

The University of North Carolina at Pembroke
Faculty Senate Agenda
 Wednesday, October 3, 2012, at 3:30 pm
 213 Chavis University Center

Susan Cannata, Chair
 Roger Guy, Secretary

Members of the Senate:

To 2013	To 2014	To 2015
ART Richard Gay	ART Adam Walls	ART June Power
EDN Betty Brown	EDN Jeff Bolles	EDN Marisa Scott
LET Robert Brown	LET Scott Hicks	LET Susan Cannata
NSM Leon Jernigan	NSM Jeremy Sellers	NSM Maria Pereira
SBS Jack Spillan	SBS Victor Bahhouth	SBS Mike Spivey
At-Large Roger Guy	At-Large Cherry Beasley	At-Large Judy Curtis
At-Large Sherry Edwards	At-Large Jonathan Maisonpierre	At-Large Jesse Peters
At-Large Jamie Litty	At-Large David Nikkel	At-Large Kim Sellers
Chancellor Kyle Carter Provost and Vice Chancellor for Academic Affairs Ken Kitts		

Order of Business

A. Roll Call

B. Approval of Minutes: [Appendix A](#)

Approval of Minutes of the September 5, 2012 meeting

C. Adoption of Agenda

D. Reports from Administration

1. Chancellor—Dr. Kyle Carter
2. Provost and Vice Chancellor for Academic Affairs—Dr. Ken Kitts

E. Reports of Committees:

1. Operations Committees
 - a. Executive Committee—Susan Cannata

- b. Committee on Committees & Elections—Scott Hicks
 - i. The nomination of Aaron Vandermeer (ARTS) to a divisional seat on the Health, Safety, & Environment Committee, to 2013
 - ii. The nomination of Dennis McCracken (NS&M) to a divisional seat on the Faculty Evaluation Review Subcommittee, to 2013
 - iii. The nomination of Barbara Synowiez (NS&M) to a divisional seat on the Subcommittee for Faculty Development & Welfare, to 2013
 - c. Faculty Governance Committee—Beverly Justice
 - d. Health, Safety, and Environment Committee—Ottis Murray
2. Standing Committees
- a. Academic Affairs Committee—Jesse Peters
 - i. Proposal from the Department of Biology [Appendix B](#)
 Program Proposal: Create a Minor in Biology
 Approved 10-0-0
 - ii. Program Proposal: African American Studies Minor (Dept. of Social Work) [Appendix C](#)
 - Add HST 1030: Intro to African American History and HSTS 4360: Civil Rights Movement to the list of options under Area 4: History in the African American Studies minor.
 - Add ENG 4250: African American Rhetorics to the options under Area 2: Literature in the African American Studies minor.
 - Remove cross-listing from all courses included in the African American Studies minor.
 Approved by AA 10-0-0
 - iii. Add new courses to QEP [Appendix D](#)

 11 new Writing Intensive courses. Approved by AA 10-0-0

 Academic Affairs Report: [Appendix E](#)
 - b. Faculty and Institutional Affairs Committee—Jonathan Maisonpierre
 - c. Student Affairs and Campus Life—Jamie Litty
 - d. Special Committees

F. UNC Faculty Assembly Report: [Appendix F](#)

G. Teacher Education Committee: [Appendix G](#)

H. Graduate Council

I. Other Committees

- 1. UNCP Strategic Planning and Resource Council (SPARC) [Appendix H](#)

J. Unfinished Business

K. New Business

1. Resolution to President Tom Ross and UNC Board of Governors [Appendix I](#)

L. Announcements

Appendix A

The University of North Carolina at Pembroke Faculty Senate Minutes

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To 2013	To 2014	To 2015
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At-Large Jamie Litty	At-Large David Nikkel	At-Large Kim Sellers
Chancellor Kyle Carter Provost and Vice Chancellor for Academic Affairs Ken Kitts		

Members Present: Victor Bahhouth, Jeff Bolles, Cherry Beasley, Betty Brown, Robert Brown, Susan Cannata, Kyle Carter, Judy Curtis, Sherry Edwards, Richard Gay, Roger Guy, Scott Hicks, Kenneth Kitts, Leon Jernigan, Jamie Litty, Jonathan Maisonpierre, David Nikkel, Jesse Peters, June Powers, Jeremy Sellers, Kim Sellers, Marisa Scott, Jack Spillan, Mike Spivey, Adam Walls

Members Absent: Robert Brown, Maria Pereira

Order of Business

A. Roll Call

B. Approval of Minutes:

The minutes of the May 2, 2012 meeting were approved.

C. Adoption of Agenda

The agenda was approved as amended.

D. Reports from Administration

1. Chancellor—Dr. Kyle Carter

Chancellor Carter commended the faculty and staff on their student retention efforts in the initial weeks of the semester. He also indicated that the Board of Governors was revisiting the strategic planning process.

2. Provost and Vice Chancellor for Academic Affairs—Dr. Ken Kitts

Dr. Kitts reported that the COACHE (Collaborative on Academic Careers in Higher Education) survey results were available and the Office of Academic Affairs would begin follow up and dissemination of the results of the survey to the faculty.

The Provost also announced a pilot program for faculty to reassign time through a single course release per year to all *tenure eligible* faculty in the Department of English and Theatre currently teaching a 4/4 load. The program will begin in the Spring of 2013 with the anticipation of a university-wide roll out in the Fall of 2013-14.

E. Reports of Committees:

1. Operations Committees

a. Executive Committee—Susan Cannata

Dr. Cannata welcomed new senators, June Power, Marisa Scott, Maria Pereira Leon Jernigan, Mike Spivey, Scott Hicks, Judy Curtis, Jesse Peters, and Kim Sellers. She also announced that Judy Curtis and Jeff Bolles have been appointed to the University Budget Advisory Committee, and Cherry Beasley has been appointed to the Calendar Committee. The Chair also announced the formation of a Promotion and Tenure Review Committee to review promotion and tenure policies and procedures. She is working with the Provost to appoint the members. Dr. Cannata announced the dates of Faculty Talk: Monday, September 17, 3:45-4:45, Tuesday, October 16, 9:30-10:30 and Wednesday, November 14, 12:15-1:15. She also stressed that Senators take an active role in the senate business and reminded the Senate members that they can have no more than 2 absences.

b. Committee on Committees & Elections—Scott Hicks

i. Committee member replacement: Rohald Meneses to replace David Dran on ASSS (to 2014) and **Michael Alewine to replace John Labadie on ARTS to 2015. Motion Passed 20-0-0**

c. Faculty Governance Committee—Beverly Justice - No Report

d. Health, Safety, and Environment Committee—Ottis Murray

Dr. Murray reported that the HSEC would review the university smoking policy, and traffic policy on Prospect Rd.

2. Standing Committees

a. Academic Affairs Committee—Jesse Peters. Dr. Peters announced the new chairs and secretaries of the subcommittees. He thanked former chairs for helping new chairs in beginning the business of the subcommittees.

b. Faculty and Institutional Affairs Committee—Jonathan Maisonpierre - No report.

c. Student Affairs and Campus Life—Jamie Litty Dr. Litty reported that SACL would consider the possibility of adding additional shuttles to Walmart in response to safety concerns for students.

d. Special Committees – There are no special committees.

- F. UNC Faculty Assembly Report – No report**
- G. Teacher Education Committee – No report**
- H. Graduate Council: Report attached to agenda**
- I. Other Committees – No other committees**
- J. Unfinished Business – No unfinished business**
- K. New Business:**

- 1. Discussion of faculty role in shared governance.

By way of introduction the Chancellor and Provost presented their thoughts of shared governance. Provost Kitts discussed how his previous experience as a faculty member contributed to his commitment to shared governance while emphasizing the importance of compromise. Chancellor Carter discussed the importance of adhering to The Code of the Board of Governors of The University of North Carolina in all matters of shared governance to avoid losing management flexibility. Following this introduction, there was an exchange of views among the Senators regarding their vision of shared governance. The discussion will continue throughout the year.

Motion to extend the meeting ten minutes passes 19-0-0

- L. Announcements - No announcements**

- M. Meeting adjourned at 5:10 p.m.**

Respectively submitted – Roger Guy, Secretary.

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Appendix B

Program Proposal:

Establish a minor in Biology, to consist of BIO 1000, BIOL 1000, BIOL 1010, BIO 1020, and any BIO or ENV courses above the 1000-level to bring the total for the minor to 18-20 hours.

Rationale:

Some students have requested a Biology minor, and the department wishes to establish one for these students.

Dept vote: 16 for; 0 against; 0 abstain

Affect others: No

Departments affected and how:

Affected Chair: Off

Additional Resources: No

Additional Resources required:

File attachment: Catalog Copy

Catalog Description:

Minor

Requirement for a Minor in Biology

BIO 1000, 1010, 1020, BIOL 1000, and any BIO or ENV courses above the 1000-level to bring the total to 18-20 total hours.

Sem. Hrs.

18-20

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Appendix C

Program Proposal:

1. Add HST 1030: Intro to African American History and HSTS 4360: Civil Rights Movement to the list of options under Area 4: History in the African American Studies minor.
2. Add ENG 4250: African American Rhetorics to the options under Area 2: Literature in the African American Studies minor.
3. Remove cross-listing from all courses included in the African American Studies minor.

Rationale: Adding these courses gives students more options and enables them to complete the minor more efficiently. The 1030 course will be especially helpful for students in the minor who have not yet developed the reading and writing skills necessary to succeed in 3000 and 4000 level history classes. In addition, several of the history courses currently listed with the minor are not offered regularly, while these two courses are offered on a more regular basis. Requiring that some courses but not others be created with cross-listed AAS sections creates confusion for students and departments. In addition, the Sociology department has already deleted its section of one of the courses. (The revised catalog copy submitted with this proposal also includes the three courses added in proposals 1 and 2, as well as some revisions to language designed to improve consistency.)

Dept vote: 10 for; 0 against; 0 abstain

Affect others: Yes

Departments affected and how: Both of these courses are offered by the Department of History, and the instructors who teach them have already indicated their approval for this proposal.

Affected Chair: Off

Additional Resources: No

Additional Resources required:

File attachment: AAS Catalog Copy

Revised catalog copy: additions in green, deletions ~~struck through in red~~

AFRICAN AMERICAN STUDIES MINOR

Coordinator: Frederick H. Stephens

The Departments of Social Work, English and Theatre, Geology and Geography, History, and Political Science offer a multidisciplinary minor in African American Studies. This program is designed to introduce the student to the knowledge base of African American contributions to American society and to provide a theoretical approach to understanding African American culture. The student interested in this multidisciplinary minor will have the opportunity to conduct research in areas of African American Studies.

Requirements for an African American Studies Minor
Hrs.

Sem

Guided Electives: Students must take 18 hours from the courses below, selecting courses from at least three different areas (i.e., SWK, ENG, GGY, HST, PLS ~~PSPA~~).*

Area 1: Social Work/~~Sociology~~
 SWK 3820/~~SOC 3820~~ African American Populations

Area 2: Literature
 ENG 2100 African American Literature; ENG 3100 The Harlem Renaissance; ~~ENG 4250 African American Rhetorics~~; ENGS 2xxx (~~relevant approved~~ topics only); ENGS 4xxx ~~as-AASS-4xxx~~ (~~relevant approved~~ topics only)

Area 3: Geography
 GGYS 4xxx ~~as-AASS 4xxx~~ (~~relevant approved~~ topics only)

Area 4: History
 HST 1030 Intro to African American History; HST 3610 African American History to 1863 ~~as-AAS 3610~~; HST 3620 African American History Since Emancipation ~~as-AAS 3620~~; HST 3750 Sub-Saharan Africa ~~as-AAS 3750~~; HSTS 4360 Civil Rights Movement; HST 4020 ~~as-AAS 4020~~ (~~relevant approved~~ topics only); HSTS 4xxx ~~as-AASS 4xxx~~ (~~relevant approved~~ topics only)

Area 5: Political Science
 PLS 3750 Politics in the Developing World ~~as-AAS 3750~~; PLSS 3000-3100 ~~as-AASS-3000-3100~~ (~~relevant approved~~ topics only); PLS 3980 ~~as-AAS 3980~~ (~~relevant approved~~ topics only); PLS 4200 ~~as-AAS 4200~~ (~~relevant approved~~ topics only); PLS 4300 ~~as-AAS-4300~~

Total: 18

~~*Permission of the African American Studies Coordinator is required before any topics course may be used to meet the requirements for the minor in African American Studies.~~

Clean Catalog Copy

AFRICAN AMERICAN STUDIES MINOR
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Requirements for an African American Studies Minor

Guided Electives: Students must take 18 hours from the courses below, selecting courses from at least three different areas (i.e., SWK, ENG, GGY, HST, PLS).

Sem. Hrs.

Area 1: Social Work
 SWK 3820 African American Populations

Area 2: Literature
 ENG 2100 African American Literature; ENG 3100 The Harlem Renaissance; ENG 4250 African American Rhetorics; ENGS 2xxx (approved topics only); ENGS 4xxx (approved topics only)

Area 3: Geography

GGYS 4xxx (approved topics only)

Area 4: History

HST 1030 Intro to African American History; HST 3610 African American History to 1863; HST 3620 African American History Since Emancipation; HST 3750 Sub-Saharan Africa; HSTS 4360 Civil Rights Movement; HST 4020 (approved topics only); HSTS 4xxx (approved topics only)

Area 5: Political Science

PLS 3750 Politics in the Developing World; PLSS 3000-3100 (approved topics only); PLS 3980 (approved topics only); PLS 4200 (approved topics only); PLS 4300

Total: 18

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Appendix D

QEP Courses:

BIO 2050	Animal Behavior—Writing Enriched
BIO 3710	Cell Biology—Writing Enriched
BIO 4310	Biometrics—Writing Enriched
BIO 4320	Conservation Biology—Writing Enriched
BIO 4700	Reading and Writing in the Natural Sciences—Writing in the Discipline
BLAW 3180	Commercial Law—Writing in the Discipline
ELE 2900	Research and Writing in Elementary Education—Writing in the Discipline
JRN 3400	Advanced News Writing and Reporting—Writing in the Discipline
JRN 4100	Web Journalism—Writing in the Discipline
JRN 4600	Investigative Journalism—Writing in the Discipline
NUR 4510/ NUR 4510L	Transitional to Professional Nursing: A Capstone Experience—Writing in the Discipline

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Appendix E

Academic Affairs Report (9/16/12)

Actions Requiring only AA Chair Signature

1. **Proposals from the Department of Health, Physical Education, and Recreation**

Course Proposal: Revise the Title and Description of EXER 5010

Course Proposal: Revise the Title and Description of EXER 5060

Course Proposal: Revise the Title and Description of EXER 5100

- Approved 10-0-0

2. **Proposals from the Department of Biology**

Course Proposal: Revise Description and Prerequisites of BIO 4990

- Approved 10-0-0

Program Proposal: Revise Description of Untracked Electives for Major

- Approved 10-0-0

Actions Requiring AA Approval only (Appendix C)

1. **Proposal from the Department of Biology**

Course Proposal: Create BIO 4700

- After discussion of staffing and the need to offer this course in spring 2013 Approved 10-0-0

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Appendix F

Faculty Assembly Report

Faculty Assembly meeting

21 September 2012

The Faculty Assembly convened at 9:00 AM. Catherine Rigsby, Chair of the Faculty Assembly gave a welcome and a meeting overview.

The first session of the day was with Peter Hans, Chair of the UNC Board of Governors and Tom Ross, President OF UNC. They discussed the Board's Strategic Planning Initiative plus Q&A session with Delegates. Areas of discussion were:

- Academics First initiative – referring back to UNC Tomorrow in 2006. Under the UNC Code the BOG is required to have Strategic Planning every 5 years
- Renewing the support in business and leadership within the community by finding way to renew commitment with business and government
- Strategic Planning – the final report is due to the BOG in Jan for approval. Hans indicated that he and the BOG members want to hear from faculty with concerns – respectful and thoughtful dialog -
-
- UNC is trying to be consistent with themes – look @ need for NC for educational attainment – what do we need in the next 5 – 10 years for businesses and industry?
- Challenge in workforce areas to produce graduates
- Work with governmental leaders and business leaders to produce needed workers
- Academic quality enhancement
- Efficiency toward services to share within areas

UNC's mission to serve people of NC – economic development, agri ext, business, etc., health care,

- How are we financing HE – HE bubble? Student loans? Reprioritize – looking at program reviews – additional cost in health care and utilities – looking at areas for strategies to meet goals
- Questions:
 - What does the strategic plan look like? Will we have action plans? What is the depth? Probably not as much since we have to have this completed by Jan 13.
 - Will want to have specifics – in shared work, efficiency,
 - Faculty response to strategic plan – from UNCCH – failed to see which faculty needs are being addressed, salary, turnover, quality of faculty, types of faculty...views of criteria for tenure track structure
 - Demonstrate to legislature that we need to produce more people to education the students of NC.
 - Have to be competitive with other states to attract new faculty
 - Need to develop plan when this crest starts going down again, what are we going to do?
- Process? What can campuses do to help?
 - Faculty can help by taking responsibility as to what is happening in campus technology? Flipping classes? Distance ed? Interactive classes? Technology to assess students...how much retooling to help faculty?

Session 2: Suzanne Ortega, Senior Vice President for Academic Affairs

Academic Affairs Update plus Q&A session with Delegates (Attachment 2)

- Goals derived from Pres Ross:
 - Immediate priorities – CAO agenda – Academics First discussed – 2 essential features? Increase in satisfactory academic status; add/drop status
 - Early warning system in place
 - Set of community engagement and economics and how are campuses actively involved?
 - Uniform faculty accomplishment systems – trying to get consistent format
 - Questions?
 - How do we bring consistency for data from campuses?
 - Can we find system with coding and data definitions consistent?
 - Wanting to display data to compare institutions to themselves not to other institutions.

Session 3: Roundtable Discussions

- a. Articulation Issues
 - a. How campus feel about courses being brought in from other schools – ex CC (Community College).
 - b. How do we deliver the courses? What is the system used?
 - c. Impact on campus courses?
 - d. Articulation for profits and CC and UNC campuses
 - i. Graduation rates?
 - ii. Concerns on individual campuses?
 - iii. Which courses and majors are effected and
 - iv. What can system do to assure that Ss need to succeed?
 - e. How can we address these concerns?
 - f. CC articulation agree by 2014 revised CAA – faculty panel to look at the curricula – looking at course by course matching
- b. International Programs
 - a. A vision for the University
 - b. Student involvement
 - c. How are students documented? Degreed programs? How is this done?
 - d. More globally aware students; Better citizens of the world; Interaction with international Ss
 - e. Upgrading academic climate – value to bring different perspective – bringing more students on campus
 - f. Does this experience translate for graduation of students?
- c. Student Success and the Performance Funding Model
 - a. Performance growth model was tied to student success – graduation rates, etc...
 - b. 5 questions:
 - i. Strengthening admissions requirement?
 - ii. Strengthen performance of student?
 - iii. Graduation/retention rates?
 - iv. Alternate criteria?
 - v. Reasonably capture how and what Universities are doing?

Afternoon Session

Session 1: Explanation of Committee Structure, Choosing a Committee, and Delegate Responsibilities and Expectations

Session 2:

Committee Meetings

- a. Academic Standards and Policies Committee – Articulation Subcommittee
 - i. Issues transferring in credits, especially from community colleges
 - ii. Articulation usually has a reasonable criteria – based on dept specialties
 - iii. Transfer students who don't succeed as well as others, usually don't have the background
 - iv. How well are expectations communicated to students?Action item: Can we frame who on each campus does the evaluation of credit?
 - a. What type of advising is done for students?
 - b. Who does the bulk of this?
 - c. Other issues: where does DE fit in this; international students?
- b. Academic Standards and Policies Committee – International Programs Subcommittee
 - i. How can we use economies to support International Programs?
 - ii. How do we address the rigor? ID Ss who are abroad? How are they ambassadors?
 - iii. How can we ensure Ss are engaged in the programs? What should be emphasized to give strengthen the programs?
- c. Academic Standards and Policies Committee – Student Success Subcommittee
 - i. Performance criteria was discussed; important component, but how is this measured?
 - ii. Collect data while working on other accreditation, such as SACS.
 - iii. Adding academic quality to work on resolution for further study.
 - iv. Early warning academic draft
- c. Budget Committee - no report at this time.

d. Faculty Welfare and External Communications

i. This committee promotes sound policies and procedures for faculty welfare and nurtures the faculty's voice in external matters and arenas (legislative, public, etc.). This committee will be responsible for developing guidelines describing strategies for effective communication between faculty and our various constituents (legislators, the voting public, parents, board members, etc.). It will also be responsible for keeping track of all changes associated with faculty welfare in general.

ii. Working with legislature, training as to how to approach the legislature, Scott Braswell is new hire and will be redesigning the UNC website; creating content for the site, faculty and student profiles

iii. Working on branding; to have the website developed by early spring; to get the identity established

Functionality is the key –

v. The New City Media from Blacksburg VA will be redesigning the website; portfolio available for review; Scott wants to organize a group of “campus communicators” ;How might we do more outreach to expand the knowledge base?

vi. Other items: benefit issues – Bill Fleming VP for HR– we need him with us when we talk about benefits; Looking at contributions to retirement and health benefits – cost factors -

f. Governance Committee

i. how campuses handle individual areas

ii. Action items: request Ross to affirm the support principles of shared governance adopted by Faculty Assembly in 2005 and this be conveyed to the Chancellors on each campus. **Passed**

iii. Each campus has an Ombudsman on each campus. Delayed action: looking at best practices that this person can do

Session 3: a. Approval of the March 2012 Meeting Meeting
(http://www.northcarolina.edu/fa_meetings/index.php?pg=vb&node_id=s13006)

b. Chair’s Report (Catherine Rigsby) (10 minutes)

c. Committee Reports and discussion (see information above)

d. Proposed changes to UNC Policy Manual Sections 400.1.5 and 700.1.1 (Attachments 4 and 5)

passed

e. Strategic plan input resolution - passed

f. Other Business looking at Academic core

4:15 Adjourned

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Appendix G

Teacher Education Committee Called Meeting Minutes

August 15, 2012

3:30 p.m., room 1106, Jones Athletic Building



“Preparing professional educators who are committed, collaborative, and competent.”

TEC Members Present: M. Ash, V. Austin, A. Bryant, K. Ficklin, W. Gash, R. Hagevik, A. Horton-Lopez, V. Jones, M. Klinikowski, R. Ladd, T. Lightfoot, Z. Locklear, J. Losh, J. Lucas, L. Mabe, K. McClanahan, J. Rivera, M. Scott, D. Scruton, K. Stanley, J. Warren; **Staff:** C. Brayboy, A. Opata, S. Strickland, B. Winters; **Guests:** B. Brown (representing K. Sellers), I. Falls, V. Ford, S. Simmons

- 1. Call to order/Welcome/Introductions:** The meeting was called to order at 3:33 p.m. by Dr. Zoe Locklear, Chair.
- 2. Approval of the minutes:** The minutes of the April 11, 2012 TEC meeting were approved as presented.
- 3. Curriculum proposals:** The following proposals were approved as presented by Dr. Tommy Thompson:

Rationale: The current M.A.T. only certifies in PE, but the state of NC now requires both Health and PE certification; therefore, the title and course description needs to add a “health” element/content in order to satisfy this NC dual health/PE licensure requirement.

- Change the title and course description of EXER 5060 from: “Current Issues & Trends in PE & Sport” to “Current Issues/Trends in Health, PE, & Sport”
- Change the title and course description of EXER 5010 from: “Fitness and Exercise Physiology” to “Health, Fitness, & Exercise Physiology”
- Change the title and course description of EXER 5100 from: “Leadership & Management in PE & Sport” to “Leadership & Management in Health, PE & Sport”

4. Action items:

- Admission into the Teacher Education Program: The list of students to be admitted into the Teacher Education Program was approved as presented by Ms. Aku Opata.
- Admission into the Fall 2012 Professional Semester – Dr. Bryan Winters: The list of students to be admitted into the Fall 2012 Professional (Internship) Semester was approved as presented by Dr. Bryan Winters.

Dr. Bryan Winters also presented the following lists of graduate student interns as Information Only items:

- (1) MSA Interns – Fall, 2012
- (2) School Counseling Interns – Fall, 2012

- 5. Report from the Office of Teacher Education/Dean’s Office -** Dr. Zoe Locklear presented the following items:

- a. MAT Graduate Program Director – Dr. Roger Ladd has been appointed as the MAT Graduate Program Director for the 2012-13 academic year.
- b. Appeals for August, 2012 – Following review, the 4 appeals were administratively approved by the respective program coordinators and Dr. Zoe Locklear, Dean, SOE, per Teacher Education Program policy.
- c. Teacher Recruitment and Retention Office – The TEC was reminded that Ms. Sandra Strickland and Ms. Odalis Locklear are available to assist with recruitment activities across the entire Teacher Education Program.
- d. TEC governance policies – The TEC was reminded that all governance policies for the TEC are determined by the membership of the TEC.
- e. “Old” and “new” State Board of Education Program Approval Policies – see handouts titled: (1) “Standards Effective January 2006, Proposed Revision of Program Approval Standards”; (2) “SBE Meeting 1/2008, Attachment TCP 2, Executive Summary, Proposed Revision of the Teacher Education Program Approval Process”; and (3) “SBE Meeting 9/2008, Attachment TCP 2, Executive Summary, Rubric for Preservice Teachers and the Teacher Education Program Approval Process”. These materials were referenced in light of previous and current SBE adopted IHE Program Approval Policies.
- f. TEP Admission Requirements/Limited Progression – Information was presented relative to the need to reestablish admission and limited progression policies for the TEP. Current practices and policies are inadequate.
- g. IHE Ready Meeting – On August 10, Drs. Irene Aiken, Betty Brown, Alfred Bryant, Mark Canada, Denise Feikema, Zoe Locklear, Sara Simmons, Bryan Winters, and Ms. Melissa Edwards attended the 2012 READY Outreach Meeting for Institutions of Higher Education sponsored by the NC Department of Public Instruction held at the McKimmon Center in Raleigh. Meeting materials will be distributed to the TEC.
- h. Professional development – On August 28, from 9:00 a.m. -12:00 p.m. and August 29, from 1:00 - 4:00 p.m., SOE room 223, Dr. Rachel McBroom, Lead Professional Development Staff, NC Department of Public Instruction, will present on several topics including the CTC Internship Evaluation Instrument and the new IHE Report Card. These sessions are repeat sessions and are open to all TEP faculty and staff.
- i. 2012-13 internship calendars/seminars/orientation sessions – see calendar handout. Several changes were made in the internship seminars and sessions as reflected in the calendar handout. Presenters and topics were highlighted. All TEP faculty and staff are encouraged to attend these sessions.
- j. EPC courses – As reported, all aspects of the EPC courses will be reviewed, including, but not limited to: titles, descriptions, delivery modes, semester credit hours, and assigned faculty.

- k. TaskStream support/Evaluation Oversight Subcommittee – Ms. Mary Klinikowski has agreed to provide leadership for programmatic work in TaskStream and to chair the Evaluation Oversight Subcommittee for the 2012-13 academic year.
- l. 2011-12 Program Area Reports – At this time, these program reports have not been requested or reviewed. Additional information is forthcoming.
- m. Praxis I support – Native Americans in Professional Education (NAPE), First Americans’ Teacher Education (FATE), Praxis I Liaison, Prep Sessions (I & II) – These support programs and initiatives will be available throughout the academic year. The following faculty and staff are providing leadership in this regard: Praxis I – Dr. Val Ford, NAPE – Dr. Judi Losh, FATE – Ms. Sherry Hunt, and Praxis II – Dr. Bryan Winters.
- n. TEC subcommittees – see Subcommittee Assignment sign-up sheet dated 9-15-12: Since these are subcommittees of the TEC, members were reminded to continue to volunteer for the respective TEC subcommittees prior to the membership on these committees being extended to TEP faculty who are not TEC members.
- o. Student/LEA representatives – The TEC members were thanked for sending potential student representative names to Dr. Zoe Locklear. Potential teacher, principal/assistant principal, and central office representatives are being identified.
- p. NC QUEST (NC Quality Educators through Staff Development and Training) RFP – The TEC members were encouraged to consider responding to this RFP. In the past, UNCP has been very successful in receiving these funds.
- q. Praxis I Appeals Policy – relevant state law/SBE policy changes – see handout: Recent changes to the SBE Praxis I Appeals policy were presented. This appeals process no longer exists.
- r. Praxis II Scores (selected areas) – recent SBE policy changes – see handout: Information was presented relative to recent SBE actions regarding Praxis II scores.
- s. 2011-12 IHE Performance Report – The September SBE meeting agenda may include this item. If not, the item should be presented at one of the fall meetings. Additional information will be presented at a later TEC meeting regarding the 2012-13 IHE Performance Report.
- t. New IHE Report Card – Additional information will be presented at a later TEC meeting for the new IHE Report Card as required by the US Department of Education.
- u. Other - none

6. Announcements – The following announcements were made by Dr. Zoe Locklear:

- a. 2012-13 TEC Meetings - 2nd Wednesday/month, 3:30 p.m., room 1106, Jones Athletic Building, **Note:** conflict with Last Lecture, April 10, 2013 meeting – see handout
- b. Fall 2015 Accreditation Visit (anticipated)
- c. CACREP Accreditation Visit – October 7-10, 2012
- d. 30th Annual NC Teacher Education Forum, September 20-21, Raleigh
- e. “Evidence of Quality: CAEP Conference”, September 13-15, Arlington, VA

- (unified accreditation body: Council for the Accreditation of Educator Preparation)
- f. Howard N. Lee Institute, NC Education Summit on School and Community Engagement, September 24-26, Greensboro
 - g. Other - none

7. Information/Handouts - none

8. Adjournment – The meeting was adjourned at 4:43 p.m.

Next meeting: Wednesday, September 12, 3:30 p.m., room 1106, Jones Athletic Building

Respectively submitted: Ms. Courtney Brayboy

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Appendix H

The University of North Carolina at Pembroke

Strategic Plan

Strategic Planning and Resources Council (SPARC)

The Strategic Planning and Resources Council (SPARC) was created in 2006 to oversee strategic planning efforts at The University of North Carolina at Pembroke. Its membership was reorganized in 2011 in preparation for a new round of strategic planning. The purpose of the reorganization was to include a wider variety of campus representatives, especially more faculty. Co-chairs of the new SPARC were appointed by Chancellor Carter. They are Dr. Kenneth Kitts, Vice Chancellor for Academic Affairs and Provost, and Dr. Mario Paparozzi, Professor and Chair of the Sociology/Criminal Justice Department. Dr. Beverly King, Assistant Vice Chancellor for Institutional Effectiveness, serves as Strategic Planning Coordinator for all activities related to SPARC and strategic planning. SPARC recording secretaries are Ms. Kristen Anderson, Director of Advancement Services, and Ms. Renee Steele, Director of Alumni Relations. (A full membership list is included in the Appendix.)

Planning Processes

A great deal of work took place campus-wide at the beginning of the 2006-2011 strategic plan cycle to create new mission, vision, core value and institutional distinctiveness statements for the university. The restructured Strategic Planning and Resources Council, in its initial deliberations, decided that the mission, core value, and institutional distinctiveness statements did not need to be revised for the new strategic plan.

The focus for the 2011-2012 year was to revise UNCP's vision statement and to create goals, objectives, and strategies. The "Collaborative Strategic Planning" model (Sanaghan, 2009) was used to guide strategic planning activities throughout the year. UNCP's strategic plan website (<http://www.uncp.edu/ie/sp/>) was updated to reflect the new planning cycle, outline the model used, and post strategic planning documents as they became available.

SPARC kicked off the new strategic planning cycle with a retreat at the UNCP Regional Center in July of 2011. The retreat allowed members to get to know one another as well as to engage in some "planning to plan" and data gathering exercises that were subsequently utilized to collect information from UNCP stakeholders, including faculty, staff, students, administrators, employers, alumni, donors, the Board of Trustees, Lumbee Tribal Council members, and area K-12 representatives.

Following data gathering and engagement with stakeholders, sub-groups of SPARC members worked to make sense of the issues that emerged and then wrote "concept papers" based on these issues. Eight concept papers were written on the topics of: Academics, Campus & Area, Communication & Morale, Distance Education, Fiscal Sustainability, Outreach, Student Services, and Technology. (These papers are available at: <http://www.uncp.edu/ie/sp/phases/phase3.htm>.)

The papers were presented to representative stakeholders at a "Vision" conference held in the UC Annex in February of 2012. The Vision conference was a brainstorming session at which participants were asked to think about a "preferred future" for UNCP. The data from this conference was used by a sub-

committee of SPARC to draft a vision statement for the university. This statement was reviewed by SPARC members and attendees from the Vision Conference.

On May 11, 2012, the year of strategic planning activities ended with a Goals conference at which SPARC members, along with selected implementation leaders, gathered to create a set of objectives and tentative action plans aligned with strategic goals. Conference attendees based their work upon the vision statement and other strategic planning documents such as one describing various planning assumptions (available at <http://www.uncp.edu/ie/sp/phases/phase5.html>).

In the fall of 2012, the new strategic plan will proceed through the governance structure for approval. This includes review by the Chancellor and his Cabinet, Faculty Senate, Staff Council, and the Board of Trustees. Subsequent strategic planning activities will consist mainly of implementing the plan. SPARC will continue to oversee this process. Tentative action plans (created at the Goals conference) were passed along to the Cabinet; as they create additional action plans and assess progress toward completion, SPARC will receive updates at semi-annual meetings. In 2016, SPARC will carefully review the entire strategic plan and make recommendations for any work that needs to be done at that point to bring it up to date; it is expected, however, that a major revision will not need to be done until the 2019-2020 academic year.

Good strategic plans are fluid and responsive to environmental changes. Although the goals and objectives as listed below should be considered stable, new goals and ways to achieve those goals (objectives, action plans) may be proposed if needed. SPARC, as well as individuals responsible for plan implementation, will be attentive to possible alignment between UNCP's strategic plan and other long-term plans within the university and the University of North Carolina system. Examples include the campus Master Plan and UNC's proposed Performance Based Funding model.

SPARC recommends that, based on the university strategic plan, formal and fluid sub-plans be created within departments, schools, colleges, and functional units/offices whereby each university employee understands his or her role in and value to the success of the University's mission, vision, and goals. Strategic planning education, coordination, and assessment is available through the Office of Institutional Effectiveness.

The Plan

Mission

Founded in 1887 as a school for the education of American Indians, The University of North Carolina at Pembroke now serves a distinctly diverse student body and encourages inclusion and appreciation for the values of all people. UNC Pembroke exists to promote excellence in teaching and learning, at the graduate and undergraduate levels, in an environment of free inquiry, interdisciplinary collaboration, and rigorous intellectual standards.

Our diversity and our commitment to personalized teaching uniquely prepare our students for rewarding careers, postgraduate education, leadership roles, and fulfilling lives. We cultivate an international perspective, rooted in our service to and appreciation of our multiethnic regional society, which prepares citizens for engagement in global society. Students are encouraged to participate in activities that develop their intellectual curiosity and mold them into responsible stewards of the world. UNCP faculty and staff are dedicated to active student learning, engaged scholarship, high academic standards, creative activity, and public service. We celebrate our heritage as we enhance the intellectual, cultural, economic, and social life of the region.

Core Values

The Faculty and staff of UNC Pembroke are guided by the following set of core values:

- The commitment to serving the local region
- The creation, exploration, evaluation, and articulation of ideas
- The value of a liberal arts foundation as the basis of self-realization and lifelong learning
- The importance of honor and integrity to learning and leadership as we educate students to be stewards of the world
- The appreciation of the American Indian history of the University and local community
- The appreciation of diversity and respect for the dignity and worth of every individual
- The commitment to prepare graduate and undergraduate students to succeed in an ever-changing and increasingly technological global environment
- The accessibility of education which leads to the enhancement of the economy and culture in the region
- The maintenance of a sustainable, safe, healthful, attractive and accessible campus

Institutional Distinctiveness

The University of North Carolina at Pembroke distinguishes itself from peer institutions by offering an affordable, highly personalized, student-centered education to diverse students. Founded in 1887 as an American Indian institution to serve the Lumbee people, UNCP is now also comprised of students, faculty, and staff who possess differing attributes based on race, ethnicity, gender, sexual orientation, disability status, national origin, age, political affiliation, religion, and other characteristics. Diversity grounds intellectual pursuits and provides us with opportunities for discovery and ways to integrate all individuals and groups into the larger community, respecting and valuing their uniqueness while simultaneously advancing the University's historical tradition. UNC Pembroke thus prepares its students for life and leadership within a diverse society.

Vision

The University of North Carolina at Pembroke will challenge students to acknowledge and adapt to an ever changing global environment. To this end, the student's university experience will emphasize critical thinking, effective communication, service, and social responsibility. Within a culture that promotes the student's personal, social, and professional development, we will assure excellence that is discipline specific as well as inter-disciplinary. As part of their academic experiences, students will be provided with opportunities to conduct relevant undergraduate and graduate research that contributes to the betterment of society.

Goals

The University of North Carolina at Pembroke will.....

- become the institution of choice for students in Southeastern North Carolina emphasizing an affordable, personalized, unique and quality academic experience.
- maximize student success by improving its recruitment strategies and enhancing its academic support systems.
- enhance regional engagement through its outreach and academic program offerings.
- enhance its efficient and effective use of human and non-human resources.

Objectives

Institution of Choice

- 1.1 Assure the university's array of academic programs (including those offered via distance education) aligns with the University's mission, are properly resourced and maintain sufficient demand.
- 1.2 Maintain reasonable class size to encourage the personal touch.
- 1.3 Develop new programs to meet regional need and/or take advantage of unique attributes of Southeastern North Carolina.
- 1.4 Seek regional and/or national accreditation in programs important to the region.
- 1.5 Expand engaged learning opportunities for students to include service learning, undergraduate research, internships and co-ops.
- 1.6 Maintain well-appointed academic and extramural facilities to assure students have proper living/learning opportunities.
- 1.7 Ensure a robust campus experience for students by providing diverse and engaging activities through programming, athletics, and cultural events.

Student Success

- 2.1 Revise admissions standards and recruitment practices to identify students who are a good fit for UNC Pembroke.
- 2.2 Grow and strengthen Living and Learning Communities.
- 2.3 Implement specialized programs to support the needs of commuter students.
- 2.4 Enhance student support and intervention systems such as academic advising and tutoring.
- 2.5 Promote diversity in all aspects of university life.

Regional Engagement

- 3.1 Create a robust continuing education program for both credit and non-credit courses.
- 3.2 Offer academic programs to provide training and job opportunities important to the region.
- 3.3 Create a more durable and robust infrastructure for online classes.
- 3.4 Develop and support partnerships with community colleges.
- 3.5 Expand UNCP's outreach to the military to increase attendance of active and inactive duty personnel, spouses and dependents.
- 3.6 Partner with the local community and region to address regional needs (e.g., military, Lumbee Tribe, area businesses, K-12 education, Chambers of Commerce, Visitors' Centers, health care workers and facilities, etc.).

Efficient and Effective Use of Resources

- 4.1 Develop a stable business model that manages enrollment around new performance expectations for the university.
- 4.2 Use software management systems to achieve greater efficiency in facility use with a focus on classroom scheduling.
- 4.3 Improve use and ROI (return on investment) of existing technology with a focus on campus-wide technologies that improve the lives of faculty, staff, and students.
- 4.4 Develop professional development opportunities for faculty and staff to help them perform their jobs more effectively.
- 4.5 Develop a long-term plan to address salary compaction and other salary inequities.
- 4.6 Develop a university dash board to monitor Key Performance Indicators of the university.

Appendix

Strategic Planning & Resources Council Members, 2011-2012

Co-chairs:

Dr. Kenneth Kitts, Provost & Vice Chancellor for Academic Affairs
Dr. Mario Paparozzi, Professor & Chair, Department of Sociology & Criminal Justice

Executive director:

Dr. Beverly King, Assistant Vice Chancellor for Institutional Effectiveness

Co-facilitators/secretaries (ex-officio members):

Ms. Kristen Anderson, Director, Advancement Services
Ms. Renee Steele, Director, Alumni Relations

Mr. Neil Hawk, Vice Chancellor for Business Affairs
Dr. Diane Jones, Vice Chancellor for Student Affairs
Dr. Lisa Schaeffer, Associate Vice Chancellor for Student Affairs
Ms. Jackie Clark, Vice Chancellor for Enrollment Management
Ms. Wendy Lowery, Vice Chancellor for Advancement
Dr. Robert Orr, Associate Vice Chancellor for Information Resources & Chief Information Officer
Dr. Cammie Hunt, Associate Vice Chancellor for Engaged Outreach
Dr. Sara Simmons, Acting Dean, Graduate Studies
Dr. Leah Fiorentino, Dean, School of Education
Dr. Susan Cannata, Chair of Faculty Senate
Ms. Andrea Branch, Chair of Staff Council
Dr. Valerie Austin, Assistant Professor, Arts & Sciences
Dr. Steven Bourquin, Associate Professor, Arts & Sciences
Dr. Tony Curtis, Professor, Arts & Sciences
Dr. Jaime Martinez, Assistant Professor, Arts & Sciences
Dr. Angela Holman, Assistant Professor, Education
Dr. Lisa Mitchell, Assistant Professor, Education
Dr. Richard Kang, Assistant Professor, Business
Ms. June Power, Library
Mr. Edward Locklear, Staff Council appointee
Ms. Elizabeth Froeba, Non-teaching EPA
Ms. Charmaine Cromartie, Undergraduate student
Mr. Bruce Garris, Graduate student
Mr. Alex Baker, Community

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Appendix I

UNCP Faculty Senate Resolution to President Tom Ross and the UNC Board of Governors October 3, 2012

WHEREAS The UNC system is initiating a strategic planning process for 2013-18 to set current and future priorities, resource planning and allocation, program planning, review and refinement of academic missions reflecting the University's deep commitment to help North Carolina respond to changing state needs and economic challenges, and

WHEREAS the UNC Advisory Committee on Strategic Directions fails to give fair and equal representation and participation by faculty and administration of the University's only historically Native American university, and

WHEREAS the Advisory Committee fails to give fair and equal representation and participation by faculty and administration of smaller UNC campuses

THEREFORE BE IT RESOLVED that, the Faculty of the University of North Carolina fully endorses the Resolution on the UNC Strategic Plan passed by the UNC Faculty Assembly on September 21, 2010, and

BE IT FURTHER RESOLVED that, in order to define and support measures that advance the quality of the entire University system, the Faculty of the University of North Carolina at Pembroke request that the membership of the UNC Advisory Committee on Strategic Directions be expanded to include both faculty and administrative representation from this university specifically and from other UNC Historically Minority serving Institutions in general.

UNC Strategic Plan Input Resolution

Approved by the UNC Faculty Assembly
September 21, 2012

WHEREAS The UNC system is initiating a strategic planning process for 2013-18 to set current and future priorities, resource planning and allocation, program planning, review and refinement of academic missions reflecting the University's deep commitment to help North Carolina respond to changing state needs and economic challenges, and

WHEREAS the Faculty of the UNC system have responsibility for developing, delivering, and assessing the curriculum, and

WHEREAS the Faculty develop, pursue, and public original research expanding the knowledge foundation on which our future depends, and

WHEREAS the Faculty advise, mentor, and engage students in the activities that lead directly to their future occupations and improve their quality of life, and

WHEREAS all these components contribute immensely to both current job creation and the preparedness of our state's citizens for the future, and

WHEREAS the Charter of the Faculty Assembly provides "The Assembly shall, through appropriate channels, advise the Board of Governors of the University of North Carolina, the General Assembly, and other governmental agencies and officers on matters of university-wide importance, and The Assembly

shall advise and communicate with the President of the University of North Carolina with regard to the interests of the faculties and other matters of university-wide importance.”

THEREFORE BE IT RESOLVED that, in order to define and support measures that advance the quality of the University system, representatives of the Faculty Assembly be informed of the strategic planning process, and that a body of faculty be created by the President in coordination with the Faculty Assembly Chair, to interact and collaborate with the Business/Political community advisory committee for the University’s strategic planning, and

RESOLVED that the Faculty should be informed of strategic planning activities and a mechanism be created to solicit input at the campus level throughout the process so as to achieve effective outcomes and strong faculty buy-in.

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