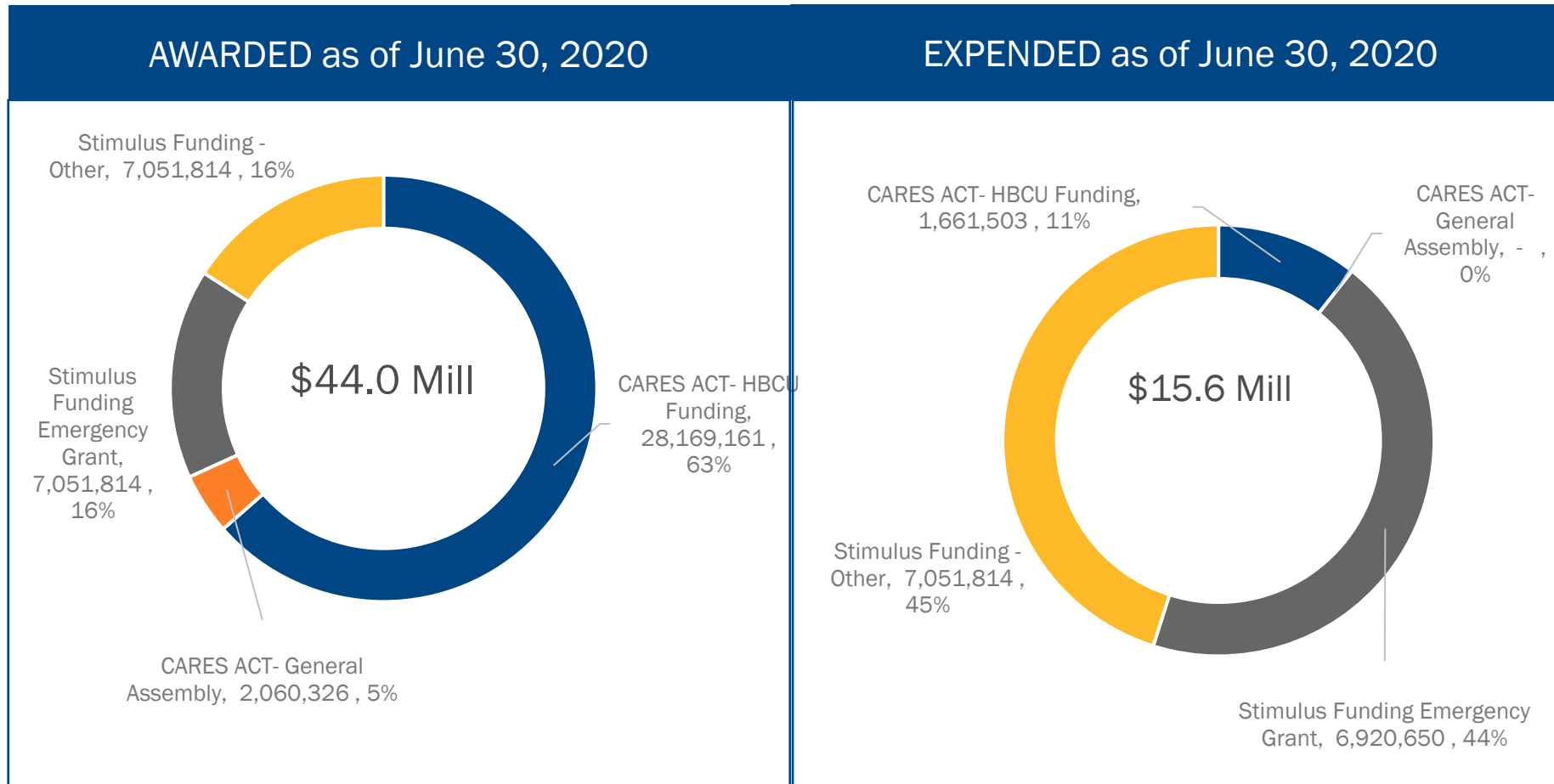
FY 20-21 BUDGET UPDATE

- FY 21 State Fund Budget Provisions
- Auxiliary Operations Budgetary Impact
- FY 21 and FY 22 Budget Forecast

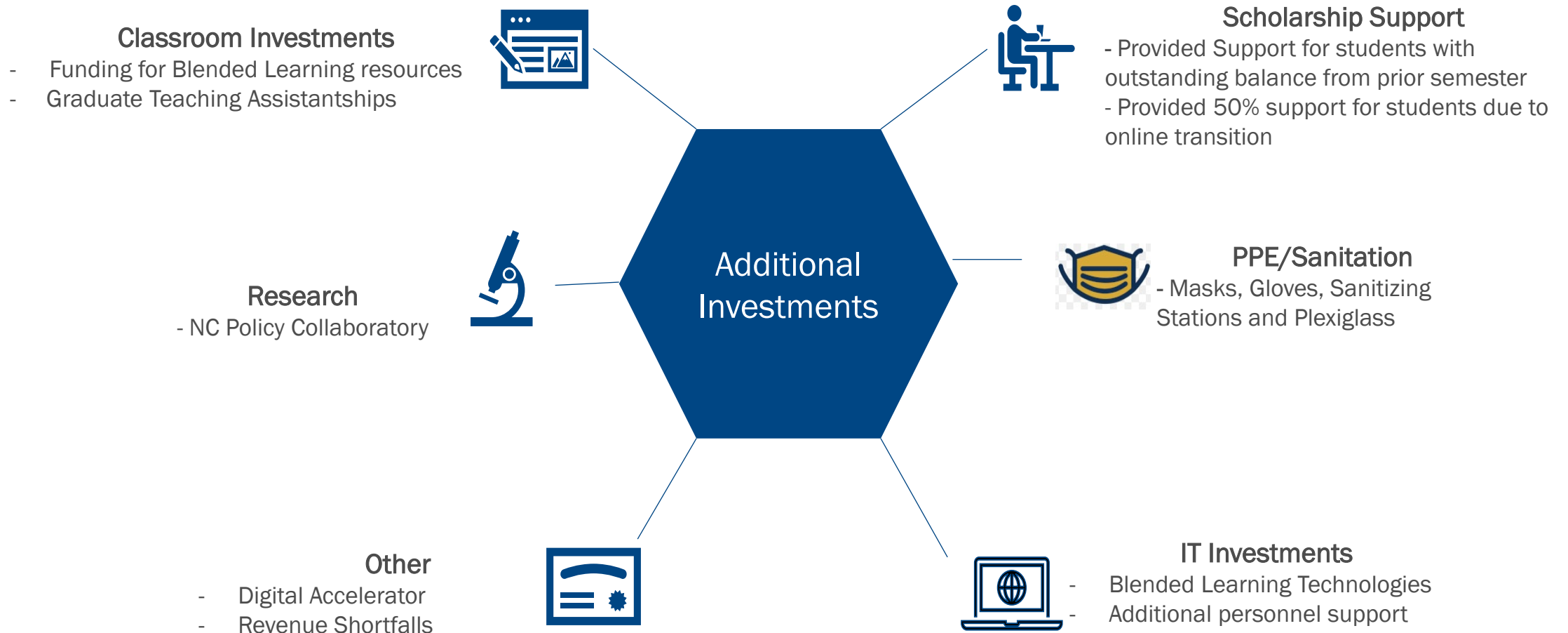
FY 20-21 BUDGET UPDATE

- NC A&T State University / Ag. /Coop Extension Funds- \$3.0 million
 - AG Research strengthen research in areas of sustainable agriculture, food safety, nutrition and wellness.
 - Cooperative Extension- expand its local and urban agriculture initiative and its programs for at-risk families.
- Tuition and Fees - No Tuition and Fee Increases for FY20-21.
- Repairs and Renovations - \$1.9 million
 - Includes 7 repair projects which consist of roof repairs and HVAC repairs, and other renovations

FY 20-21 CARES ACT EXPENDITURE UPDATE



FY 20-21 INVESTMENTS



FY 20-21 AUXILIARY OPERATIONS

- Non-state operations that operate similar to a Business
- Expected to generate revenues to cover expenses
- Examples include Dining, Housing, Athletics, Health Center, etc.
- Facing Financial Challenges as a result of fewer students on campus
- Auxiliary Operation Revenues have declined by approximately 38% or approximately \$27 million
- Operational Reductions, Use of Cash Reserves and CARES Act Funding will be utilized to address the shortfall
- Significant changes in enrollment, educational delivery, or number of students electing to stay on campus may constitute the implementation of additional reduction measures

FY 21 AND FY 22 BUDGET FORECAST

- Pandemic has significantly impacted the Federal, State and Local Economy
- North Carolina is constitutionally mandated to maintain a balanced budget
- Absent of stimulus funding, there is a strong potential for budget reductions in the current year and next fiscal year
- Implementing cost containment measures
- Preparing budget reduction scenarios for the next fiscal year

VOTER ENGAGEMENT

MELODY PIERCE, VICE CHANCELLOR, STUDENT AFFAIRS
RAY TRAPP, DIRECTOR, EXTERNAL AFFAIRS

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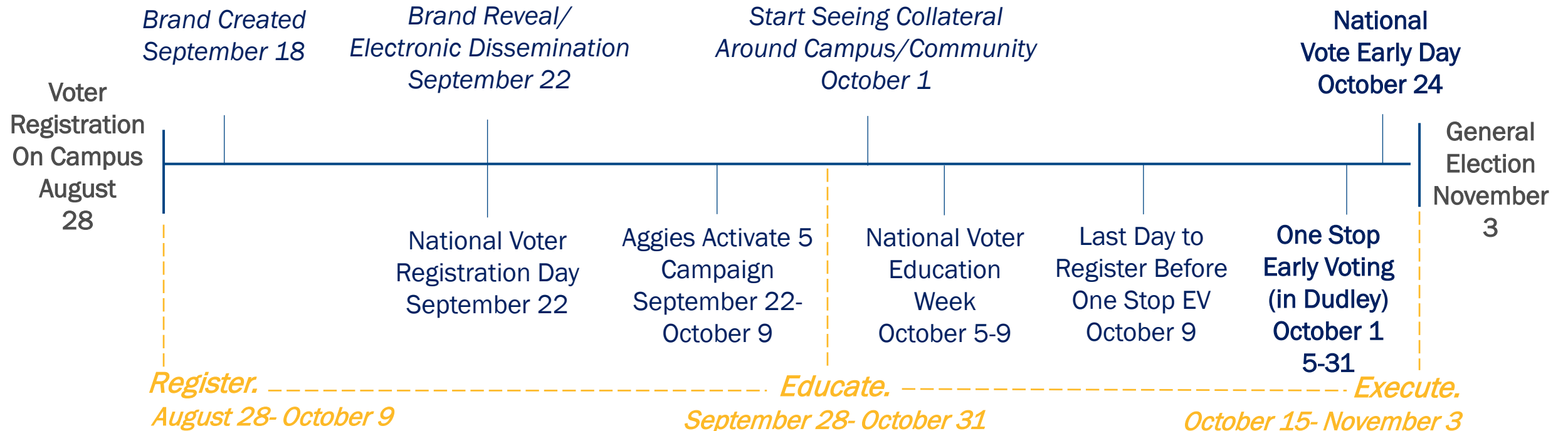
OVERVIEW OF PHASES

CEAP Strategic Implementation						
Election Season	Presidential	Off Year	Mid-Term	Year-round		
CEAP Programmatic Phases	<i>Phase 1</i>	Planning & Preparation (March- July)	Planning & Preparation (March- July)	Planning & Preparation (March- July)	Civic Engagement Coalition (Aug- July)	
	<i>Phase 2</i>	Voter Registration (Aug- Sept)	Voter Registration (Aug- Sept)	Voter Registration (Aug- Sept)		
	<i>Phase 3</i>	Voter Education (Sept- Oct)	Voter Education & Civic Engagement (Sept- Oct)	Voter Education (Sept- Oct)		
	<i>Phase 4</i>	Voter Excitement (Oct)	Voter Excitement (Oct) If Applicable	Voter Excitement (Oct)		
	<i>Phase 5</i>	Get Out the Vote (Oct- Nov)	Get Out the Vote (Oct- Nov) If Applicable	Get Out the Vote (Oct- Nov)		
	<i>Phase 6</i>	Civic Learning & Engagement (Jan- April)	Voter Registration, Education, Get Out the Vote (Feb- March)	Civic Learning & Engagement (Jan- April)		

PROMOTIONAL PLAN TIMELINE

Aggies Activate the Vote

Register. Educate. Execute.



THE VOTING PROCESS

<i>The Process</i>	On-campus Students		Off-Campus Student		
Effective Aug. 7, 2020	NC ID/ DMV ID	Out-of-State ID	Living in Guilford County (NC ID/ DMV ID)	Living outside Guilford County (NC ID/ DMV ID)	Living Out-of-State
Registration (by Oct. 9)	Online Reg (Campus Box) By Oct. 9 for Election Day Voting In-Person during Early Voting	Mailed-in/ In-person Reg (Campus Box) By Oct. 9 for Election Day Voting In-Person during Early Voting	Online Reg (current address) By Oct. 9 for Election Day Voting In-Person during Early Voting		
Re-register (Change of address)	Not Necessary		Online Reg (current address)	Online Reg (current address)	Check State Guidelines
Absentee Ballot Request	Encouraged to Use the Early Voting Site on Campus October 15-31, 2020 Dudley Building			Accessed Online (Sept. 1-Oct. 27) or Pick up form at the BOE ID Number or last 4 SSN Required Must Affiliate Mailed-in, Emailed, Faxed or In-Person	
Absentee Ballot				Ballots sent out beginning Sept. 4 Witness Required Mailed-in (Postmarked by Election Day, received by Nov. 6) In-Person (Early Voting Sites by 3 pm Oct. 31 or the county BOE by 5 pm Nov. 3)	
Early Voting (Dudley Oct. 15- 31)	Must be registered in the County Proof of Residency (ID, utility bill, lease, housing letter, etc) Mon- Fri (8am-7pm) & Saturday/ Sunday (8am- 5pm)			Must vote in the registered County	
Election Day (Nov. 3)	Vote at assigned polling location NO ID Required, may be ask to show proof of residency Ballot casted by 7:30 pm Nov. 3				

DATES AND DEADLINES

Classes Begin- August 19, 2020

19th Amendment Anniversary- August 26, 2020

National Voter Registration Day- September 22, 2020

Voter Registration Deadline- October 9, 2020

Early Voting/ Same Day Registration- October 15- 31, 2020

Vote Early Day- October 24, 2020

Request an Absentee Ballot- September 1- October 27

General Elections/ Absentee Ballot- November 3, 2020

Last Day of Classes- November 24, 2020

If students are sent home before Early Voting, the Coalition is developing a plan to support students through the transition.

AGGIE ABSENTEE Schedule:*

Online request should be available by September 1

Aggie Absentee Request Day- October 13

Aggie Absentee Election Day- October 20 (no later than Oct 23)**

*This schedule is based upon the idea of a 14-day round trip process to ensure that ballots are postmarked and/or received at the BOE by 5 pm Nov. 3 (latest Nov. 6)

**considering providing postage to students upon request

QUESTIONS & ANSWERS

HAROLD L. MARTIN, SR., CHANCELLOR

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CLOSING REMARKS

HAROLD L. MARTIN, SR., CHANCELLOR

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