NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

DIVISION OF ACADEMIC AFFAIRS

Joe B. Whitehead, Jr.
Provost and Vice Chancellor for Academic Affairs

February 17, 2017
Board of Trustees Academic Affairs Committee

AGGIES DO

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

DESTINATION: PREEMINENCE

AGGIES DO

Carnegie Classification History

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

Carnegie Classification

- 2000: Master's College and University
- 2005: Doctoral University (Higher Research Activity (R2))
- 2010: Doctoral University (Limited Research (R3))
- 2015: Doctoral University (Higher Research (R2))

Doctoral Degree Production
Data Source: IPEDS Completions Report

Academic Year	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
# of Doctoral Degrees Awarded	2	7	11	3	21	7	12	6	32	33	21	20	29	43	46

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R&D Expenditures and R&D Expenditure per Full-Time Faculty at the N.C. A&T

Data Source: NSF Survey of Research and Development Expenditures at Universities and Colleges IPEDS HR Report NC A&T Institutional Research

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total R&D Expenditures ($1000)	15353	17304	19534	22993	23948	24138	29036	28615	35297	34930	35103	33994	35047	35172
R&D Expenditures National Rank	n/a	n/a	n/a	320th	316th	312th	294th	296th	265th	237th	245th	250th	218th	220th
Number of Full-Time Faculty	456	367	307	339	364	425	442	472	522	519	509	488	464	411
R&D Expenditures per Full-Time Faculty ($1000)	33.6689	47.1499	63.6287	67.826	65.7912	56.7953	65.6923	60.625	67.6188	67.3025	68.9646	69.6598	75.5323	85.5036

Academic Reorganization

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Academic Reorganization

The rationale for the academic reorganization and program analysis was five fold as indicated below:

- Enhance programming and research productivity of an institution designated as Doctoral Higher Research
- Foster sustainable enrollment growth
- Enhance student readiness for a more competitive global market place
- Foster operational efficiencies and institutional performance
- Create opportunities for new and innovative programming

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Expected Outcomes and Measures of Success

Enhanced recognition of the Institution as a nationally competitive landgrant doctoral research institution

- Enhanced program national and international rankings
- Increased external funding
- Enhanced faculty research and scholarly productivity
- Enhanced University national and international rankings
- Enhanced graduate enrollment
- Enhanced undergraduate enrollment
- Enhanced number of Students receiving national fellowships

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Highlights of Reorganization (Cont.)

- The **College of Health and Human Sciences** capitalizes upon synergistic relationships among the programmatic areas and faculty of human performance and leisure studies, psychology, social work, sociology, and nursing.

  Departments: Human Performance and Leisure Studies, Psychology, Social Work and Sociology, and School of Nursing

- The **College of Arts, Humanities, and Social Sciences** raises program visibility and enhances student preparation for the workforce, and/or graduate/professional schools.

  Departments: English, History, Journalism Mass Communication, Liberal Studies, Political Science & Criminal Justice, and Visual & Performing Arts

Best Place to Work Culture

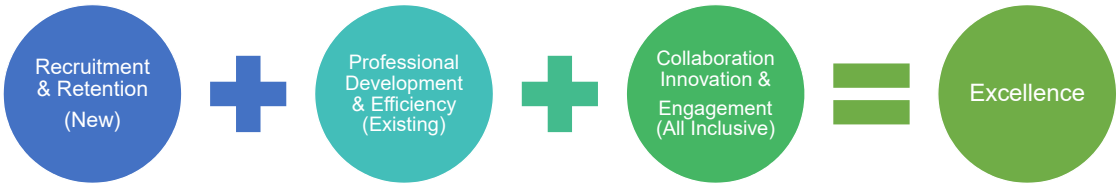
Developing a **Best Place to Work** Culture through:

- Continuous improvement in transparency of expectations, hiring practices and qualifications.
- Create professional development opportunities.
- Create a self-service model, based upon increased communication and access to pertinent information.
- **Continuous improvement/engagement activities with new hires and current faculty & staff.**
- Utilize focus groups to identify and address the needs of faculty and staff.
- Provide informative workshops/sessions that are relevant to a healthy lifestyle, i.e., mentally, financially, physically.
- Incorporate training and increase the availability of new and existing technology to promote best practices and efficient processes.

Faculty and Staff of the Future

Faculty and Staff of the Future addresses the requirements to achieve Preeminence 2020 and beyond. It is the planning, developing, and operationalizing of priorities set forth by the institution to continue to represent excellence in student, faculty and staff preparation through engagement and exceptional experiences.

Faculty and Staff of the Future focuses on 3 key areas:



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Faculty and Staff of the Future

- Significant fraction of retirement eligible faculty
- Enhance faculty expertise in teaching, research, scholarly activities, and community engagement through recruitment and faculty development
- Achieve balance between tenure stream and non-tenure stream faculty
- Faculty and staff develop to facilitate student success

Faculty Recruitment/Development

- Required search committee training (i.e., bias training, recruiting, etc.)
- Developed resources/samples to engage the search committee and create consistency amongst committees
- Disciplinary and market driven salary ranges
- More effectively use endowed professor positions
- Expansion of fall and spring orientation (i.e., tenure, accreditation, branding, etc.)
- More competitive start-up packages for new faculty

Non-Tenure Track Faculty (NTTF)

Why focus on NTTF?

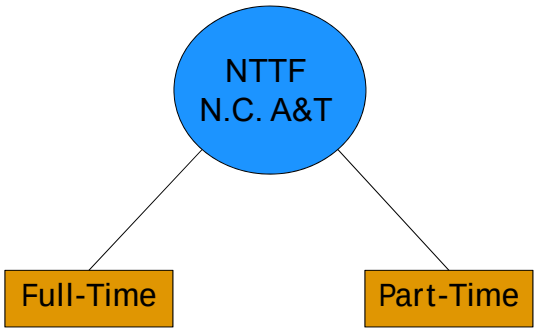
National Conversation

Clarification of Roles

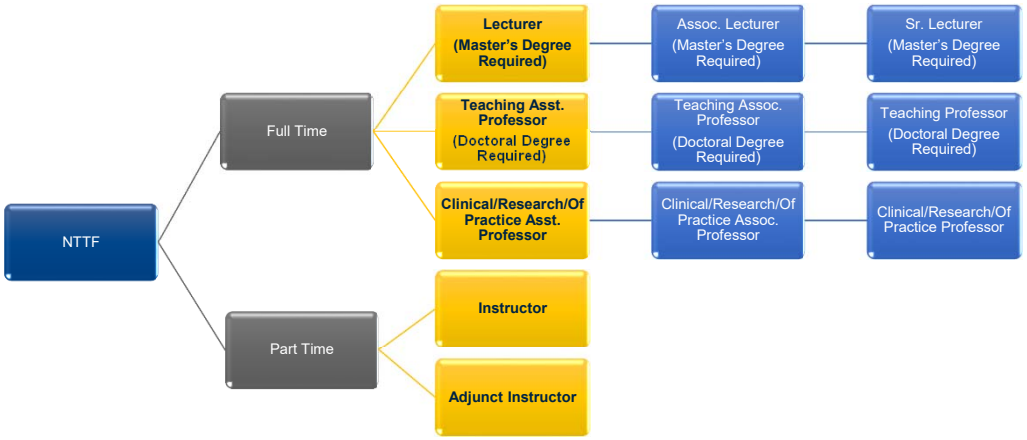
Student Success

Engagement/Expectations

What is the NTTF current classification?



- Numerous Titles
- Variable number of courses



Academic Programming

Preeminence 2020 and Enrollment Growth

- Strategic enrollment growth, undergraduate and graduate, is central to North Carolina A&T State University's Strategic Plan Preeminence 2020.
- The academic program inventory must be attractive and relevant.
- North Carolina A&T State University must aggressively enhance its academic program inventory to enhance the quality and quantity of the student population.
- Graduates must be prepared for the global market place.

Bachelor's Degree Trends (UNC System)

- Agroecology and Sustainable Food Systems
- Emergency Management
- Health Advocacy
- Digital Media Arts
- Women's and Gender Studies
- Geospatial Science
- Nutrition
- Construction Management
- Entrepreneurship
- Integrated Health Sciences
- Musical Theatre
- Digital Arts
- Integrated Professional Studies

Master's Degree Landscape: Program type

- Professional Science Master's
- Certificates
- Non-thesis Master's

Master's Degree Landscape: Highly populated programmatic areas (UNC System)

- Health Sciences
- Business Administration
- Social Work
- School Counseling
- English Language and Literature

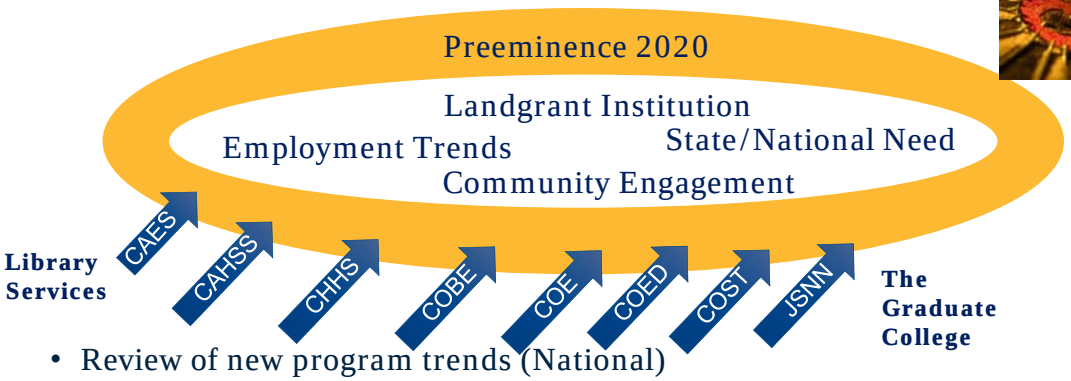
Master's Degree Landscape: North Carolina A&T

- Masters programs in Biology, Chemistry and Technology Management have approved PSM concentrations
- Biology and Chemistry PSMs have received national affiliation with the Keck Institute
- Traditional STEM master's
- Traditional non-STEM master's
- Online Master's Programs include
  - Agricultural Education (concentrations in Prof Licensure, Prof Service)
  - Information Technology
  - Instructional Technology
  - Technology Management
  - Master of Arts in Teaching (concentrations in Biology, Business, Chemistry, Child Development, Elementary, English, Family And Consumer Sciences, Health and Physical Education, History, Mathematics, Special Education, Technology)

Doctoral Degree Landscape: North Carolina A&T

- Computational Science and Engineering
- Computer Science
- Electrical Engineering
- Energy and Environmental Systems (concentrations: Atmospheric Sciences, Sustainable Bioproducts, Energy and Environmental Science and Economics)
- Industrial and Systems Engineering
- Leadership Studies
- Mechanical Engineering
- Nanoengineering
- Rehabilitation Counseling and Rehabilitation Counselor Education

The Path to Preeminence



- Review of new program trends (National)
- Analysis of A&T academic programs, and faculty resources
- Identify program areas of opportunity

Questions