



NORTH CAROLINA AGRICULTURAL AND TECHNICAL  
STATE UNIVERSITY

OFFICE OF THE PROVOST AND VICE CHANCELLOR  
FOR ACADEMIC AFFAIRS

MEMORANDUM

**TO:** Dr. Robert Cobb, School of Technology  
Dr. James Crawford, University Studies  
Dr. Thurman Guy, School of Agriculture and Environmental Sciences  
Dr. Karen Hornsby, Liberal Studies/College of Arts and Sciences  
Dr. Stephanie Luster Tinsley, College of Engineering  
Dr. Kofi Obeng, School of Business and Economics  
Dr. Craig Rhodes, School of Technology

**FROM:** Dr. Janice G. Brewington, Interim Provost and Vice Chancellor for Academic Affairs

**DATE:** December 18, 2006

**RE:** Junior Faculty Task Force

It is a pleasure to appoint you to the Junior Faculty Task Force. This task force is an outgrowth of the COACHE Report (see attached report), which is a survey conducted by Harvard University of junior faculty at the 16 UNC campuses. Of the 16 universities, NC A&T had the lowest ratings in the UNC system. Dr. Scott Simkins, Director for Academy for Teaching and Learning, has graciously agreed to serve as chairperson for the committee.

In order for the University to maintain its viability and sustainability, it is important to retain not only junior faculty but also all faculties. The charge for this task force is as follows:

- Develop and execute a comprehensive plan with methodologies and timelines to collect additional data related to the junior faculty's perceptions/satisfaction/dissatisfaction with the University
- Develop recommendations to improve the environment/culture for junior faculty based on the results of your findings and the COACHE study

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These recommendations should be submitted to me by April 15, 2007. If you have any questions, please let me know. I appreciate your assistance with this important task and your commitment to the University.

JGB/b

Enclosure

xc: Chancellor Lloyd V. Hackley  
Deans

✓ Dr. Scott Simkins, Director, Academy for Teaching and Learning