

7. Hearing and Reconsideration

The Hearing and Reconsideration Committee is responsible for conducting a proper hearing to determine the facts concerning charges (such as incompetence; neglect of duty; serious ethical misconduct; discrimination based on race, national origin, color, creed, religion, sex, age, physical or mental disability, or veteran's status.; and other violations of faculty policy brought against a faculty member and render a judgment in accordance with specific findings of fact with regard to the charges.

The Committee on Hearing and Reconsideration shall consist of seven (7) faculty members elected by the faculty from the following professorial ranks: professor, associate professor, and assistant professor. No department head, division director, school/college dean or other administrative officer may serve on this committee.

The committee shall elect from its membership a chairperson, a vice-chairperson and a secretary. The Nomination Committee of the Faculty Senate shall recommend persons for election to the Faculty Hearing and Reconsideration Committee.

Hearings shall be conducted in accordance with Section 603 of **The Code** of the Board of Governors of The University of North Carolina.

In accordance with Section 6 B (5) of the North Carolina Agricultural and Technical State University Regulations on Academic Freedom, Tenure and Due Process, the faculty member may, in certain circumstances, request from the Faculty Hearing and Reconsideration Committee a reconsideration of an unfavorable decision. Please see Appendix B-2.

B. COMMITTEE OF THE FACULTY – STATE-CERTIFIED VOLUNTEERS

Mediation

Faculty members may seek redress concerning employment-related grievances through the intervention of State-certified employment mediators. The goal of the mediation procedure is to reach a consensual resolution of the dispute and, if that fails, to determine whether the contested decision was materially flawed, in violation of applicable policies, standards or procedures. This process is not intended to second-guess the professional judgment of officers and colleagues responsible for making administrative decisions. Due to potential conflicts of interest, mediators on a given campus are not allowed to hear cases of their fellow campus employees. Consequently, only intercampus mediation services are to take place. See Appendix F-1 for additional information on the mediation procedures.

C. COMMITTEES OF THE FACULTY – APPOINTED

1. Admissions and Retention

The Committee on Admissions and Retention is responsible for recommending admission and retention policies for the University and for assisting in the implementation of regulations governing admission and retention.

2. Affirmative Action

The Committee on Affirmative Action is responsible for overseeing the hiring, promotion, termination, and granting of tenure to minorities, women, and persons with disabilities; for insuring that these groups of persons receive fair and equal treatment; for conducting hearings about allegations of sexual harassment; and for assuring that adequate opportunities are available to them in the formulation and implementation of policies on employment and other University benefits.

3. Awards and Honorary Degrees

The Committee on Awards and Honorary Degrees is responsible for selecting and recommending the following: (1) the Outstanding Teacher, (2) the Outstanding Administrator, (3) the Outstanding Alumnus/Alumna and (4) the Outstanding Person(s) to receive Honorary Degrees for recognition at the commencement exercises.

4. Banner Steering Committee

Continuing North Carolina Agricultural and Technical State University's progress towards an interdisciplinary university, we have embarked on a multi-year project of replacing all ERP (Enterprise Resource Planning) systems. The new system, called SCT Banner, replaces all data and subsystems within the current IA-Plus system (Financial Records Systems-FRS, Student Information Systems-SIS, Human Resources System-HRS, and Alumni Development System-ADS) with a more efficiently integrated administrative support system.

Specifically, the charge to the Banner Steering Committee is to guide and provide direction to the project teams on the overall implementation of the following goals:

- To transition to a unified hardware architecture;
- To transition to a relational database environment (Oracle);
- To transition to a new administrative information system (SCT Banner);
- To transition to a campus-wide reporting strategy;
- To advise the Cabinet on new policies that will result from the Banner Implementation.