

# STAFF FORUM

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# OPENING REMARKS

HAROLD L. MARTIN, SR., CHANCELLOR

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# STAFF SENATE

ERICA KNIGHT, CHAIR, STAFF SENATE

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## ComPsych® GuidanceResources® Program



Call: **866.511.3373** ♦ TDD: **800.697.0353** ♦ online: [guidanceresources.com](https://www.guidanceresources.com) ♦ Web ID: **NCAT**

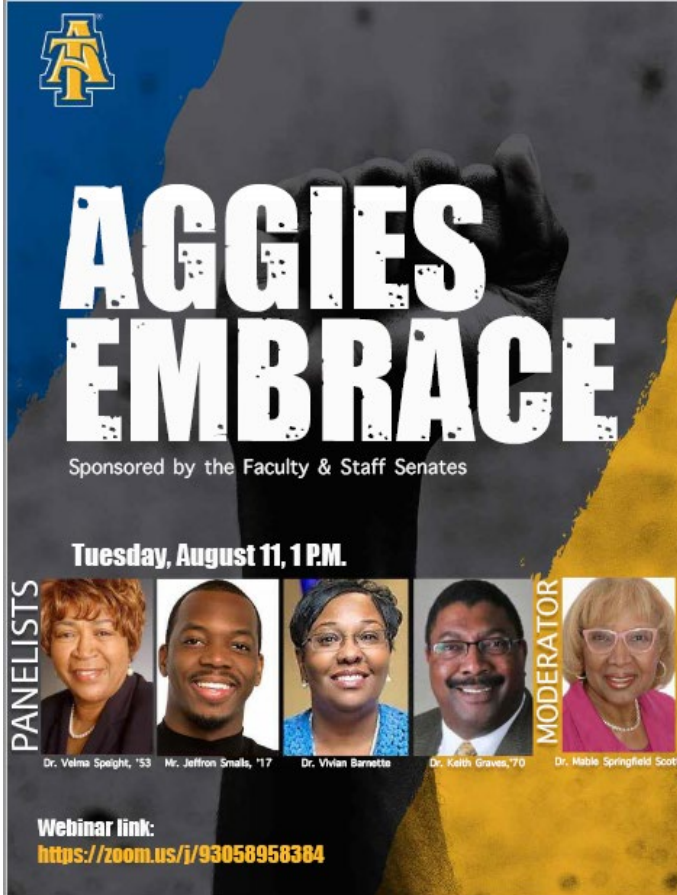


# THANK YOU LUNCH FOR OUR 1<sup>ST</sup> RESPONDERS





# SUMMER SOCIAL JUSTICES SERIES








**AGGIES EMBRACE**

Sponsored by the Faculty & Staff Senates

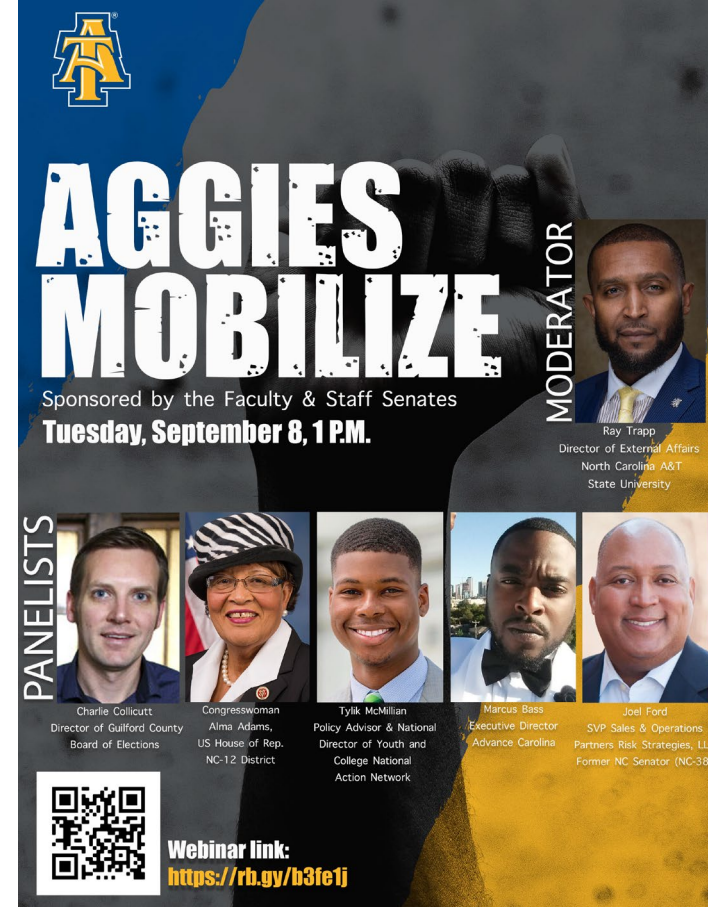
**Tuesday, August 11, 1 P.M.**

**PANELISTS**

 Dr. Velma Speight, '53	 Mr. Jeffron Smalls, '17	 Dr. Vivian Barnette	 Dr. Keith Graves, '70	 Dr. Mable Springfield Scott
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**MODERATOR**

Webinar link:  
<https://zoom.us/j/93058958384>




**AGGIES MOBILIZE**






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**Tuesday, September 8, 1 P.M.**

**MODERATOR**

  
Ray Trapp  
Director of External Affairs  
North Carolina A&T  
State University

**PANELISTS**

 Charlie Colicutt Director of Guilford County Board of Elections	 Congresswoman Alma Adams, US House of Rep. NC-12 District	 Tylik McMillian Policy Advisor & National Director of Youth and College National Action Network	 Marcus Bass Executive Director Advance Carolina	 Joel Ford SVP Sales & Operations, Partners Risk Strategies, LLC Former NC Senator (NC-38)
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Webinar link:  
<https://rb.gy/h3fe1j>

## UPCOMING EVENTS

- Staff and Faculty Senates Virtual Workshop
  - > October 13, 2020 – Aggies CARE
- Other Events in October
  - > Breast Cancer Awareness Events
  - > Faculty & Staff Combined Campaign Kickoff
  - > Health Insurance Open Enrollment
  - > Early Voting





## CORE VALUES

Principles that guide our actions and commitment to North Carolina A&T



NORTH CAROLINA AGRICULTURAL  
AND TECHNICAL STATE UNIVERSITY

Responsibility.

We hold ourselves accountable to the highest standards of performance for the success of the university.

Excellence.

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

Integrity.

We uphold moral character and unwavering ethical behavior.

Inclusiveness.

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

Learning.

We cultivate a culture of intellectual inquiry, personal growth and achievement.



# 20-21 STRATEGIC PRIORITIES

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

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

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# THE STRATEGIC PRIORITIES ARE ALIGNED WITH THE PREEMINENCE 2023 STRATEGIC PLAN

## *Five categories*

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





## DOCTORAL/RESEARCH MISSION OF THE INSTITUTION

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



# COMMUNITY ENGAGEMENT AND ECONOMIC DEVELOPMENT

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



# STUDENT SUCCESS, WELLNESS, ENGAGEMENT AND CAREER DEVELOPMENT

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



# CAMPUS INFRASTRUCTURE AND ENVIRONMENTAL SAFETY

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





## COMPLIANCE AND INSTITUTIONAL EFFECTIVENESS

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



# FALL OPERATIONS: ACADEMIC UPDATES

TONYA SMITH-JACKSON, VICE PROVOST, ACADEMIC AFFAIRS

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## EXCELLENCE AND INCLUSIVENESS

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



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

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

**“If better is possible, then good is not enough.”**

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

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

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





# OUR STUDENTS

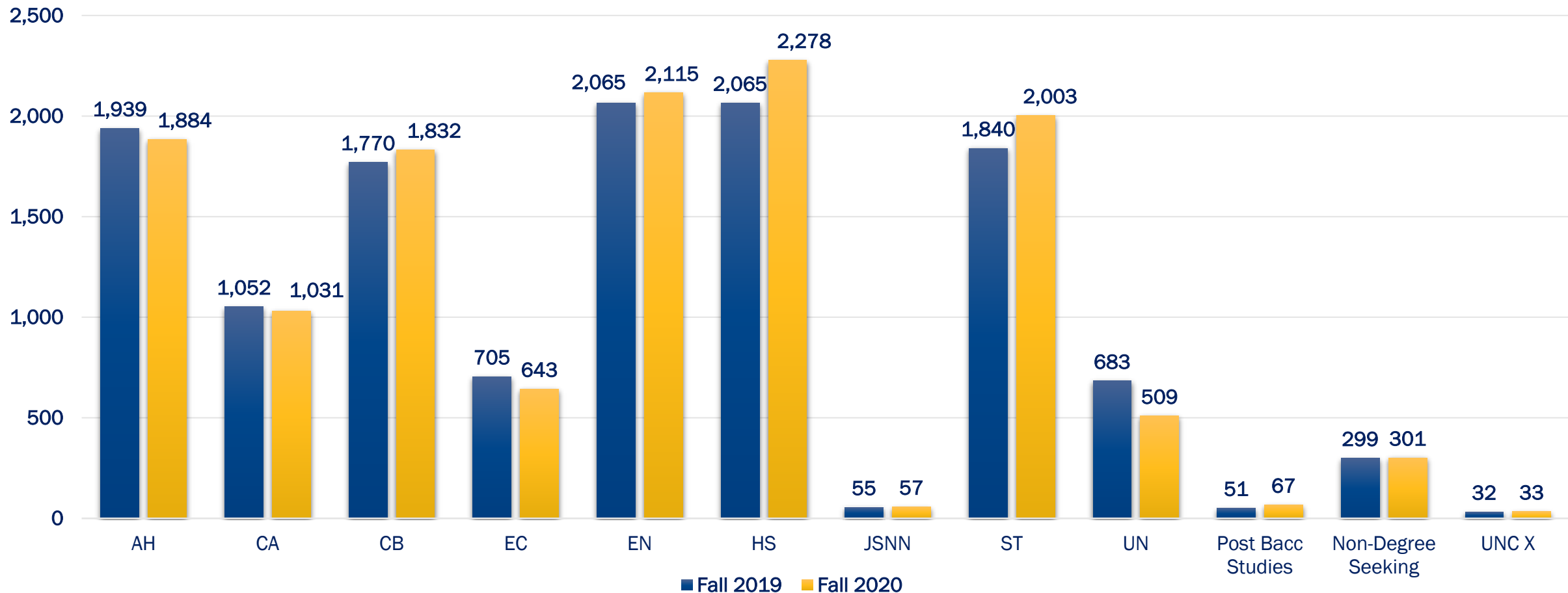


## HEADCOUNT

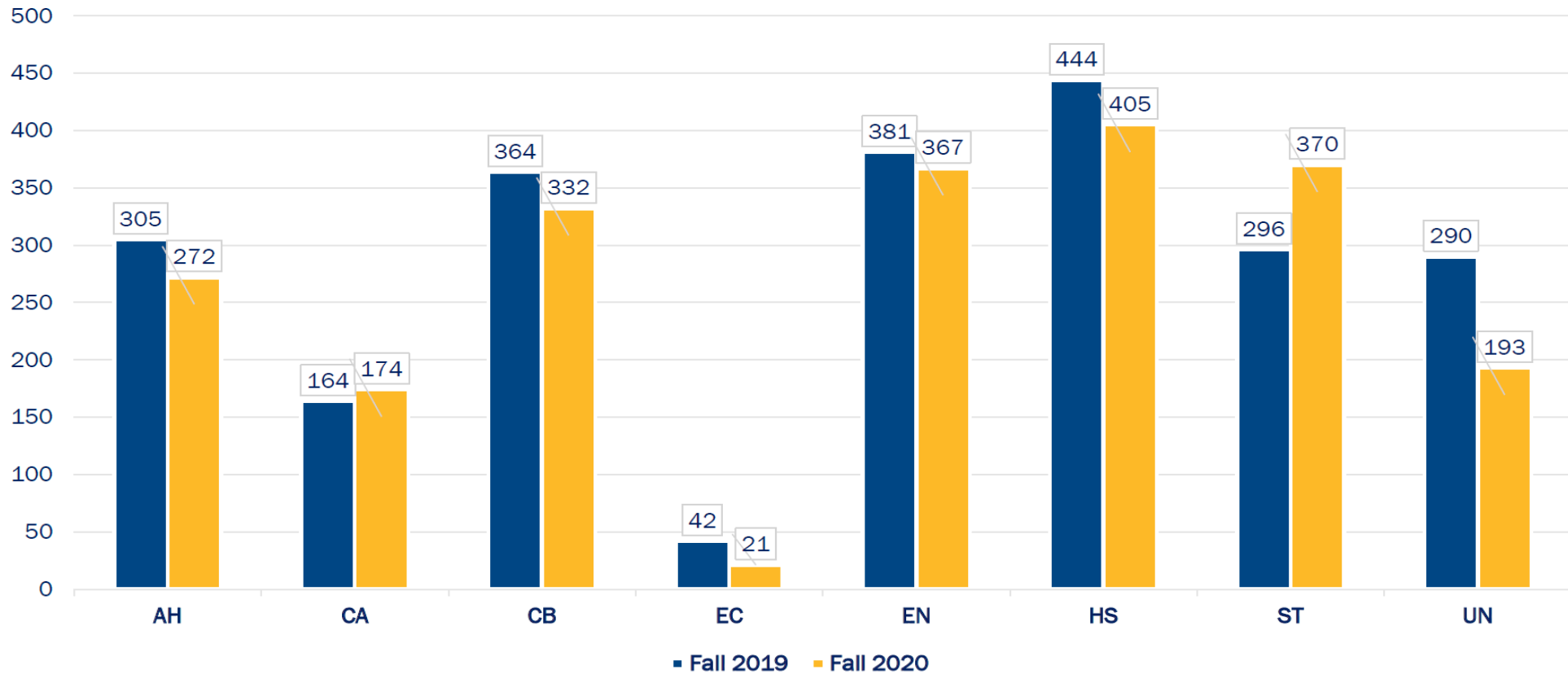
12,753 students (+1.6% increase; Fall '19: 12,556)  
11,130 Undergraduate students (+.82%; Fall '19: 11,039)  
1,623 Graduate students (+7%; Fall'19: 1517)



# TOTAL HEADCOUNT BY COLLEGE

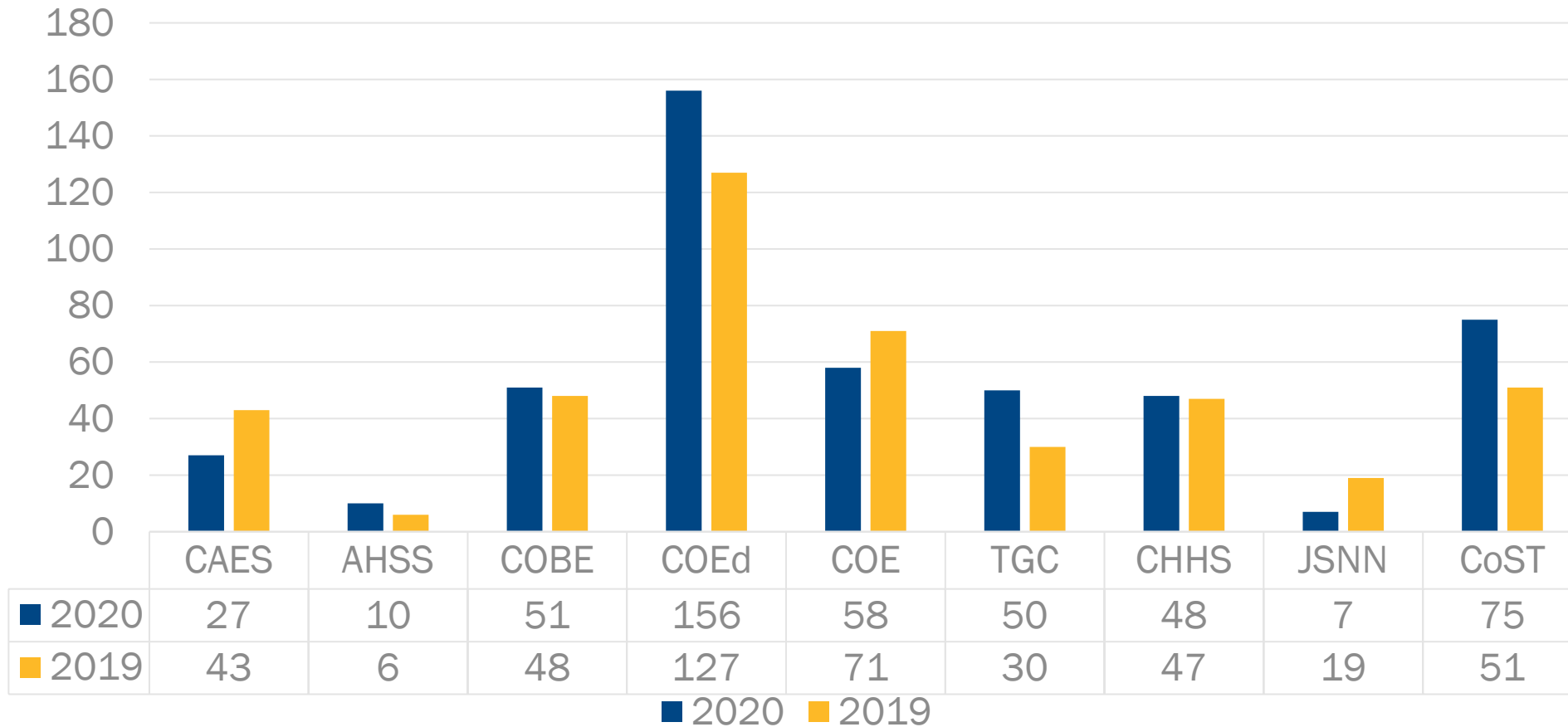


# FRESHMAN ENROLLMENT BY COLLEGE





# NEW GRADUATE STUDENT ENROLLMENT BY COLLEGE





# OUR COMMITMENT TO EXCELLENCE & INCLUSIVENESS FOR STUDENT SUCCESS

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

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



Online Teaching Strategies

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

**One Team, One Mission:  
Staff, Faculty and  
Administration working  
together to support every  
student's needs.**

RESOURCE	LOCATION	TELEPHONE	EMAIL
Accessibility Resources	Murphy Hall, Suite 001	336-334-7765	accessibilityresources@ncat.edu
Center for Academic Excellence	Academic Classroom Building (ACB), Suite 320	336-334-7855	cae@ncat.edu
Client Technical Services	Bluford Library	336-334-7195	helpdesk@ncat.edu
Counseling Services	Murphy Hall, Suite 109	336-334-7727	counselingservices@ncat.edu
LGBTQA Resource Center	Student Center, Suite 353	336-334-7800	msc@ncat.edu
Multicultural Student Center	Student Center, Suite 367	336-334-7800	msc@ncat.edu
Office of Accessibility Resources	Murphy Hall, Suite 101	336-334-7765	accessibilityresources@ncat.edu
Office of Career Services	Murphy Hall, Suite 101	336-334-7755	ocs@ncat.edu
Office of Financial Aid	Dowdy Building, Room 100	336-334-7973	finaid@ncate.edu
Registrar's Office	Dowdy Building, Room 107	336-334-7595	registra@ncat.edu
Student Health Center	112 N. Benbow Road	336-334-7880	health@ncat.edu
Transfer Articulation Office	Dowdy Building, Room 107	336-285-4149	articulation@ncat.edu
Treasurer's Office	Dowdy Building, Room 112	336-334-7721	treasoff@ncat.edu
TRIO Student Support Services	Murphy Hall, Suite 212	336-334-7982	trisoss@ncat.edu
Virtual Tutoring	Academic Classroom Building (ACB), Suite 320	336-334-7855	cae@ncat.edu
Undergraduate Admissions	Webb Hall	336-334-7946	uadmit@ncat.edu
University Police Department (UPD)	Ward Hall, 406 Laurel Street	336-334-7675	upd@ncat.edu

**ITTD Training, CTE  
Workshops**

**DEEL Course  
Development  
Support**


**Graduate Teaching  
Assistants for  
Classroom  
Support**

**Virtual Advising  
Guides from CAE**

**Virtual Events for  
Faculty, Staff,  
Students**

# THE QUESTION IS:

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



The answers  
rest with all of  
us!



# FALL OPERATIONS: TESTING

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

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## TESTS COMPLETED, POSITIVES, RATE

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

# MITIGATION EFFORTS

## *Expanded Testing*

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

## FALL TESTING TIMELINE

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

# COMMUNITY PARTNERSHIPS

*Teamwork makes the dream work*

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



# FALL OPERATIONS: COMMUNITY WELLNESS

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

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# EMPLOYEE WELLNESS

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# KNOW YOUR W'S



**WORLD**



**WORTH**

## TOOLS FOR EMPLOYEES

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



## TOOLS FOR EMPLOYEES

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





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

# STUDENT WELLNESS

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# MENTAL HEALTH STATUS OF STUDENTS

## *Campus and National Trends*

- Depression
- Anxiety
- Stress
- Sadness
- Isolation



National Institute of Mental Health

# CURRENT WORLD ISSUES



# TOOLS FOR STUDENTS





## SOON COMING:



Counseling Services  
After-Hour Services

Tuesdays & Thursdays  
5 PM – 7 PM



Emergency Services  
After-Hours and Weekends

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## COUNSELING SERVICES FALL 2020 VIA ZOOM

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

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

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

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

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

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

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

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

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

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

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

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

## GRANTS



Garrett Lee Smith, Suicide Prevention

\$102,000

October 2018-2021



Collegiate Recovery

\$125,000 first 3 years

10% reduction in years 4-6



Gambling

\$5,000 yearly

## DOJ/OVW

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



# FALL OPERATIONS: BUDGET FORECAST

**ROBERT POMPEY, VICE CHANCELLOR, BUSINESS & FINANCE**

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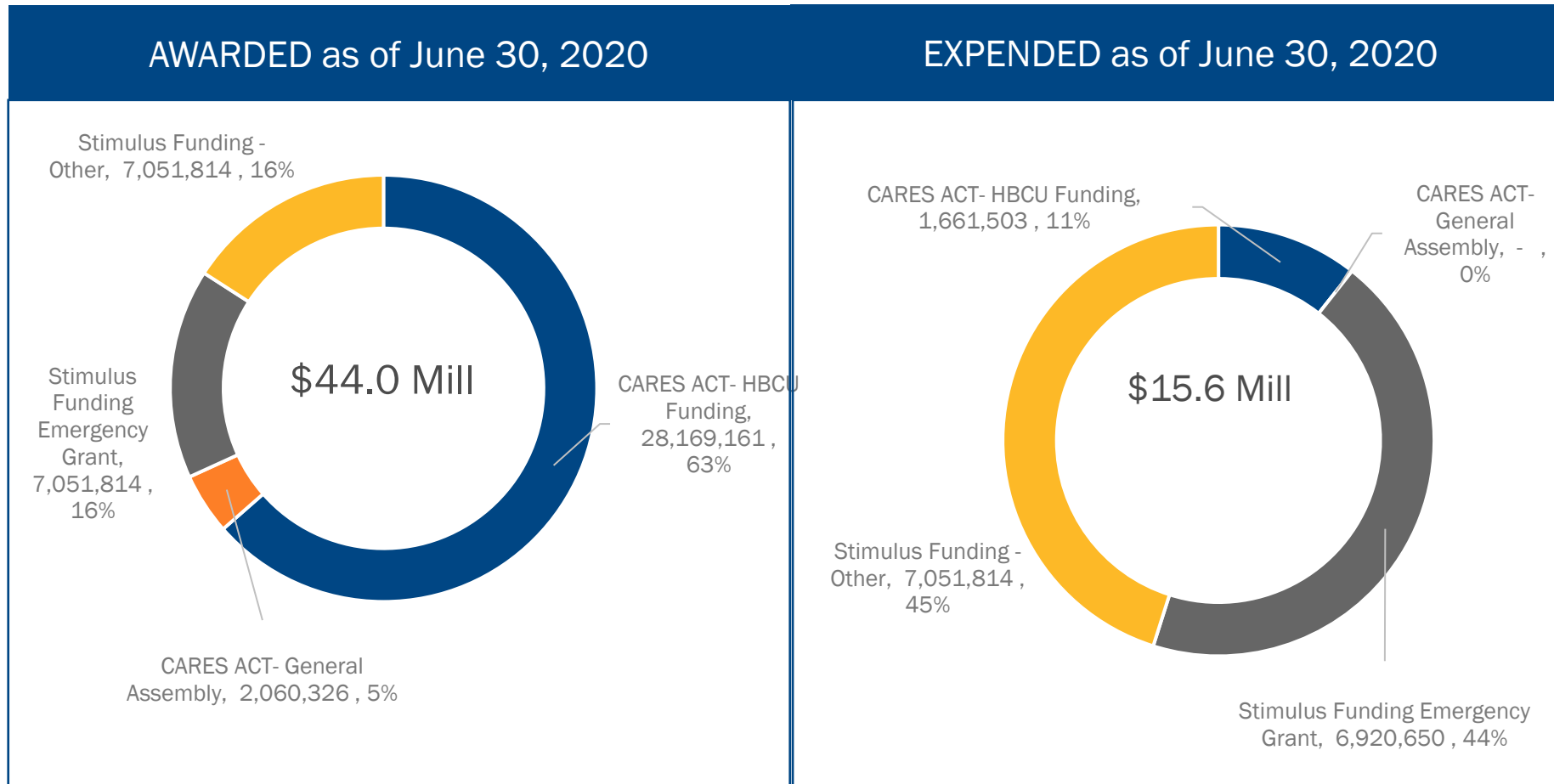
## **FY 20-21 BUDGET UPDATE**

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

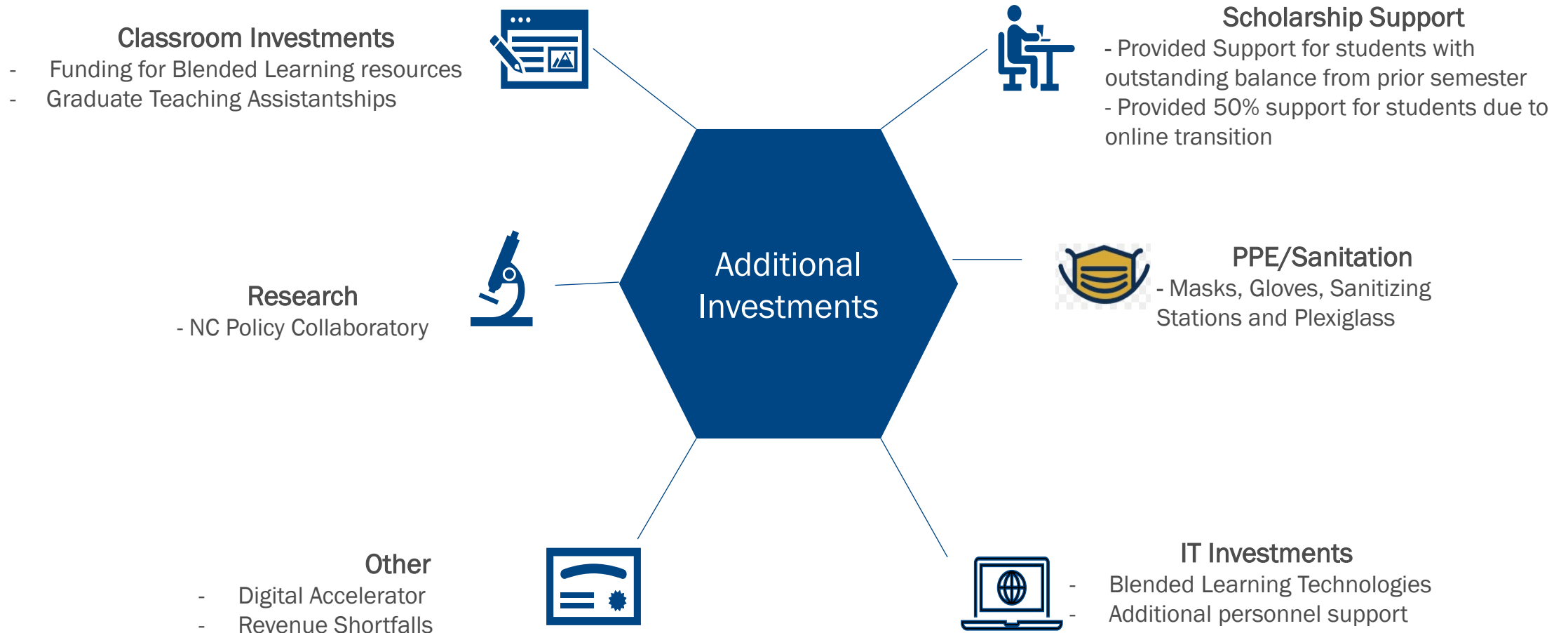
## FY 20-21 BUDGET UPDATE

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

# FY 20-21 CARES ACT EXPENDITURE UPDATE



# FY 20-21 INVESTMENTS



## FY 20-21 AUXILIARY OPERATIONS

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



## **FY 21 AND FY 22 BUDGET FORECAST**

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

# VOTER ENGAGEMENT

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

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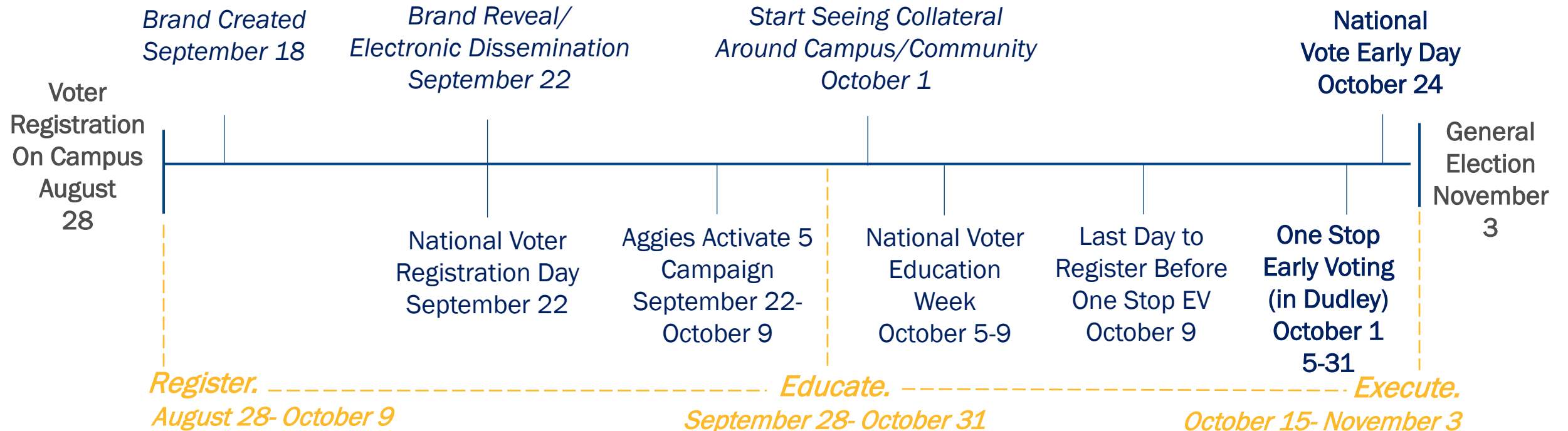
# OVERVIEW OF PHASES

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

# PROMOTIONAL PLAN TIMELINE

## Aggies Activate the Vote

Register. Educate. Execute.



# THE VOTING PROCESS

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

# DATES AND DEADLINES

Classes Begin- August 19, 2020

19<sup>th</sup> Amendment Anniversary- August 26, 2020

National Voter Registration Day- September 22, 2020

Voter Registration Deadline- October 9, 2020

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

Vote Early Day- October 24, 2020

Request an Absentee Ballot- September 1- October 27

General Elections/ Absentee Ballot- November 3, 2020

Last Day of Classes- November 24, 2020

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

## AGGIE ABSENTEE Schedule:\*

Online request should be available by September 1

Aggie Absentee Request Day- October 13

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

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

\*\*considering providing postage to students upon request



# QUESTIONS & ANSWERS

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# CLOSING REMARKS

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