UNIVERSITY AFFAIRS COMMITTEE
NORTH CAROLINA STATE UNIVERSITY
February 16, 2012

BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY
AGENDA

University Affairs Committee
2:45 p.m. – 4:15 p.m. February 16, 2012
Winslow Hall Conference Room
Norris Tolson, Chair

Members: Lawrence Davenport, Phil Freelon, Jim Owens, Chandler Thompson, Susan Ward

CALL TO ORDER
Norris Tolson, Committee Chair

ROLL CALL

READING OF STATE GOVERNMENT ETHICS ACT CONFLICT OF INTEREST STATEMENT

1. AGENDA
A. Approval of November 17, 2011 Minutes
B. Approval of January 10, 2012 Minutes

2. DISCUSSION ITEMS (No action necessary)
A. Fall Graduation Report
Statistics of Fall Graduation, 2011 will be presented.
Presenter: Provost Warwick Arden (on behalf of Dr. Louis Hunt, University Registrar and Vice Provost for Enrollment Management)

B. Academic Progress Rate
An overview will be provided on academics relative to athletes and the Academic Progress Rate.
Presenter: Ms. Carrie Leger, Associate Athletics Director for Academics/Director, Academic Support Program for Student-Athletes

3. REQUESTED ACTION
A. Revisions to Appointment, Reappointment, Promotion and Permanent Tenure Policy (POL 05.20.1)
Reason for Revisions: To add revisions requested by GA; incorporate REG 05.20.1 Qualifications for Rank (section 4) and section on Joint Appointments from REG 05.20.1 Joint and Associate Faculty Appointments (section 6.2 & 7.2) and to incorporate suggested revisions made by the Faculty Senate Personnel Policy Committee to section 7.2 regarding consultation in the case of joint appointments.

B. Request for a Change in Title for Degree program: Change BA in Arts Applications to BA in Arts Studies
4. INFORMATIONAL REPORTS

A. May, 2012 Commencement Speaker
   Presenter: W. Randolph Woodson, Chancellor

B. Student Body President Report
   Presenter: Chandler E. Thompson, Student Body President

C. Provost Update
   Activities in Academic Affairs since the November 17, 2011 Board Meeting
   a. University Associate of Applied Science Certificate in Agribusiness Management (Distance Education)
   b. Update on Leadership Position Searches
   c. Strategic Plan Update
   d. Strategic Realignment Update
   e. Reappointment, Promotion and Tenure Process Update
   f. Update on Salary Adjustments

5. PERSONNEL MATTERS AND HONORARY AWARDS*

Executive Summary of All Personnel Actions Requiring Approval

A. To establish or to instruct the staff or agent concerning the amount of compensation and other material terms of an employment contract or proposed employment contract.

B. To prevent the premature disclosure of an honorary award or scholarship.

6. ADJOURN

* Discussed in Closed Session
✓ Requires Full Board Approval
The University Affairs Committee of the Board of Trustees of North Carolina State University met in the Chancellor’s Conference Room, Holladay Hall on Thursday, November 17, 2011.

Members Present: Norris Tolson, Committee Chair
                  Lawrence Davenport
                  Jim Owens
                  Chandler Thompson
                  Susan Ward
                  Barbara Mulkey, Board Chair

Others Present: Randy Woodson
                Sarah Lannom
                Warwick Arden
                Margery Overton
                Carson Cook
                Tom Stafford
                Susan Colby
                PJ Teal
                Eileen Goldeger
                Shawn Troxler
                Marc Hoit
                Clifton Williams
                Amy Jinnette
                Jim Zuiches
                Hans Kellner

Chair Tolson called the meeting to order at 11:00 a.m. A quorum was present.

He reminded all members of their duty to avoid conflicts of interest and appearances of conflicts of interest under the State Government Ethics Act and inquired as to whether there were any known conflicts of interest or appearances of conflict with respect to any matters coming before the University Affairs Committee at this meeting. Hearing none, Chair Tolson proceeded with the Committee agenda.

A motion was made by Mr. Davenport and seconded by Ms. Ward to approve minutes from the open and closed sessions of the September 15, 2011 University Affairs Committee meeting as distributed. The motion carried.

A motion was made by Mr. Davenport and seconded by Ms. Ward to approve minutes from the open and closed sessions of the October 3, 2011 University Affairs Committee meeting as distributed. The motion carried.

Provost Arden presented results of the turnover analysis and exit interviews of EPA non-faculty employees on behalf of Barbara Carroll from Human Resources. While turnover among EPA non-faculty employees remains fairly low overall, the number of voluntary separations did spike noticeably this year from the prior two years. There were 108 voluntary departures in 2008-09 and 116 in 2009-10, but the number jumped to 158 for the 2010-11 reporting period within a total population of about 1,800. (The numbers include both retirements and other voluntary departures.) The single largest percentage said they were leaving to work at another university or college. The most frequent reasons given were related to family factors (such as following a spouse), perceived lack of advancement opportunities and dissatisfaction with pay. That said, the vast majority of EPA non-faculty employees still say they liked working at NC State and would recommend it to others. Mr.
Carson Cook, Assistant Equal Opportunity Officer, presented results of the faculty turnover analysis and exit interviews. A total of 106 full time faculty separated from the university during the reporting period (October 1, 2010-September 30, 2011). Tenured and tenured track faculty accounted for 44% of this total. CHASS experienced the largest number of full time faculty separations; however, the majority of these separations were non-tenure track faculty. Only 20% of the faculty who separated from the university during the reporting period completed an online exit interview survey form. While survey respondents often cited more than one reason for leaving the university, retirement, change in career, pay dissatisfaction and dissatisfaction with benefits accounted for more than two-thirds of the reasons noted for leaving the institution. Trustee Owens noted that examining who we are losing to a competitive environment, why they are leaving and what we can do to retain them is the important issue. Provost Arden noted that deans and department heads are the best source of this information and that the Provost's Office has started to collect these data as will be shared later in the Provost's Update.

Chair of the Faculty, Dr. Hans Kellner, provided an update on Faculty Senate activities. Topics discussed at recent Faculty Senate meetings include the realignment of business operations, information from Provost Arden about the honorary degree process and information about the Alumni Association from Vice Chancellor Nevin Kessler and Associate Vice Chancellor of Alumni Relations Benny Suggs. The UNC Faculty Assembly met on September 16 in the Spangler Center and included a report on the 'Academics First' plan which calls for increased system-wide coordination. The Faculty Senate has passed two resolutions this semester: a Resolution Condemning the Vandalism of the GLBT Center and a Resolution on Parental Leave for Graduate Students. Looking ahead, two events in particular that will require much faculty involvement in the coming year are the 125th Anniversary Celebration (headed by Nevin Kessler) and the preparations for SACS accreditation (coordinated by Karen Helm).

On behalf of Staff Senate Chair David DeFoor, Chair-Elect Susan Colby reported on recent Staff Senate activities. Ms. Colby noted that the Staff Senate is collaborating with many university organizations including the Women’s Center, the Sustainability Office and the student-run Habitat for Humanity organization. She noted that the first ever Employee Appreciation Tailgate was held on October 8. Thousands of NC State employees came out with their families to enjoy the appreciation of the University and also enjoyed the Wolfpack’s victory over Central Michigan. National Wolfpack Service Day was held on October 15. Hundreds of staff, faculty, students, alumni and friends of NC State joined to volunteer at some 20 locations around Wake County and around the nation. Mr. DeFoor and Ms. Colby attended the UNC Staff Assembly meeting in October which focused on the status of the UNC system in the wake of drastic cuts in state appropriations.

In the Provost's Update, Provost Arden shared data on faculty retentions. Of 104 counteroffers made to NC State faculty from 2006-07 to 2010-11, 77 were successful, for a five-year average of 74%. The success rate of our pre-emptive counteroffers was higher, 88%, compared to a 69% success rate for counteroffers made to faculty members who had offer in hand. We have continued to retain a high percentage of faculty who received counteroffers. Of the faculty who accepted counteroffers from 2007-08 to 2010-11, 95% are still employed at NC State. Provost Arden also provided an update on salary adjustments that have been submitted by the university and approved by the Board of Governors under the 2011 Appropriations Act for the September – October time period. Finally, he notified the committee of comprehensive leadership and program reviews occurring this academic year in three vice provost units: International Affairs, Distance Education and Learning Technology Applications (DELTA) and the Libraries.

A motion was made by Mr. Davenport to go into closed session to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee according to North Carolina General Statute, Section 143-318.11(a)(6), to establish or instruct the staff or agent concerning the negotiations of the amount of compensation or other terms of an employment contract according to North Carolina General Statute, Section 143-318.11(a)(5), and to prevent the disclosure of confidential student information under the Family
Educational Rights and Privacy Act ((FERPA) as allowed under North Carolina General Statute, Section 143-318.11(a)(1). Ms. Thompson seconded the motion. The motion carried.

After coming out of closed session, Mr. Tolson announced the meeting in open session.

Mr. Davenport made a motion, seconded by Mr. Owens, to approve the personnel actions discussed in Closed Session pertaining to a non-salary compensation request and a salary increase request for a SAAA Tier I employee. The motion carried.

With no further business, Chair Tolson announced the meeting adjourned.

_______________________________________
Norris Tolson, Chair
The University Affairs Committee of the Board of Trustees of North Carolina State University met via teleconference on January 10, 2012. The call originated from the Chancellor’s Conference Room, Holladay Hall.

Members Present: Norris Tolson, Committee Chair  
Lawrence Davenport  
Phil Freelon  
Jim Owens  
Susan Ward  
Barbara Mulkey, Board Chair

Others Present: Randy Woodson  Sarah Lannom  
Warwick Arden  Michael Lipitz  
Barbara Carroll  Christy Scheid  
Eileen Goldgeier  PJ Teal  
Amy Jinnette  Deborah Yow  
Sarah Lannom

Chair Tolson called the meeting to order at 4:06 p.m. A quorum was present.

Chair Tolson reminded all members of their duty to avoid conflicts of interest and appearances of conflicts of interest under the State Government Ethics Act and inquired as to whether there were any known conflicts of interest or appearances of conflict with respect to any matters coming before the University Affairs Committee at this meeting. Hearing none, Chair Tolson proceeded with the Committee agenda.

Mr. Tolson made a motion to go into closed session to establish or instruct the staff or agent concerning the negotiation of the amount of compensation or other terms of an employment contract, according to North Carolina General Statute, Section 143-318.11 (a)(5). Mr. Davenport seconded the motion. The motion carried.

After coming out of closed session, Chair Tolson announced the meeting in open session.

Ms. Ward made a motion to approve the non-salary compensation request discussed in Closed Session. Mr. Davenport seconded the motion. The motion carried.

With no further business, Chair Tolson announced the meeting adjourned at 4:30 p.m.

Norris Tolson, Chair
NC State Graduation
December 2011
# Degrees Awarded by Academic Year

<table>
<thead>
<tr>
<th>Year</th>
<th>Associate</th>
<th>Bachelor</th>
<th>Master</th>
<th>Doctorate</th>
<th>DVM</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004 - 2005</td>
<td>193</td>
<td>4566</td>
<td>1332</td>
<td>343</td>
<td>73</td>
<td>6507</td>
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<tr>
<td>2005 - 2006</td>
<td>124</td>
<td>4478</td>
<td>1485</td>
<td>369</td>
<td>75</td>
<td>6531</td>
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<tr>
<td>2006 - 2007</td>
<td>130</td>
<td>4558</td>
<td>1457</td>
<td>411</td>
<td>75</td>
<td>6631</td>
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<tr>
<td>2007 - 2008</td>
<td>132</td>
<td>4571</td>
<td>1507</td>
<td>328</td>
<td>74</td>
<td>6612</td>
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<tr>
<td>2008 - 2009</td>
<td>182</td>
<td>4611</td>
<td>1665</td>
<td>457</td>
<td>73</td>
<td>6988</td>
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<tr>
<td>2009 - 2010</td>
<td>167</td>
<td>4797</td>
<td>1795</td>
<td>422</td>
<td>77</td>
<td>7258</td>
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<tr>
<td>2010 - 2011</td>
<td>126</td>
<td>5175</td>
<td>2080</td>
<td>395</td>
<td>77</td>
<td>7853</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>1054</strong></td>
<td><strong>32756</strong></td>
<td><strong>11321</strong></td>
<td><strong>2725</strong></td>
<td><strong>524</strong></td>
<td><strong>48380</strong></td>
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</tbody>
</table>

Source: University Planning and Analysis, North Carolina State University, January 5th, 2012
## Total Number of Degrees Awarded Fall 2011 (including Summer 2011)

<table>
<thead>
<tr>
<th>College</th>
<th>Degree Type</th>
<th>Associate</th>
<th>Bachelor</th>
<th>Master</th>
<th>Doctorate</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Agriculture and Life Sciences</td>
<td>Associate</td>
<td>79</td>
<td>379</td>
<td>88</td>
<td>26</td>
<td>572</td>
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<tr>
<td>Design</td>
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<td>20</td>
<td>31</td>
<td>3</td>
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<tr>
<td>Education</td>
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<td>145</td>
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<tr>
<td>Engineering</td>
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<td>376</td>
<td>365</td>
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<td>825</td>
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<td>0</td>
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<td>16</td>
<td>8</td>
<td>176</td>
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<tr>
<td>Humanities and Social Sciences</td>
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<td>81</td>
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<td>44</td>
<td>45</td>
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<td>78</td>
<td>30</td>
<td>11</td>
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<td>312</td>
<td>81</td>
<td>0</td>
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<tr>
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<td>0</td>
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<tr>
<td>Graduate School</td>
<td>Associate</td>
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<td>101</td>
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<td>130</td>
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<tr>
<td>Veterinary Medicine</td>
<td>Associate</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>Associate</td>
<td>79</td>
<td>1974</td>
<td>982</td>
<td>241</td>
<td>3276</td>
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</table>

*Source: Department of Registration and Records, North Carolina State University, January 13th, 2012*
## NC State Freshman Graduation Rates

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Percent Graduating After:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Year</td>
<td>Size</td>
</tr>
<tr>
<td>1995</td>
<td>3,528</td>
<td>26</td>
</tr>
<tr>
<td>1996</td>
<td>3,512</td>
<td>28</td>
</tr>
<tr>
<td>1997</td>
<td>3,615</td>
<td>27</td>
</tr>
<tr>
<td>1998</td>
<td>3,616</td>
<td>30</td>
</tr>
<tr>
<td>1999</td>
<td>3,524</td>
<td>36</td>
</tr>
<tr>
<td>2000</td>
<td>3,728</td>
<td>37</td>
</tr>
<tr>
<td>2001</td>
<td>3,802</td>
<td>37</td>
</tr>
<tr>
<td>2002</td>
<td>3,608</td>
<td>39</td>
</tr>
<tr>
<td>2003</td>
<td>3,837</td>
<td>42</td>
</tr>
<tr>
<td>2004</td>
<td>3,847</td>
<td>41</td>
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<tr>
<td>2005</td>
<td>4,243</td>
<td>40</td>
</tr>
<tr>
<td>2006</td>
<td>4,559</td>
<td>40</td>
</tr>
</tbody>
</table>

Source: University Planning and Analysis, North Carolina State University

http://www2.acs.ncsu.edu/UPA/internaldata/retention/atr_cens2010_total.htm
NC State Freshman Graduation Rates

- 1995: 26%
- 1996: 55%
- 1997: 62%
- 1998: 63%
- 1999: 61%
- 2000: 61%
- 2001: 65%
- 2002: 65%
- 2003: 66%
- 2004: 69%
- 2005: 66%
- 2006: 67%

Four Years: 26%, 55%, 62%, 63%, 61%
Five Years: 36%, 37%, 37%, 39%, 42%
Six Years: 71%, 70%, 70%, 72%, 74%
## UNC System Graduation Rate Comparisons

<table>
<thead>
<tr>
<th>School</th>
<th>Four Years</th>
<th>Five Years</th>
<th>Six Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNC Chapel Hill</td>
<td>76</td>
<td>86</td>
<td>88</td>
</tr>
<tr>
<td>NC State University</td>
<td>40</td>
<td>67</td>
<td>72</td>
</tr>
<tr>
<td>Appalachian State University</td>
<td>40</td>
<td>61</td>
<td>66</td>
</tr>
<tr>
<td>UNC Wilmington</td>
<td>49</td>
<td>64</td>
<td>65</td>
</tr>
<tr>
<td>East Carolina University</td>
<td>33</td>
<td>54</td>
<td>56</td>
</tr>
<tr>
<td>UNC School of the Arts</td>
<td>60</td>
<td>56</td>
<td>56</td>
</tr>
<tr>
<td>UNC Asheville</td>
<td>32</td>
<td>56</td>
<td>55</td>
</tr>
<tr>
<td>UNC Charlotte</td>
<td>26</td>
<td>47</td>
<td>55</td>
</tr>
<tr>
<td>UNC Greensboro</td>
<td>29</td>
<td>48</td>
<td>53</td>
</tr>
<tr>
<td>Western Carolina University</td>
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<td>47</td>
<td>51</td>
</tr>
<tr>
<td>Elizabeth City State University</td>
<td>17</td>
<td>38</td>
<td>41</td>
</tr>
<tr>
<td>NC A&amp;T State University</td>
<td>16</td>
<td>35</td>
<td>39</td>
</tr>
<tr>
<td>North Carolina Central University</td>
<td>15</td>
<td>31</td>
<td>38</td>
</tr>
<tr>
<td>UNC Pembroke</td>
<td>16</td>
<td>30</td>
<td>38</td>
</tr>
<tr>
<td>Winston-Salem State University</td>
<td>15</td>
<td>33</td>
<td>36</td>
</tr>
<tr>
<td>Fayetteville State University</td>
<td>12</td>
<td>24</td>
<td>34</td>
</tr>
</tbody>
</table>

Source: Retention, Graduation, and Persistence Rates of First-Time Full-Time Freshmen
2004 Six Year Graduation Rate: UNC System Schools

- UNC Chapel Hill: 88
- NC State University: 72
- Appalachian State University: 66
- UNC Wilmington: 65
- East Carolina University: 56
- UNC School of the Arts: 56
- UNC Asheville: 55
- UNC Charlotte: 55
- UNC Greensboro: 53
- Western Carolina University: 51
- Elizabeth City State University: 41
- NC A&T State University: 39
- North Carolina Central University: 38
- UNC Pembroke: 38
- Winston-Salem State University: 36
- Fayetteville State University: 34
# Freshman Retention & Graduation Rates

<table>
<thead>
<tr>
<th>Institution</th>
<th>Freshman Retention Avg. 2005-08 Cohort</th>
<th>Graduation Rate in:</th>
<th>4 Years</th>
<th>5 Years</th>
<th>6 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penn State University-Main Campus</td>
<td>93%</td>
<td></td>
<td>62%</td>
<td>83%</td>
<td>85%</td>
</tr>
<tr>
<td>University of California-Davis</td>
<td>91%</td>
<td></td>
<td>52%</td>
<td>79%</td>
<td>84%</td>
</tr>
<tr>
<td>University of Florida</td>
<td>96%</td>
<td></td>
<td>59%</td>
<td>81%</td>
<td>84%</td>
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<tr>
<td>University of Illinois</td>
<td>94%</td>
<td></td>
<td>67%</td>
<td>83%</td>
<td>84%</td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>94%</td>
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<td>51%</td>
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<td>84%</td>
</tr>
<tr>
<td>University of Maryland</td>
<td>94%</td>
<td></td>
<td>63%</td>
<td>79%</td>
<td>81%</td>
</tr>
<tr>
<td>Georgia Institute of Technology</td>
<td>93%</td>
<td></td>
<td>33%</td>
<td>72%</td>
<td>80%</td>
</tr>
<tr>
<td>Virginia Polytechnic Institute</td>
<td>92%</td>
<td></td>
<td>53%</td>
<td>76%</td>
<td>80%</td>
</tr>
<tr>
<td>Texas A &amp; M University</td>
<td>92%</td>
<td></td>
<td>46%</td>
<td>75%</td>
<td>79%</td>
</tr>
<tr>
<td>Ohio State University</td>
<td>93%</td>
<td></td>
<td>49%</td>
<td>74%</td>
<td>78%</td>
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<tr>
<td>Michigan State University</td>
<td>91%</td>
<td></td>
<td>49%</td>
<td>73%</td>
<td>77%</td>
</tr>
<tr>
<td>Rutgers University</td>
<td>91%</td>
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<td>53%</td>
<td>70%</td>
<td>77%</td>
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<tr>
<td><strong>NC State Univ.</strong></td>
<td><strong>90%</strong></td>
<td></td>
<td><strong>40%</strong></td>
<td><strong>67%</strong></td>
<td><strong>72%</strong></td>
</tr>
<tr>
<td>Iowa State University</td>
<td>85%</td>
<td></td>
<td>37%</td>
<td>66%</td>
<td>70%</td>
</tr>
<tr>
<td>Purdue University</td>
<td>87%</td>
<td></td>
<td>38%</td>
<td>64%</td>
<td>69%</td>
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<tr>
<td>Colorado State University</td>
<td>83%</td>
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<td>37%</td>
<td>59%</td>
<td>64%</td>
</tr>
<tr>
<td>University of Arizona</td>
<td>79%</td>
<td></td>
<td>34%</td>
<td>55%</td>
<td>60%</td>
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</table>

Six Year Graduation Rate: Peer Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Six Year Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penn State University-Main Campus</td>
<td>85%</td>
</tr>
<tr>
<td>University of California-Davis</td>
<td>84%</td>
</tr>
<tr>
<td>University of Florida</td>
<td>84%</td>
</tr>
<tr>
<td>University of Illinois-Urbana/Champaign</td>
<td>84%</td>
</tr>
<tr>
<td>University of Wisconsin-Madison</td>
<td>84%</td>
</tr>
<tr>
<td>Georgia Institute of Technology</td>
<td>81%</td>
</tr>
<tr>
<td>Virginia Polytechnic Institute</td>
<td>80%</td>
</tr>
<tr>
<td>Texas A &amp; M University</td>
<td>80%</td>
</tr>
<tr>
<td>Ohio State University</td>
<td>79%</td>
</tr>
<tr>
<td>Michigan State University</td>
<td>78%</td>
</tr>
<tr>
<td>Rutgers University</td>
<td>77%</td>
</tr>
<tr>
<td>NC State Univ.</td>
<td>72%</td>
</tr>
<tr>
<td>Iowa State University</td>
<td>70%</td>
</tr>
<tr>
<td>Purdue University-Main Campus</td>
<td>69%</td>
</tr>
<tr>
<td>Colorado State University</td>
<td>64%</td>
</tr>
<tr>
<td>University of Arizona</td>
<td>60%</td>
</tr>
</tbody>
</table>

Questions and Comments
NCAA Division I Academic Progress Rate (APR) Overview

Overview

- Mission
- Key Components of Academic Support Services
- Academic Rates
- Current APR Information
- Improvement Strategies
- Academic Highlights
- Questions
Academic Support Program for Student-Athletes

- A component of the Division of Undergraduate Academic Programs in the Office of the Provost.
- Funded by the Athletic Department. Budget is approximately 1.4 million.
- Mission: To assist with the recruitment, retention, and graduation of student-athletes.
- Provide support services to all student-athletes on a roster (regardless of scholarship status) and student-athletes who return to the university to complete their degree.

NCAA Division I Academic Rates

- Federal Graduation Rate (FGR)
- Graduation Success Rate (GSR)
- Academic Progress Rate (APR)
Federal Graduation Rate

- Considered the “gold standard” - Only rate available to compare student-athlete population to overall student body.
- Includes first-time, full-time freshmen who begin in the fall and receive aid during the first year of enrollment.
- Six-year graduation rate.
- Most recently released information is for the 2004 cohort.
- Sport information available for Baseball, Football, Men’s & Women’s Basketball, Men’s & Women’s Track.

NC State Graduation Rate Information

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Federal Graduation Rate</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Students</td>
<td>Student-Athletes</td>
</tr>
<tr>
<td>2000</td>
<td>70</td>
<td>59</td>
</tr>
<tr>
<td>2001</td>
<td>70</td>
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</tr>
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<td>2002</td>
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<td>51</td>
</tr>
<tr>
<td>2003</td>
<td>73</td>
<td>69</td>
</tr>
<tr>
<td>2004</td>
<td>72</td>
<td>54</td>
</tr>
</tbody>
</table>
Graduation Success Rate (GSR)

- **Why the GSR?**
  - Includes transfers into an institution.
  - Includes mid-year enrollees.
  - Removes student-athletes who withdraw and would have been academically eligible to compete the next term had they returned.
  - This year collecting the 2004 freshmen cohort data.
  - Reported as a 4-year rolling average for every sport.

### 2001-2004 Graduation Rate Information

<table>
<thead>
<tr>
<th>SPORT</th>
<th>GSR</th>
<th>Division I Average</th>
<th>Fed Rate</th>
<th>Division I Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>58</td>
<td>72</td>
<td>31</td>
<td>48</td>
</tr>
<tr>
<td>M - Basketball</td>
<td>80</td>
<td>66</td>
<td>47</td>
<td>48</td>
</tr>
<tr>
<td>M - CC/Track</td>
<td>93</td>
<td>76</td>
<td>71</td>
<td>61</td>
</tr>
<tr>
<td>Football</td>
<td>56</td>
<td>67</td>
<td>50</td>
<td>56</td>
</tr>
<tr>
<td>M - Golf</td>
<td>80</td>
<td>81</td>
<td>88</td>
<td>65</td>
</tr>
<tr>
<td>M - Soccer</td>
<td>63</td>
<td>79</td>
<td>50</td>
<td>58</td>
</tr>
<tr>
<td>M - Swimming</td>
<td>69</td>
<td>85</td>
<td>55</td>
<td>72</td>
</tr>
<tr>
<td>M - Tennis</td>
<td>83</td>
<td>86</td>
<td>30</td>
<td>65</td>
</tr>
<tr>
<td>Wrestling</td>
<td>50</td>
<td>73</td>
<td>40</td>
<td>56</td>
</tr>
<tr>
<td>W - Basketball</td>
<td>75</td>
<td>84</td>
<td>75</td>
<td>64</td>
</tr>
<tr>
<td>W - CC/Track</td>
<td>94</td>
<td>85</td>
<td>65</td>
<td>71</td>
</tr>
<tr>
<td>W - Golf</td>
<td>100</td>
<td>88</td>
<td>55</td>
<td>72</td>
</tr>
<tr>
<td>Gymnastics</td>
<td>92</td>
<td>92</td>
<td>85</td>
<td>81</td>
</tr>
<tr>
<td>W - Soccer</td>
<td>78</td>
<td>89</td>
<td>46</td>
<td>71</td>
</tr>
<tr>
<td>Softball</td>
<td>100</td>
<td>86</td>
<td>85</td>
<td>70</td>
</tr>
<tr>
<td>W - Swimming</td>
<td>88</td>
<td>91</td>
<td>63</td>
<td>76</td>
</tr>
<tr>
<td>W - Tennis</td>
<td>100</td>
<td>89</td>
<td>50</td>
<td>70</td>
</tr>
<tr>
<td>Volleyball</td>
<td>77</td>
<td>88</td>
<td>62</td>
<td>70</td>
</tr>
</tbody>
</table>
Academic Progress Rate (APR)

- Term-by-term measurement.
- Points awarded for eligibility/graduation and retention.
- Rate calculated for each team.
- Totaled over four years.
- Includes student-athletes receiving athletics aid.
- Released annually in late spring.

Academic Progress Rate (APR)

- Multiyear score used to determine if teams are subject to positive public recognition for high achievement or if teams are subject to penalty.

Penalties can include:
- Reduction in scholarships
- Reduction in playing / practice
- Restriction from postseason competition
Access to Postseason Competition

- In Fall 2011, NCAA Board of Directors established 930 Academic Progress Rate (APR) as a minimum academic standard to participate in postseason competition. (*Transition to this benchmark will occur over next three years*)

- Postseason includes all postseason events conducted after last regular season contest or end of conference tournament (e.g., includes bowl games, NIT, WNIT, etc.).

- Denied access to postseason includes individual competitors for teams not meeting academic standard.

- Appeals/waivers via penalty structure process.

Current APR Information

- Men’s Basketball, Mixed Rifle, and Men’s Cross Country were publicly recognized in Spring ‘11 as being in the top 10% of their respective sports based on their 2006-2010 multiyear APR.

2007-2011 APR DATA (to be released publicly in late Spring ‘12):

- 11 Teams earned perfect single-year APR in 2010-2011.
- 16/23 teams maintained or improved their multi-year APR.
- ALL teams are above the newly approved penalty benchmark of 930.
Improvement Strategies

- Broad-based participation in decisions impacting the academic performance, retention, and graduation of student-athletes.

- Postseason certification policy for competition occurring between terms (e.g. Bowl Games).

- Class Attendance Policy – Implemented Fall ’10.

- Degree Completion Efforts.

Academic Highlights 2010-11

- 213 ACC Honor Roll Honorees (highest number of recipients)
- 40 All-ACC Academic Honors
- 13 Arthur Ashe Jr. Sports Scholars Award Nominees
- 11 EAGL All-Academic Team
- 3 ACC Weaver-James-Corrigan Postgraduate Scholarship Winners
- 3 College Rifle Association Academic All Americans
- 2 Capital One All-Academic District III Women’s Basketball Team
- 2 2010 ESPN The Magazine Academic All District women’s soccer team
- 2 US Track & Field/Cross Country Coaches Association All Academics Honorees

Men’s & Women’s Cross Country teams were both selected to the 2010 Division 1 US Cross Country Association All Academic Teams
## NCAA Division I 2010 - 2011 Academic Progress Rate Institutional Report

**Institution:** North Carolina State University  
**Date of Report:** 12/08/2011

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2007-08, 2008-09, 2009-10 and 2010-11 academic years. The multiyear rate will be reported publicly in 2012. Institutions are encouraged to forward this report to appropriate institutional personnel on campus.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report for cells made up of three or fewer students without student consent.]

<table>
<thead>
<tr>
<th>Sport</th>
<th>Multiyear Rate (N)</th>
<th>Multiyear Rate Upper Confidence Boundary</th>
<th>2010 - 2011 (N)</th>
<th>Multiyear Rate</th>
<th>Eligibility/Graduation</th>
<th>Retention</th>
<th>2010 - 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>977 (103)</td>
<td>N/A</td>
<td>963 (21)</td>
<td>1000</td>
<td>1000</td>
<td>941</td>
<td>897</td>
</tr>
<tr>
<td>Men's Basketball</td>
<td>974 (50)</td>
<td>N/A</td>
<td>947 (10)</td>
<td>980</td>
<td>950</td>
<td>958</td>
<td>944</td>
</tr>
<tr>
<td>Men's Cross Country</td>
<td>1000 (51)</td>
<td>N/A</td>
<td>1000 (17)</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
<tr>
<td>Football</td>
<td>931 (346)</td>
<td>N/A</td>
<td>943 (86)</td>
<td>907</td>
<td>918</td>
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<td>955</td>
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<tr>
<td>Men's Golf</td>
<td>994 (42)</td>
<td>N/A</td>
<td>1000 (9)</td>
<td>988</td>
<td>1000</td>
<td>975</td>
<td>1000</td>
</tr>
<tr>
<td>Men's Soccer</td>
<td>966 (59)</td>
<td>N/A</td>
<td>917 (16)</td>
<td>952</td>
<td>903</td>
<td>980</td>
<td>931</td>
</tr>
<tr>
<td>Men's Swimming</td>
<td>988 (87)</td>
<td>N/A</td>
<td>1000 (20)</td>
<td>983</td>
<td>1000</td>
<td>965</td>
<td>1000</td>
</tr>
<tr>
<td>Men's Tennis</td>
<td>947 (39)</td>
<td>N/A</td>
<td>947 (10)</td>
<td>970</td>
<td>1000</td>
<td>923</td>
<td>895</td>
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<tr>
<td>Men's Track, Indoor</td>
<td>977 (89)</td>
<td>N/A</td>
<td>972 (29)</td>
<td>965</td>
<td>963</td>
<td>983</td>
<td>981</td>
</tr>
<tr>
<td>Men's Track, Outdoor</td>
<td>974 (90)</td>
<td>N/A</td>
<td>955 (30)</td>
<td>960</td>
<td>946</td>
<td>977</td>
<td>964</td>
</tr>
<tr>
<td>Men's Wrestling</td>
<td>960 (60)</td>
<td>N/A</td>
<td>1000 (14)</td>
<td>928</td>
<td>1000</td>
<td>973</td>
<td>1000</td>
</tr>
<tr>
<td>Women's Basketball</td>
<td>970 (52)</td>
<td>N/A</td>
<td>948 (15)</td>
<td>970</td>
<td>966</td>
<td>960</td>
<td>931</td>
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<tr>
<td>Women's Cross Country</td>
<td>995 (56)</td>
<td>N/A</td>
<td>1000 (16)</td>
<td>1000</td>
<td>1000</td>
<td>990</td>
<td>1000</td>
</tr>
<tr>
<td>Women's Golf</td>
<td>1000 (32)</td>
<td>N/A</td>
<td>1000 (6)</td>
<td>1000</td>
<td>1000</td>
<td>983</td>
<td>1000</td>
</tr>
<tr>
<td>Women's Gymnastics</td>
<td>1000 (49)</td>
<td>N/A</td>
<td>1000 (15)</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
</tbody>
</table>

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.

N/A = No APR or not applicable.

Number of student-athletes represented.

1. Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

2. Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

3. Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 900 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

4. Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

5. Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 900 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

6. Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

7. Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.
### NCAA Division I 2010 - 2011 Academic Progress Rate Institutional Report

**Institution:** North Carolina State University  
**Date of Report:** 12/08/2011

<table>
<thead>
<tr>
<th>Sport</th>
<th>APR</th>
<th>Eligibility/Graduation</th>
<th>Retention</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Multiyear Rate (N)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Multiyear Rate</td>
<td>Upper Confidence</td>
<td></td>
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<td>Upper Confidence</td>
<td>Boundary</td>
<td></td>
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<tr>
<td></td>
<td>2010 - 2011 (N)</td>
<td>Multiyear Rate</td>
<td>2010 - 2011</td>
</tr>
<tr>
<td>Women's Softball</td>
<td>971 (80)</td>
<td>N/A</td>
<td>932 (20)</td>
</tr>
<tr>
<td>Women's Soccer</td>
<td>985 (90)</td>
<td>N/A</td>
<td>989 (25)</td>
</tr>
<tr>
<td>Women's Swimming</td>
<td>997 (100)</td>
<td>N/A</td>
<td>1000 (25)</td>
</tr>
<tr>
<td>Women's Tennis</td>
<td>984 (34)</td>
<td>N/A</td>
<td>1000 (9)</td>
</tr>
<tr>
<td>Women's Track, Indoor</td>
<td>988 (91)</td>
<td>N/A</td>
<td>979 (24)</td>
</tr>
<tr>
<td>Women's Track, Outdoor</td>
<td>989 (94)</td>
<td>N/A</td>
<td>979 (25)</td>
</tr>
<tr>
<td>Women's Volleyball</td>
<td>979 (50)</td>
<td>N/A</td>
<td>1000 (13)</td>
</tr>
<tr>
<td>Mixed Rifle</td>
<td>1000 (20)</td>
<td>1000</td>
<td>1000 (5)</td>
</tr>
</tbody>
</table>

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NCAA Division I 2010 - 2011 Academic Progress Rate Institutional Report

Institution: North Carolina State University

Date of Report: 12/08/2011

Sport-by-Sport APR Comparison:

Graphic Comparison of Multiyear APR
<table>
<thead>
<tr>
<th>Authority</th>
<th>Board of Trustees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>Appointment, Reappointment, Promotion and Permanent Tenure</td>
</tr>
<tr>
<td>Classification</td>
<td>POL05.20.1</td>
</tr>
<tr>
<td>PRR Subject</td>
<td>Faculty Employment</td>
</tr>
<tr>
<td>Contact Info</td>
<td>Vice Provost for Faculty Affairs (919-513-7741)</td>
</tr>
</tbody>
</table>

**Reasons for Revision:**
Add revisions requested by GA (sections 2.1, 2.3, 3.1, 4.3.1, 7.6.1)
Incorporate REG 05.20.18 Qualifications for Rank (section 4) and
Section on Joint Appointments from REG 05.20.13 Joint and Associate Faculty Appointments
(section 6.2 & 7.2); REGS 05.20.18 and 05.20.13 to be repealed.
Revision to sections 6.2 and 7.2 re consultation in the case of joint appointments.
Minor edits or updates to other sections.

**Review Process:**
12/1/10 Chancellor requests PRR review
03/7/11 Provost approves revisions of REG 05.20.18 Qualifications for Rank and repeal of REG 05.20.13
Joint and Associate Faculty Appointments and incorporation of their contents into this POL in section 4
and 6&7, respectively. Subsequently, May 10, 2011 received requested changes from GA.

10/13/11 General Counsel review
11/22/11 Faculty Senate review
12/15/11 Council of Deans (Heads) review
12/19/11 General Counsel final review
1/10/12 EOM approval and repeal of REG 05.20.18 and REG 05.20.13
2/17/12 Board of Trustees ((approval)

**History:** First Issued: November 27, 1973. Last Revised: July 15, 2010. Additional History Information.

**Related Policies:**
1. INTRODUCTION

This policy is adopted pursuant to UNC Code Chapter VI - Academic Freedom and Tenure (The Code). It addresses the following:

2. DEFINITIONS OF ACADEMIC TENURE AND PERMANENT TENURE
3. CHANCELLOR’S AUTHORITY
4. TENURE TRACK FACULTY QUALIFICATIONS FOR RANK AND INITIAL APPOINTMENTS
5. STANDARDS FOR APPOINTMENT, REAPPOINTMENT, PROMOTION AND CONFERRAL OF TENURE
6. PROCEDURES FOR INITIAL APPOINTMENT
7. PROCEDURES FOR REAPPOINTMENT, PROMOTION AND CONFERRAL OF TENURE
8. IMPOSITION OF SERIOUS SANCTIONS
9. SEPARATION OF FACULTY EMPLOYMENT

This policy and provisions of UNC Code Chapter VI - Academic Freedom and Tenure, as amended from time to time, constitute the tenure policies and regulations of North Carolina State University (hereinafter referred to as the university or NC State). This policy shall be cited in appointment and reappointment letters sent to individual faculty members.

1.1 The university incorporates as part of this policy the principles of freedom and responsibility in the university community as set forth in Section 600 of The Code.

1.2 The university incorporates as part of this policy the rights and responsibilities of the faculty under the principles of academic freedom as set forth in Section 601 of The Code.

1.3 The university may designate non-tenure track faculty as set forth in Section 610 of The Code. Non-tenure track ranks, contracts and subsequent contracts are addressed in NCSU REG05.20.34 – Non-Tenure Track Faculty Ranks and Appointments.

2. DEFINITIONS OF ACADEMIC TENURE AND PERMANENT TENURE

2.1 Academic Tenure

The purpose of academic tenure is to promote and protect the academic freedom of the faculty. It also assists the university in attracting and retaining faculty members of high quality. Academic tenure refers to the conditions and guarantees that apply to a faculty member's employment, in particular the protection from discharge from, or termination of, employment, and from imposition of serious sanctions on a faculty member, except upon grounds and in accordance with sections 8 and 9 of this policy. Academic tenure applies exclusively to faculty with permanent tenure, faculty on probationary (tenure-track) appointments and faculty with fixed term appointments as further described in NCSU REG05.20.34 – Non-Tenure Track Faculty Ranks and Appointments.

2.2 Permanent Tenure

Permanent tenure ("appointment with tenure" or "tenured appointment") is academic tenure conferred upon faculty with appointments that are continuous until retirement, resignation or death. ("appointment with tenure" or "tenured appointment"). Permanent tenure may be conferred only pursuant to this policy and by action of the President and the Board of Governors of the University of North Carolina, or by such other agencies or officers as may be delegated such authority by the Board of Governors. Hereinafter, all references to tenure shall mean permanent tenure.
2.3 In all instances, the tenure conferred on a faculty member is held with reference to employment by N-C-State, rather than to employment by the University of North Carolina (UNC Code Section 602).

3. CHANCELLOR'S AUTHORITY

3.1 The Chancellor or Chancellor's designee shall have approval authority for faculty appointments, reappointments, promotions, and conferrals of tenure, consistent with NCSU REG01.20.1 - Delegations of Authority for Appointments, Compensation and Other Personnel Actions for Employees Exempt from the State Personnel Act (EPA) and subject to further approvals as required by Section 602(5) of The Code and UNC Policy Manual Section 600.3.4.

3.2 Upon receiving recommendations for the conferral of tenure from the Provost, the Chancellor will forward his recommendations to the University Affairs Committee of the Board of Trustees for final approval.

3.3 Upon receiving recommendations for promotions from the Provost, the Chancellor has responsibility for final approval of promotions.

4. TENURE TRACK FACULTY QUALIFICATIONS FOR RANK AND INITIAL APPOINTMENTS

Qualifications for academic rank shall be determined by the Chancellor upon recommendations from the Faculty Senate and the University Council. These qualifications shall be set forth in regulations issued by the Chancellor here.

Tenure-track faculty appointments are those to which consideration for permanent tenure applies and for which there is an established time frame during which a decision to reappoint or confer tenure must be made, as provided in the following sub-sections.

4.1 Instructors

Appointment to the rank of Instructor is appropriate for an individual who has been selected for a tenure-track appointment at NC State but has not yet completed the required terminal degree. An Instructor shall be appointed for an initial probationary term of one year and may be reappointed to one additional probationary one year term.

4.1.1 Upon award of the required degree or prior to the end of the second probationary one year term, whichever comes first, the Department Head, after consultation according to the procedures set forth in section 6.2 of this policy, shall review the Instructor’s performance and recommend to the Dean either 1) that the Instructor be appointed to an appropriate term as Assistant Professor in accordance with section 4.2 or 2) that the instructor’s appointment end on the current contract end date.

4.1.2 Minimum Required Qualifications
4.1.2.1. Ability or potential in the mutually agreed upon realms of responsibility.

4.1.2.2. A master’s degree, an equivalent degree, or equivalent professional experience.

4.2 Assistant Professors

Appointment to the rank of Assistant Professor is the entry-level professorial appointment. An Assistant Professor shall be appointed for an initial probationary term of four years. In cases where the appointment occurs prior to or subsequent to the start of the normal regular academic or fiscal year, the initial probationary term may be adjusted to coincide with the appropriate reappointment, promotion and tenure cycle, but shall not result in an initial term of fewer than three years or greater than four years and six months, with an end date of May 15 for academic year contracts or June 30 for fiscal year contracts.

4.2.1 Before the end of the third year of the initial term (in order to allow at least 12 months notice should the decision be to not to reappoint), the Department Head (or equivalent designee), after consultation with the Departmental Voting Faculty (DVF) as set forth in section 7.2.1 of this policy, shall review the Assistant Professor’s performance and recommend to the Dean either 1) that the Assistant Professor be reappointed for a second term of three years which is appended to the initial four year term, or 2) that the Assistant Professor not be reappointed.

4.2.2 If the Assistant Professor is appointed to a second term under section 7 then before the end of the second year of that appointment (in order to allow for 12 months notice in case of termination), the Department Head and Dean (or equivalent designees), after consultation according to the procedures set forth in section 7 of this policy, shall each review the Assistant Professor’s performance and recommend to the Provost either 1) that the Assistant Professor be promoted with tenure or 2) that upon the expiration of the term of appointment the Assistant Professor not be reappointed. In the case of a decision not to promote and confer tenure, the Dean may recommend, and the Provost may approve, a recommendation and decision during the remaining term of the appointment, to promote and confer tenure based upon new information documenting required performance representing a significant change in the status of information included in the dossier that was the basis for the denial of promotion and non-conferral of tenure.

4.2.3 The decision and notification regarding conferral of tenure shall not be postponed beyond the eighth year of service (including any approved extensions) from the first appointment as Assistant Professor. In extraordinary circumstances, the Chancellor may approve postponing the decision and notification regarding conferral of tenure beyond the eighth year of service.

4.2.4 Minimum Required Qualifications

4.2.4.1. Ability or definite promise in the mutually agreed upon realms of responsibility.

4.2.4.2. Potential for directing activities in the mutually agreed upon realms of responsibility.
4.2.4.3. Ability and willingness to participate in department, college and university affairs.

4.2.4.4. A doctor's degree, an equivalent degree, or equivalent professional experience.

4.3 Associate Professors

An Associate Professor promoted to that rank by the university shall have tenure.

4.3.1 An Associate Professor coming to that rank from outside the university may either be appointed with tenure or for one probationary appointment not to exceed five years. In cases where the appointment occurs prior to or subsequent to the start of the normal academic or fiscal year, the initial probationary term must be adjusted to coincide with the appropriate reappointment, promotion and tenure cycle, but shall not result in an initial term of fewer than three years and six months or greater than five years, with an end date of May 15 or June 30.

In the case of a probationary appointment, before the end of the next-to-last year of the appointment, the Department Head and Dean (or equivalent designees), after consultation according to the procedures set forth in section 7, shall each review the associate professor's performance and recommend to the Provost either 1) that the Associate Professor be reappointed with tenure at the same or higher rank or 2) that upon the expiration of the term of appointment the Associate Professor not be reappointed. If the review and decision for conferral of tenure is carried out prior to the next-to-last year of the appointment, it will not be considered an early action (i.e. before the mandatory review date).

4.3.2 In the case of a decision not to promote and confer tenure, the Dean may recommend and the Provost may approve a recommendation and decision during the remaining term of the appointment to confer tenure based upon new information documenting required performance representing a significant change in the status of information included in the dossier that was the basis for the denial of promotion and non-conferral of tenure.

4.3.3. Minimum Required Qualifications

4.3.3.1. Recognized ability and potential for distinction in the mutually agreed upon realms of responsibility.

4.3.3.2. Demonstrated ability to direct activities in the mutually agreed upon realms of responsibility.

4.3.3.3. Demonstrated ability and willingness to participate in department, college and university affairs.

4.3.3.4. A doctor's degree, an equivalent degree, or equivalent professional experience.
4.4 Professors

A professor shall have tenure, whether promoted to that rank by the university or hired from outside the university.

4.4.1. Minimum Required Qualifications

4.4.1.1. Distinguished achievement in the mutually agreed upon realms of responsibility.

4.4.1.2. Demonstrated ability to direct activities in the mutually agreed upon realms of responsibility.

4.4.1.3. Established reputation in the individual's profession or field of scholarly or germane creative activity.

4.4.1.4. Demonstrated ability and willingness to participate in department, college and university affairs.

4.4.1.5. A doctor's degree, an equivalent degree, or equivalent professional experience.

4.5 Exceptions to Terms

4.5.1 If exceptional circumstances warrant, this policy shall not preclude promotion or the conferral of tenure according to a time frame different from that set forth in sections 4.2 and 4.3.

4.5.2 The Chancellor or Chancellor’s designee (the Provost) may grant an untenured faculty member an extension of the time period during which the institutional decision must be made regarding reappointment or conferral of tenure in cases of compelling circumstances. The normal extension is one year; however, other extensions may be approved in exceptional cases. Approval of an extension must be in writing and will extend the term of the current appointment.

4.5.3 A faculty member will be awarded an automatic extension in cases of a new child in the family by birth, adoption or placement of a foster child or of approved family medical leave of 60 calendar days or longer.

4.5.4 If not an automatic extension, a faculty member must request an extension in accordance with procedures established by the Chancellor or Chancellor's designee (the Provost) in NCSU REG05.20.31 - Tenure Clock.

4.5.5 For a faculty member who does not hold permanent U.S. residency status, tenure shall be contingent upon the individual having filed for permanent U.S. residency, and either being granted permanent U.S. residency or remaining in a valid immigration status continuously until permanent U.S. residency is granted.
5. STANDARDS FOR APPOINTMENT, REAPPOINTMENT, PROMOTION, AND
CONFERRAL OF TENURE

NC State values, above all, excellence and distinction in creative scholarship that facilitates the
increase and diffusion of knowledge, wisdom, and the moral dimensions of intelligence.

5.1 General Standards

The general standards upon which appointment, reappointment, promotion, and conferral of tenure
are to be recommended include an assessment of at least the following: demonstrated professional
competence in the appropriate mix of the realms of responsibility (see 5.2) as defined by each
academic unit’s Reappointment, Promotion and Tenure Standards and Procedures rule and agreed
upon in each faculty member's Statement of Mutual Expectations; potential for future contributions;
and service to the university, the academic community, and society. The individual’s contributions
shall be considered in a manner that is appropriate to each individual appointment, and
recommendations shall be consistent with the needs and resources of the university.

5.2 Faculty Goals and Realms of Responsibility

Creative scholarship in all of the following six realms of faculty responsibility is valued and
rewarded by NC State. Scholarly contributions in an appropriate mix of these six realms must be --
both in fact and in faculty perceptions -- the principal criteria for decisions about faculty
reappointment, promotion, and tenure. The nature of the “appropriate” mix is defined by each
academic unit’s Reappointment, Promotion and Tenure rule and agreed upon in each faculty
member’s Statement of Mutual Expectations.

5.2.1 Teaching and Mentoring of Undergraduate and Graduate Students
Transmission of knowledge to students and the development of wisdom are two primary reasons
universities exist. The goal is to develop students who can play effective and socially constructive
roles in a wide variety of institutions and endeavors and who can understand their service in a global
and societal context. Knowledge, insights, and understanding are transmitted through disciplinary,
interdisciplinary, and multidisciplinary learning.

5.2.2 Discovery of Knowledge through Discipline-Guided Inquiry
Such inquiry involves inductive and deductive reasoning; qualitative and quantitative
methodologies; hypotheses and propositions; measurements; accumulation of evidence; analysis and
argument; interpretation and evaluation; and communication/publication of findings, concepts, and
conclusions. Basic research is inquiry aimed at understanding the world around us. Applied research
is inquiry aimed at enhancing the arts of teaching and learning, management of nature and human
institutions, and developing practices and technologies useful to society. Discovery of knowledge
can be achieved by working either as an individual or as part of a collaborative team.

5.2.3 Creative Artistry and Literature
Creative artistry involves the creation, production, interpretation, and evaluation of cultural artifacts
that generate new insights and interpretations with the potential to inspire and advance the quality of
life in society. Creative artistry can be expressed through literary, performing, fine, and applied arts.
5.2.4 Technological and Managerial Innovation
Technological innovation provides the means by which knowledge and imagination in the sciences, humanities, and creative arts can be harnessed to drive the economic and social systems of the state, nation, and world, and ultimately, provide new products, processes, and services.

5.2.5 Extension and Engagement with Constituencies outside the University
Engagement with people and organizational constituencies outside the university are the principal means by which NC State and other land-grant universities fulfill their unique mission. Accomplishments in extension and engagement represent an ongoing two-way interchange of knowledge, information, understanding, and services between the university and the state, nation, and world.

5.2.6 Service in Professional Societies and Service and Engagement within the University itself.
Complex research-intensive universities and discipline-focused scientific and professional societies simply do not work effectively, efficiently, or for long, without the dedicated and continuing investment of university faculty time and creative energy in the programs and governance of these organizations. Thus, service to and engagement within all parts of the university and its affiliated organizations, including professional scientific and literary associations is valued, appreciated, and rewarded by NC State.

6. PROCEDURES FOR INITIAL APPOINTMENT

6.1 Documentation

For initial appointments, the Department Head shall assemble documentation as appropriate.

6.2 Consultation

Decisions for appointment are dependent on substantive consultation with tenured faculty by Department Heads and Deans who are responsible for these decisions. In the case of joint appointments, i.e., portions of the faculty member’s salary come from more than one department, each department will recommend for initial appointment, with one designated as having primary responsibility for the process (usually the department having the higher percentage of the appointment). The faculty member will be a DVF member in the primary department when required rank and tenure is achieved. The DVF of other department(s) in the joint appointment will stipulate at appointment hiring whether the faculty member will be a DVF member when required rank and tenure is achieved and whether he or she will have voting rights in secondary department affairs. Faculty members who are a DVF members in more than one department involved in an initial hire can only vote in their primary department.

6.2.1 Departmental Consultation - It is the responsibility of the DVF to participate in this consultation at the departmental level. The DVF (defined in sections 6.2.2 and 6.2.3) shall have full access to the documentation prepared for each candidate and the opportunity and responsibility to meet as a group with the Department Head to consider the matter confidentially. In each case of initial appointment, a vote shall be taken either by secret ballot or open ballot, with the method of
voting to be decided by a majority vote of the departmental voting faculty. Faculty members who
cannot attend the meeting shall be permitted to vote in accordance with departmental rules.

6.2.2 For initial appointments, the DVF shall consist of tenured faculty of any rank. The DVF may
consult with other departmental faculty prior to voting.

6.2.3 If tenure is to be awarded with an initial appointment, a second vote is taken and recorded.
The DVF for Associate Professors being hired with tenure includes all tenured Associate Professors
and Professors. The DVF for Professors that must be hired with tenure includes all tenured
Professors.

6.3 Recommendations and Decisions

6.3.1 Recommendation of Department Head

In the case of an initial appointment at any rank and tenure status, the Department Head shall make a
recommendation to the Dean or equivalent academic officer and report the vote of the DVF as
described in section 6.2.1.

6.3.2 Dean’s Decision and Recommendation

In the case of an initial appointment of a tenure-track faculty member, the Dean’s decision is final.

If tenure is to be conferred with initial appointment, the Dean shall provide to the Provost the vote of
the DVF for appointment, the vote of the DVF for tenure, Department Head’s recommendation and
Dean’s recommendation.

6.3.3 Provost’s Recommendation

If tenure is to be conferred with initial appointment, the Provost shall make a recommendation to the
Chancellor for all positive decisions.

6.4 Communication

6.4.1 The terms and conditions of each faculty appointment shall be stated in a letter from the
Chancellor or Chancellor’s designee (the Provost) to the faculty member. The letter shall provide
specification of the beginning and ending dates of the appointment or reappointment consistent with
Sections 4.2 and 4.3 and any limitation of tenure due to source of funds consistent with 6.4.2.

6.4.2 The appointment of a faculty member to a position funded in whole or in substantial part from
sources other than continuing state budget funds or permanent trust funds, whether for a specified
term or with tenure, shall be contingent upon the continuing availability of such funds. This
contingency shall not apply to the federal funds provided to the North Carolina Agriculture Research
Service through the Hatch Act and the McIntire-Stennis Act and to the North Carolina Cooperative
Extension Service through the Smith-Lever Act. These funds shall be considered as permanent trust
funds, and faculty who are funded in whole or in substantial part from these sources shall not be subject to the contingency provisions of this section.

6.5 Periodic Performance Reviews

There shall be regular reviews of individual faculty performance conducted by academic administration with peer involvement where appropriate. These reviews shall be conducted pursuant to regulations issued by the Chancellor or Chancellor’s designee and shall include annual reviews of all faculty and periodic post-tenure reviews of tenured faculty.

7. PROCEDURES FOR REAPPOINTMENT, PROMOTION, AND CONFERRAL OF TENURE

7.1 Documentation

The candidate shall assemble documentation in consultation with the Department Head in accordance with NCSU REG05.20.20 – Reappointment, Promotion and Tenure Dossier Format Requirements.

7.2 Consultation

Decisions are dependent on substantive consultation with tenured faculty by Department Heads, Deans and the Provost who are responsible for the reviews that inform these decisions. In the case of joint appointments, i.e., portions of the faculty member’s salary come from more than one department, each department will recommend, i.e., each DVF votes and provides written evaluation and each Department Head recommends, with one designated as having primary responsibility for the process (usually the department having the higher percentage of the appointment). Similarly, if multiple colleges share a joint appointment, the colleges will recommend, i.e., each CRPT committee votes and provides a written evaluation and each Dean recommends, with one college designated as having primary responsibility for the process. Faculty members who are DVF members in more than one department can only vote in their primary department in cases of reappointment, promotion or conferral of tenure.

7.2.1 Departmental Consultation

It is the responsibility of the DVF to participate in this consultation at the departmental level. The DVF (see section 7.2.1.1) shall have full access to the documentation prepared for each candidate and the opportunity and responsibility to meet as a group with the Department Head to consider the matter confidentially. In each case, the departmental voting faculty shall provide a written assessment.
In each case, a vote shall be taken either by secret ballot or open ballot, with the method of voting to be decided by a majority vote of the DVF. Faculty members who cannot attend the meeting shall be expected to vote in accordance with the department’s Reappointment, Promotion and Tenure Rule.

7.2.1.1 The DVF shall consist of tenured faculty with equal or greater rank than the position for which the individual is being considered.

7.2.1.2 If the number of departmental voting faculty members is fewer than three, the Department Head, in consultation with the existing DVF, the individual being reviewed, and appropriate other Department Heads, shall request that the Dean appoint faculty members from allied departments in such number as to provide a group of three members to serve as the DVF for the case.

7.2.1.3 In the case of an appointment in which the area of work of the appointee is substantively interdisciplinary, the Dean may, in consultation with the appointee and with appropriate others, and with the approval of the Provost, appoint an individual and a committee of faculty other than the DVF who shall function in the capacities of the Department Head and the DVF, respectively, in carrying out these procedures.

7.2.2 Dean Consultation

The Dean, prior to making the reappointment decision or a recommendation to the Provost for promotion and/or conferral of tenure, shall consult with a duly constituted College Reappointment, Promotion, and Tenure Committee, appointed and charged by the Dean in accordance with college rules approved by the Provost. The committee shall have full access to the documentation and an opportunity to confidentially discuss the case among themselves and shall provide a written assessment. A vote shall be taken either by secret ballot or open ballot, with the method of voting to be decided by a majority vote of the group.

7.2.3 Provost Consultation

7.2.3.1 A University Reappointment, Promotion, and Tenure Committee, appointed by the Provost in consultation with the Chair of the Faculty, shall advise the Provost in matters relating to the policy and processes involved in reappointment, promotion, and conferral of tenure. The committee may confidentially examine cases in the context of its process review.

7.2.3.2 The Provost may consult the committee on individual cases, and in such cases the Committee shall provide a written assessment. Unless requested by the Provost, however, the Committee does not advise on specific cases.

7.3 Recommendations and Decisions

7.3.1 Recommendation of Department Head

In the case of a reappointment, promotion, or conferral of tenure for an appointed faculty member, the Department Head shall provide to the Dean or equivalent academic officer the written
assessment and vote of the DVF, a written recommendation by the Department Head, and any written response provided by the faculty member in accordance with section 7.4.

7.3.2 Dean's Decision and Recommendation

7.3.2.1 In the case of reappointment of a tenure-track faculty member, the Dean's decision is final except when recommending non-reappointment.

7.3.2.2 In the case of non-reappointment, promotion and conferral of tenure, the Dean shall provide to the Provost the written assessments, votes, and written recommendations provided from the DVF, Department Head, and College Reappointment, Promotion, and Tenure Committee, a written recommendation by the Dean, and any responses provided by the faculty member in accordance with section 7.4.

7.3.3 Provost's Decision and Recommendation

In the case of promotion and conferral of tenure, the Provost shall make a recommendation to the Chancellor for all positive decisions after consideration of the faculty member's dossier, vote and assessment of the DVF, recommendation of the Department Head, vote and assessment of the College RPT Committee and recommendation of the Dean. The Provost may consult appropriate university-level academic officers in making these decisions. In the case of negative decisions, the Provost's decision is final.

7.4 Opportunity for Faculty Response to Written Assessments and Recommendations

The faculty member shall be provided the written assessment and recommendation at both the department and college levels and shall be given an opportunity to provide a timely written response at both levels. These responses shall become part of the documentation of the review for succeeding levels.

7.5 Sharing of Written Assessments, Recommendations, and Responses in the Reappointment, Promotion and Tenure Review

Upon completion of the department review, the Department Head shall provide to the DVF his or her written assessment and recommendation, and any responses provided by the faculty member to the Department.

Upon completion of the college review, the Dean shall provide to the DVF, the Department Head, and the College RPT Committee an opportunity to review the following documents: the written assessment and vote of the College RPT Committee, the written assessment and recommendation of the Dean, and any responses provided by the faculty member to the College assessments and recommendations.

7.6 Communication

7.6.1 Timely Notification
For tenure-track faculty, notice of reappointment or non-reappointment shall be in accordance with the notice requirements of Section 604 A of The Code for full-time faculty at the rank of instructor, assistant professor, or associate professor, which are as follows:

a. during the first year of continuous service at the institution, the faculty member shall be given not less than 90 days’ notice before the employment contract expires;

b. during the second year of continuous service at the institution, the faculty member shall be given not less than 180 days’ notice before the employment contract expires;

c. after two or more years of continuous service at the institution, the faculty member shall be given not less than 12 months’ notice before the employment contract expires.

Failure to give timely notice of non-reappointment will oblige the Provost thereafter to offer a terminal appointment of one academic year. Notice of non-reappointment shall be given in a letter from the Provost containing the decision not to reappoint.

7.7 Review of Non-reappointment Decisions

A probationary faculty member who is notified of a terminal appointment or a non-reappointment, pursuant to section 4.2 or 4.3, shall be granted upon request an interview with the Department Head to discuss the decision. The faculty member shall also upon request be granted a subsequent interview with the Dean to discuss the decision. After these interviews, the faculty member has the right to have the case reviewed under the Faculty Grievance Procedures, if the faculty member remains dissatisfied, the faculty member believes the decision not to reappoint was based upon his or her the faculty member’s exercise of rights guaranteed by either the First Amendment to the United States Constitution or Article I of the North Carolina Constitution; discrimination based upon the faculty member’s race, color, sex, religion, creed, national origin, age, disability, veteran’s status, genetic information or other forms of discrimination prohibited under policies adopted by the Board of Trustees; personal malice; or due to a material procedural irregularity that casts substantial doubt on the integrity of the decision not to reappoint, he or she may request a review pursuant to NCSU POL 05.25.1 Faculty Grievance and Non-Reappointment Review Policy. This review shall be limited solely to determining whether the decision not to reappoint was based upon any of the aforementioned above-listed grounds.

8. IMPOSITION OF SERIOUS SANCTIONS

During any probationary or tenured appointment, a faculty member may be discharged or subject to the imposition of serious sanctions in accordance with the procedures prescribed in Section 603 of The Code.

8.1 Regulations issued by the Chancellor or Chancellor’s designee shall address the composition and appointment of a hearing committee.

8.2 As specified in Section 603 of The Code, discharge or imposition of serious sanctions may be based only upon:
8.2.1 Incompetence, including significant, sustained unsatisfactory performance after the faculty member has been given an opportunity to remedy such performance and fails to do so within a reasonable time;

8.2.2 Neglect of duty, including sustained failure to meet assigned classes or to perform other significant faculty professional obligations; or

8.2.3 Misconduct of such a nature as to indicate that the individual is unfit to serve as a member of the faculty, including violations of professional ethics, mistreatment of students or other employees, research misconduct, financial fraud, criminal, or other illegal, inappropriate or unethical, or inappropriate conduct.

9. SEPARATION OF FACULTY EMPLOYMENT

9.1 Resignation

A faculty member who intends to resign from employment has the obligation to give timely written notice of that intention to the head of the department in which the faculty member is appointed. Tenure ceases on the date of the resignation.

9.2 Termination Due to Financial Exigency or Program Elimination

9.2.1 During a probationary or tenured appointment, termination of faculty employment shall occur in accordance with the provisions of Section 605 of The Code only because of 1) a demonstrable, bona fide institutional financial exigency, or 2) the major curtailment or elimination of a teaching, research, or public service program.

9.2.2 Financial exigency is defined as a significant decline in the financial resources of the institution that is brought about by decline in institutional enrollment or by other actions or events that compel a reduction in the institution's current operations budget. The determination of whether a condition of financial exigency exists or whether there shall be a major curtailment or elimination of a teaching, research, or public service program shall be made by the Chancellor, after consulting with the faculties of the departments or other units that might be affected, the academic administrative officers, the Faculty Senate, and the Board of Trustees.

In this or any subsequent consultation process, a faculty appointment may be terminated only after it is determined by the Chancellor, following careful review of alternatives, that the condition of financial exigency cannot be alleviated by less drastic means. The determination of financial exigency or a major curtailment or elimination of a teaching, research, or public service program is subject to concurrence by the President and approval by the Board of Governors.

9.2.3 If there must be termination of faculty appointments, the Chancellor shall give consideration to tenure status, years of service at the university, and other factors deemed relevant in determining whose employment is to be terminated. The primary consideration, however, shall be the maintenance of a sound and balanced educational program that is consistent with the functions and responsibilities of the university.
9.2.4 A faculty member whose employment is to be terminated shall be notified of this fact in writing. This notice shall include a statement of the conditions requiring termination of employment, a disclosure of pertinent financial or other data upon which the termination decision was based, and a general description of the procedures followed in making that decision.

9.2.5 If a faculty member whose employment is to be terminated alleges that the decision to terminate was arbitrary or capricious, a hearing committee of the Faculty Hearings Panel shall afford the faculty member a fair hearing, according to the procedures of Section 605 of The Code. This hearing shall be limited to the question of whether the decision to terminate was arbitrary or capricious. The Chancellor's final decision may be appealed in the manner provided for by Section 605C (6) of The Code.

9.2.6 The university, when requested by a faculty member whose employment has been terminated, shall give reasonable assistance in finding other employment. For a period of two years after the effective date of termination the university shall not replace the faculty member without first offering the position to the person whose employment was terminated.

9.3 Retirement

Faculty members may apply for retirement when eligible in accordance with the provisions of the North Carolina Statutes (Chapter 135). Tenure ceases on the effective date of retirement. Upon entering the UNC Phased Retirement Program, a faculty member relinquishes his or her permanent tenure in exchange for a three (3) year fixed-term contract.
Request to Change a Degree Title

The Arts Studies Program hereby requests a change in the degree program title, "Arts Applications" (curriculum code: LRT) to "Arts Studies". No changes are requested in Curriculum Code or Course Prefix.

We request this change for the following reasons.

1) The current name is misleading and does not reflect the content of the degree, which is a liberal arts "area studies" degree.

2) The name change would make it more consistent with other degree names in the Division of Interdisciplinary Studies in CHASS, such as International Studies, Africana Studies, and Women and Gender Studies.

3) The current name causes confusion because the name of the Program is "Arts Studies", the name of the minor is "Arts Studies", and the courses are called "Arts Studies courses" (ARS prefix). Other programs, such as International Studies, have program names, majors, minors, and courses that use the same name (International Studies Program, International Studies Major, International Studies Minor, IS prefix) consistently.

4) The students dislike the name and find it frustrating because the current name requires explanation to parents, potential employers, and graduate schools. Faculty members believe the name awkward at best, and are frustrated for the same reasons. Inevitably, in letters of recommendation to potential employers or to graduate schools, faculty members use the term "Arts Studies" to quickly transmit an idea of the degree.
STUDENT BODY PRESIDENT REPORT
This report provides a recap of Student Government’s work in 2011 and a look ahead to goals for 2012. Student Government continues to serve on university committees, work on various initiatives, and improve communication with students.

To kick off the Spring Semester we provided the students of NC State with a platform review. Attached to this report you will find the platform from my campaign for Student Body President and information about completed projects and work underway by the Student Government team this year.

Student Government is looking forward to many events this year. The big action items for Spring 2012 include:

- Campout
- Community Service events: Krispy Kreme Challenge, Polar Plunge, Service Raleigh
- Tuition and Fees
- 125th Anniversary Celebration
- Search Committee for Vice-Chancellor and Dean of Division of Academic and Student Affairs (DASA)
- Improved communication strategies: new “Current Students” page on ncsu.edu (http://www.ncsu.edu/current-students/index.php), Facebook, Twitter
- Tradition Keeper Program

My fellow Board of Trustee members, thank you for your time. Please do not hesitate to contact me with any questions or thoughts about how we can better work together for the good of NC State!

Spirit, Pride, Tradition, WOLFPACK!
Chandler Thompson
Student Body President, 2011-2012
STATE OF NC STATE

Student Body President Platform Review

○ We need a calendar all students can use! This calendar will be a one-stop site for all student events and campus happenings.
SG has created a calendar on google for student events. You can find it here: http://go.ncsu.edu/studentcalendar. You can submit events to the calendar by going to http://go.ncsu.edu/studentcalendarsubmission

○ Bring 4th meal to NC State! Make late night food runs easy with a University Dining location open from 10 pm to 2 am
The Atrium is now open until 10 pm every Monday - Thursday. The 4th meal is scheduled for implementation at some University Dining locations in 2 years.

○ Enhance and expand the Wolfpack Student Discount program at local businesses by actively recruiting new businesses to create discounts.
Wolfpack Student Discounts launched a new website http://students.ncsu.edu/deals. Student Government also entered a partnership with the ZspotCard; NC State students can purchase a Zspotcard for $10 (normal $40 value).

○ Recognize and support our students that hold leadership positions and perform community service
The Division of Student Affairs and the Division of Undergraduate Academic Programs have been merged to form the Division of Academic and Student Affairs (DASA). We believe that this new division will better support the leadership development of NC State students. A search committee is underway for the new Vice-Chancellor and Dean of DASA, and 4 student leaders are serving on this committee.
Also, the Center for Student Leadership, Ethics & Public Service is having discussions about how to track and certify a NC State service scholars program, with transcript recognition, and Student Government supports this idea.

○ More places to study, “connect”, and “plug in” on campus
Study spaces have been created on the fourth floor of Harrelson Hall, the satellite student center, on the first floor of Witherspoon, and in the old Campus Activities office in Talley 3128. Plugs were added to the west wing of DH Hill Library. The terrace above the Atrium was remodeled with electrical outlets and tables and chairs were added to create a new outdoor study place.

○ Establish a Tradition Keeper Program that recognizes and honors students who make the most of the NC State experience by completing traditions.
The Tradition Keeper program has been established with the 2011 edition of The Brick. Students that complete 40 traditions in the book will receive a medal to wear at graduation. Read more about it here: http://students.ncsu.edu/thebrick
○ Honor our men's basketball legacy by finishing the Coaches Corner with statues of Case, Sloan and Valvano. These three coaches left a huge mark on not only NC State but also ACC basketball and deserve recognition in the corner.

The Coaches Corner project has gotten off to a great start this year! SG is currently working on a video and contacting donors. It's even an option for Senior Class Gift donations. Learn about Coaches Corner at the project website: [http://coachescorner.ncsu.edu](http://coachescorner.ncsu.edu)

**Sustainability Culture Change - We can change our STATE!**

○ Secure more funding for student ideas and improve initiatives like Think Outside the Brick.

Think Outside the Brick was continued for the third year in a row! Planning is in the works to add plaques on past projects to acknowledge them as student ideas.

○ Promote student engagement in sustainability; help students do their part!

Student Government continues to sponsor sustainability task force meetings. Email reconle2@ncsu.edu if you are interested in attending a task force meeting.

○ Advance the Sustainability strategic plan - we must be an environmentally friendly campus

The Sustainability strategic plan was approved by the Board of Trustees during the Fall semester. Read about the Year of Sustainability at [this link](http://coachescorner.ncsu.edu)! 

○ Make sure that loyal students get rewarded consistently. Students who go to games should have the best chance of getting tickets!

In the new ticket policy, the top 25% of loyalty point earners are automatically guaranteed a football or basketball ticket. The remaining 75% are entered into a weighted lottery. [Link](http://coachescorner.ncsu.edu) to the new policy.

○ Constantly improve the student gameday experience

Student Government is providing cheer sheets for all big games and exploring new ideas for the student section. Email ncsuathleticscommission@gmail.com if you have ideas for the student section or cheer sheets.

○ Tailgating is being reviewed - I will fight for LONGER tailgating hours

Student Government has been in discussions about tailgating hours. There are currently issues brought up by Athletics but we continue to advocate for students

○ Offer an opportunity to buy tickets for away games in a student block

Away tickets were available for football games on the student ticketing site!

○ Create an advising survey like ClassEval to help advisers.

The SG Academics Commission has been encouraging every college to survey students about their advising. We also sent out our own advising survey earlier this semester.

○ Protect reading days!

Reading days are still here.
○ **Students that are paying tuition and fees should not be forced to pay extra just to take a Distance Education class.**
It has been recommended that the "penalty fee" for distance education classes be eliminated. This is expected to go into effect in Fall 2012. Read more [here](#)! 

**Student Government**

○ Increased Accessibility
  - **Office Hours once a month by all Student Body Officers of SG in the Dining Halls**
    *SBO’s held office hours twice in Clark and twice in Fountain last fall.
  - **Continue Brickyard and Centennial outreach days**
    *Student Government has continued to hold a Wednesday Brickyard booth
  - **Expand CALS’s Moodle program to campus wide**
    *Moodle pages were also created for the College of Engineering! SG is working on improving and utilizing Moodle, Google Groups, and Orgsync or other resources for communication and use by student organizations
  - **Monthly campus wide surveys**
    *A survey has been included in a HOWL email once a month

**Work to make university administrators more accessible.**

-The Chancellor has expanded the number of Lunch with the Chancellor dates each semester and also started holding on-campus office hours. Find out when you can chat with the Chancellor at [this link](#).

**Rising costs and budget costs!**

○ As Student Body President, I will be **your** advocate. I will make sure that students have representation on any committee dealing with the budget and **that the voice of students are heard**. I will fight to ensure that budget cuts do not extend your stay here and that your tuition is kept “as fair as practicable, be extended to the people of the State free of expense.” Keeping and improving the value of your degree will be one of my top priorities.

1. NC State Constitution Article IX Sec 9

It is extremely hard for any student leader to see tuition and fees increase. This has been by far the most time consuming and hardest part of my first 10 months in office. With about a 79.3 million dollar cut last year on top of cuts for the past few years, the university has but a few options left. With those some of that burden falls upon our students. Student Government representatives have fought to keep this as low as possible and make sure the State Constitutional mandate is maintained.

Student Government has stressed to university leadership the pain that even a $10 increase can have on our students. We have also discussed this issue with Chancellor Woodson and I can ensure you that he understands. Chancellor Woodson is leading the effort to grow our endowments, he is vocal advocate to the legislature, and has our current and future students at the fore front of step he takes. The university initiated a strategic plan that is realigning and strengthening this university. Student Government has followed the plan and students have
been involved in every step of the process. This strategic process is a huge win for all of us. As always, Student Government values your input and would like to hear from you at anytime. Please email us at any time or find us on Facebook/Twitter. There will be a tuition talk day in the Brickyard on Feb 1 from 11:30 - 1 pm. Please come out and share your thoughts, concerns and questions!
PROVOST UPDATE
University Associate of Applied Science Certificate in Agribusiness Management

1. Statement of Justification for Program

Currently, the Associate of Applied Science Degree in Agribusiness Management (AGB) is available only through on-campus courses that are restricted to students enrolled in a 2-year degree program offered through North Carolina State University’s Agricultural Institute (AGI). However, over the past few years ARE faculty have invested their time, and university resources, to develop new distance education (DE) agribusiness course sections based on existing on-campus courses. ARE now has the capacity to offer an associate level certificate based on the current total of seven DE course sections, and corresponding 21 DE credit hours, that are now offered each academic year.

Enrollments in ARE DE courses have continued to increase each year. Distance education students not enrolled in a 2-year degree program at N.C. State University (Non-Degree Studies (NDS)) currently cannot receive recognition for a sequence of these same courses, successfully completed through the Department of Agricultural and Resource Economics (ARE). Distance Education and Technology Applications (DELA) at N.C. State University does list these ARE DE courses on its website and in their DE course catalog. However, DELTA and ARE are limited in marketing these ARE courses collectively to NDS students because they cannot do so to potential students that need or desire recognition through a certificate program. If this program is established, these courses and the certificate program can then be listed on the University of North Carolina Online course and program website.

The Agricultural Institute and CALS have stated their support for the establishment of a certificate in Agribusiness Management so that working professionals can receive recognition for successful completion of one or more ARE DE course sequences. Creation of a University Associate of Applied Science Certificate in Agribusiness Management (Associate of Applied Science AGB Certificate) would provide an additional incentive for NDS students to complete multiple ARE DE courses. The Associate of Applied Science in AGB Certificate program will benefit North Carolina citizens who may not have the need, or resources, to complete a 2-year Associate of Applied Science in AGB Degree through the Agricultural Institute. However, students who receive an Associate of Applied Science in AGB Certificate through ARE could later matriculate into the Agricultural Institute and transfer credits earned for a certificate towards the 2-year Associate of Applied Science AGB degree subject to the conditions and approval of the Agricultural Institute. All courses completed in the Associate of Applied Science AGB Certificate meet course requirements for the AGB Associate Degree program or AGB Concentration.
The transfer of an Associate of Applied Science AGB Certificate course into any 4-year degree program at N.C. State University is subject to the approval and requirements of the department awarding that degree. ARE 201, Introduction to Agricultural and Resource Economics, does meet a General Education Program course requirement for baccalaureate degree programs.

This program does not incorporate courses from other departments and does not affect other university certificate programs—but it could serve as a mechanism for introducing potential students to degree programs at N.C. State University. The career opportunities that may be provided to students or enhanced with this certificate can be found in industries such as horticulture, landscaping, chemical and farm equipment sales and supplies, and agricultural production. Potential students include adults who are working full-time who desire to hold an entry-level management position as well as farmers and other small business owners that need to improve their business knowledge.

This proposed certificate program is unique because it is offered through the only university in the UNC System that has a 2-year associate of applied science degree in Agribusiness Management. It is not a separate program, but is part of an existing ARE distance education program, which has been in place for almost seven years. It is formed from distance education, agribusiness course sections that are already being taught by faculty with unique expertise desired by our citizens and agricultural related industries. These are our clients who are served through N.C. State University’s land grant mission on and off of our campuses everyday across North Carolina.

2. Statement of Program Objectives

The objective of the University Associate of Applied Science in AGB Certificate Program is to allow ND5 students not enrolled in a 2 or 4-year degree program at N.C. State University the opportunity to receive recognition on their transcript for the successful completion of a sequence of ARE courses in the field of agribusiness management.

3. Statement of Proposed Revision(s) with Reasons

A statement of proposed revisions is not applicable to this proposal for a new certificate program.
4. **Statement of Program Requirements and completion of Format B**

- Completion of 15 credit hours from the list of required courses with a grade of C- or higher received for each course; and an overall GPA of 2.0 or higher must be achieved upon completion of all required courses.

- Three (3) years will be allowed for completion of all courses. The time limit starts with enrollment in the first course. Students will be allowed to defer no more than two semesters after acceptance into the program. Courses may be completed in any order.

- All courses must be taken through distance education unless special approval is granted for completion of an on-campus section to allow the student to successfully complete the course sequence for receipt of the Associate of Applied Science AGB Certificate.

- None of the required 15 credit hours may be taken for S/U or “credit only.”

- No prerequisite course requirements.

- No transfer credits from other institutions to fulfill certificate course requirements are allowed. Students currently enrolled in a 2-year Agribusiness Management degree program, or who would qualify for a 2-year degree AGB concentration, do not qualify for this certificate program.

**Required Courses (15 hours)**

- ARE 201 Introduction to Agricultural and Resource Economics (3);  
- ARE 104 Agricultural Business Management (3); and  
- 3 of the following courses
  - ARE 132 Management of Personnel (3)  
  - ARE 115 Agribusiness Accounting (3)  
  - ARE 106 Agribusiness Law (3)  
  - ARE 112 Agricultural and Agribusiness Marketing (3)  
    OR ARE 113 Principles of Salesmanship (3)

5. **Catalog Description of Proposed Certificate**

The University Associate of Applied Science Certificate in Agribusiness Management is available to all Non-Degree Studies Students enrolled at North Carolina State University. This certificate is not available to students enrolled in a 2 or 4-year degree program at N.C. State University. This certificate provides individuals an opportunity to learn
applied business and economic principles that are useful in careers in agricultural and related industries.

6. **Number of Certificate Recipients in the Past 5 Years**

The number of certificate recipients is not applicable to this proposal for a new certificate program.

7. **Projected Enrollment**

Initially, enrollment in this certificate program will be limited to 5 students per year. This projected number, and any future increases, will fall within biennium projections submitted to, and approved by, CALS and DELTA.

8. **Admission Requirements**

- Have received a High School Diploma or a GED;
- Not enrolled in a degree program (4-year or 2-year) at N.C. State;
- Acceptance as a Non-Degree Studies Student through DELTA, if not already enrolled;
- Completed certificate program application that may be submitted to ARE at any time throughout the year; and
- Accepted into the AAS Certificate in Agribusiness Management program.

The certificate program is to be administered by the ARE DE Coordinator or other faculty member designated by the ARE Department Head. The current ARE DE Coordinator is Theodore A. Feitshans.

Theodore A. Feitshans  
North Carolina State University  
Department of Agricultural and Resource Economics  
Campus Box 8109  
Raleigh, N.C. 27695  
919-515-5195  
ted_feitshans@ncsu.edu
9. **Statement on Other Departments Likely to be Affected and Summary of Consultations with those Departments**

All courses required for completion of this certificate program are contained within ARE. Other departments will not be affected by the certificate program or by program courses. Accordingly, consultations with other departments are not required.
### Format B

**List of University Undergraduate Certificate Program Requirements**

University Certificate Title and Code: **Certificate in Agribusiness Management** 11AGPCTA

#### Certificate Requirements:

Completion of 15 credit hours within 3 years from the list of required courses with a grade of C- or higher received for each course; and an overall GPA of 2.0 or higher must be achieved upon completion of all required courses. All courses must be taken through distance education unless special approval is granted for completion of an on-campus section to allow the student to successfully complete the course sequence for receipt of the Associate of Applied Science AGB Certificate. None of the required 15 credit hours may be taken for S/U or "credit only." No transfer credits from other institutions to fulfill certificate course requirements are allowed. Students currently enrolled in a 2-year Agribusiness Management degree program, or who would qualify for a 2-year degree AGB concentration, do not qualify for this certificate program.

*List any required pre-requisites for the Certificate courses*

<table>
<thead>
<tr>
<th>Required Courses</th>
<th>*Pre-requisites</th>
<th>Credit hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARE 201 Introduction to Agricultural and Resource Economics</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>ARE 104 Agricultural Business Management</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Any 3 of the following courses (9 credit hours):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ARE 106 Agribusiness Law</td>
<td></td>
<td>3</td>
</tr>
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<td>ARE 115 Agribusiness Accounting</td>
<td></td>
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<td></td>
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<tr>
<td>ARE 113 Principles of Salesmanship</td>
<td></td>
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</tr>
</tbody>
</table>

**Total hours required for Certificate:** 15