

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
October 18, 2016
3:00 p.m.

Regular Meeting No. 4 of the 63rd Session: Faculty Senate Chambers October 18, 2016

Present: Chair Moore, Parliamentarian Lubischer, Senators Argyropoulos, Auerbach, Banks, Barrie, Bernhard, Berry-James, Bullock, Bykova, Eseryel, Fath, Feducia, Gunter, Hawkins, Hergeth, Huffman, Kotek, Kuzma, Parker, Perros, Rever, Sannes, Sederoff, Thakur, Young

Excused: Chair-Elect Bird, Associate Chair Orcutt, Senators Havner and Kathariou

Absent: Senators Ange-van Heugten, Ash, Carver, Laffitte, Lee, Nam, Peretti, Pearce, Silverberg

Guests: Katharine Stewart, VP for Faculty Affairs; Marc Hoit, VC for OIT; Monica Banks, Assistant to the VP for Faculty Affairs, Diane Chapman, Director, Office of Faculty Development, Jonathan Holloway, Program Coordinator for Faculty Development, Doug James, Assistant Director, Office for Faculty Development, Amy Sawyers-Williams, Coordinator, Arts Outreach ANCS, Roy Baroff, Faculty Ombuds

1. Call to Order - *Jeannette Moore, Chair of the Faculty*

Chair Moore called the fourth meeting of the sixty-third session of the NC State Faculty Senate to order at 3:02 p.m.

2. Introductory remarks - *Jeannette Moore, Chair of the Faculty*

Chair Moore introduced new Senator Deniz Eseryel, College of Education.

Chair Moore asked the guests to introduce themselves to the group.

3. Announcements - *Jeannette Moore, Chair of the Faculty*

Chair Moore reminded the group to see the second page of the agenda each week to view the announcements and committee activity.

- November 1st – General Faculty Meeting (rescheduled from October 4th due to Michelle Obama’s campus visit) The meeting will be held in Witherspoon, Room 126 – Washington Sankofa Room. The topic of discussion will be parking and transportation – the current status and what is happening to alleviate current issues and what the long term plans are. Dr. Moore encouraged the Senators to attend and to make sure to bring your faculty colleagues.

- October 28 - Kickoff for Faculty/Staff giving campaign
- Committees are meeting – please review the meeting minutes on the Faculty Senate website.
- Reminder to all to login to update healthcare selections to avoid higher premiums. Please call Human Resources if you cannot access the portal.
- Upcoming Faculty Development Workshops: Success Strategies for NTT Promotion, Data Management Planning, What Faculty Need to Know, Working Across Modes of Thinking, Integrating Visual Learning in the Classroom. See <http://go.ncsu.edu/ofdregistration>
- UNC general administration survey on the Strategic Plan. You still have plenty of time if you have not yet completed the survey. This will have a major impact on all Universities in the UNC system and your input is very important.
- Senator Havner has agreed to serve on the Administrative Board of the Graduate School. Chair Moore conveyed thanks to him for his willingness.
- The State Employees combined campaign is going on and information will be coming out soon regarding that initiative.

4. Approval of the Minutes, Regular Meeting No.3 of the 63rd Session, September 20, 2016

Chair Moore, substituting for Associate Chair Orcutt who is attending another meeting on campus and unable to attend this meeting, called for a motion to approve the minutes for the third meeting of the 63rd NC State Faculty Senate session.

With no opposition or changes, a motion to approve the minutes as submitted was made, seconded, and passed unanimously.

5. Provost's Remarks and Q/A

Katharine Stewart for Warwick Arden, Executive Vice Chancellor and Provost

Dr. Stewart brought greetings from Provost who is attending a very important meeting with students during the same hour. She stated that the Provost asked her to spend a good amount of time talking about issues related to Campus climate. She reported that the leadership team is working hard and thinking about this and she wanted to draw attention to the following:

She reported that the Provost sent out the October newsletter in an email, which was focused on diversity and campus climate, including three articles: *Navigating the Path Ahead*, which is focused on progress the University has made in the area of inclusion, equity and diversity and also where the

leadership team feels there is important additional work to be done. Additionally, she pointed out, there is an interview with the Vice Provost for the Office of Institutional Equity and Diversity, Linda McCabe Smith, that talks about her philosophy and the cross section of programming that OIED offers.

Dr. Stewart encouraged the Senators to take a look at the article and to particularly notice that Dr. Smith is hoping to grow programming to and work collaboratively with faculty staff and students across campus.

She pointed out that included also in the email are personal comments from the Provost about his concerns and the steps he intends to take to continue to make NC State a more inclusive campus; "What we know is that the campus is coming together in light of a lot of recent events, both locally and nationally and doing some hard looking at where we have made progress and where we have a lot of work to do." Dr. Stewart then stated that she believes that's really what the Provost seems quite dedicated to.

Dr. Stewart continued that there were some things that happened back in January that the Provost asked her to remind you of; in January, the Chancellor announced that the University was going to undertake several new activities that included meeting with several groups of students, faculty and staff to discuss their experiences at NC State, hear from them personally and hear about their recommendations about how the University can do better to improve the climate and to address cultural competence throughout the University.

Dr. Stewart relayed that the Chancellor announced at that time that he would be including the VP OIED in his Cabinet so that those conversations could be happening at the highest levels of leadership in the University on a regular basis. Additionally, he added that UDAC, the University Diversity Advisory Committee, also engaged the campus community in thinking about how can cultural competence be improved and how can we think critically about racial climate at NC State. She noted that this was the time that the Chancellor also announced the creation of Bias Incident Response Team, or BIRT. She explained that the purpose of BIRT is to coordinate appropriate responses to any incidence of bias that are reported to it and to think about how support can be provided to affected populations.

She continued her presentation by reporting that in the Provost's office currently, the staff is in the process of developing two programs that are specific to bringing in junior faculty and senior faculty, Emerging Scholars program, and the Senior Visiting Scholar Program. The purpose of these programs will be to attract under-represented faculty to NC State for visits and then hopefully to continue to attract those faculty to NC State on a more permanent basis. She added at she is working on primarily for the Provost and is finalizing a few issues with Human Resources because we have to sure we are recruiting folks to these temporary positions appropriately. She stated that the Provost's office will be forming an advisory committee made up of faculty to help with that program.

Dr. Stewart stated that the Council of Undergraduate Education began last spring evaluating the diversity component of the general education offerings, and that was also something that the UDAC had recommended. She continued by saying that the OIED and Human Resources were charged by

the Chancellor to work together to really coordinate programming opportunities for inclusion and equity and culture competence programming for faculty and staff.

She reported that the UDAC has worked really hard on a lot of these issues and have made several recommendations to the Chancellor and the Provost. She said that there are four areas where they have made key recommendations and where there is action being taken. Those four areas are:

Cultural competency

General Education program course requirement

Communication

Student Government

Dr. Stewart explained that in cultural competency, Linda McCabe Smith and OIED will be leading the cultural competency effort to think about what professional competency levels need to be set for faculty and staff, and to develop and make training available to the campus community, in addition to established outcomes and expectations for those within the campus community around these targets. She stated that that is one of the things that UDAC had recommended. Dr. Stewart continued by stating that the General Education Diversity Course requirement actions are being led by Mike Mullen and that there is a task force that is working on that now that will include discussion and review of the US Diversity Course requirement, including examining the questions of what it means to qualify as a US Diversity Course, what courses are currently on the list, and what is needed to satisfy that course requirement. She stated that the task force is being charged with determining the need for a stand-alone cultural competency class and whether that should be required for all undergraduate students. She explained that the task force will be appointed this week and has very strong faculty representation as well as Faculty Senate representation.

Dr. Stewart stated that the communication piece is really thinking about incorporating culturally competent messaging broadly to reflect diversity throughout our campus community, but also making sure that the campus community knows about BIRT – the Bias Incidence Response Team. She continued by saying that when that team was formed, there were a lot of people who didn't realize that it was available and how they could access it and that as a result, the communication is being developed, which includes an increased attention to marketing efforts, particularly around issues like diversity education week.

Additionally, Dr. Stewart reported that Student Government actions are being led by Justine Hollingshead in DASA. Her team is really thinking about student government's concerns and student government town hall issues at this time.

She stated that recommendations that were presented by UDAC were adopted by the Provost and Chancellor and those are being acted on now. She continued, "I think that many of those came into a very different light and under a much more prominent light after the issues in the early fall that we dealt with and that we discussed as a campus community in September at the Town Hall." She stated that the Town Hall had been scheduled prior to some of the incidents that occurred but before that Town Hall occurred, we had a series of shootings of young African American men by police and then we had

an incident of some fairly breathtaking language being used by students in a private social media environment that got disseminated to the campus community. She reported that this incident provoked a lot of concern and hurt and fear on the part of the students. She said that the Town Hall really gave the Chancellor and the Provost an opportunity to not only talk about some of the things they were doing but also a chance to hear some of the feelings of the students. She continued by saying that after that Town Hall, the Chancellor asked Linda McCabe Smith and the Senior Director of Campus Community Centers, Reggie Barnes, to assemble the BIRT and look really carefully at that social media incident and examine how the University can improve its response to those kinds of situations. She stated that they are currently looking at that situation and, as the Chancellor requested, the OIED is reviewing national best practices and examining how NC State can improve its policies and procedures regarding inclusion and equity.

Dr. Stewart reiterated that at this current time, Dr. McCabe-Smith, Provost Arden and Vice Chancellor Mullen are meeting with students and student leaders to talk about some of their concerns and how leadership can continue to respond to their concerns that have been highlighted over the past several months. She also outlined a couple of other things that are underway such as a task force that has been created by the Chancellor to assess our efforts to recruit, admit, retain and graduate students from underrepresented groups, which is co-chaired by VC Mike Mullen and the Student Body VP Brayndon Stafford. She stated that the members of the task force include students, faculty, staff and alumni and that they will present their recommendations to the Chancellor at the end of this academic year.

She continued by saying that Linda McCabe Smith is an incredible new addition to the campus community and that she is doing a lot of thinking about how the University can be more planful and comprehensive about its inclusion and equity programming. She stated that she is also thinking a lot about what resources are available to the campus community. Dr. Stewart encouraged the Faculty Senate to reach out to her and talk with her with any thoughts or ideas or concerns.

Dr. Stewart went on to say that there is another task force being created that she and Amy Jinnette will be coordinating that is focused on statements of mutual expectations. She stated that they have heard loud and clear from a series of University RPT committees that SMEs are often used somewhat inconsistently throughout the process – the faculty appointment and reappointment, promotion and tenure process. As a result, she said, the Provost has asked this committee to look at how we can do a better job of making SMEs a little more consistent and clear for faculty without making them so rigid that they become unuseful. She told the Senators that this is one of the things that she struggles with a lot as she is thinking about policies and how they apply to faculty – is creating something like an SME policy. She stated that we need to have enough clarity in the policy that faculty understand what is happening and we have a way to be consistent and fair, but we can't be so precise and rigid that the policy won't work for the great diversity of faculty types, faculty work and faculty disciplines on campus. She reported that there are 15 members of the task force, with the majority being tenured faculty, and the task force also includes several teaching and research faculty also in that task force, and a few department heads also.

She reported that the strategic planning process that the UNC system is undergoing and told the Senators that it is really important that all faculty across the system provide input to the UNC system's strategic plan. She went on to say that it may seem like the plan doesn't have a direct effect on faculty but the last strategic plan that was put into place in 2011 included a mandate to look at learning outcomes for all undergraduates throughout the system. She continued, "That can get really deep into the micro level of talking about curricula for undergraduates," and encouraged the Senators to recognize that their voice is very critical in this process; it is important that you provide feedback as to where the Strategic Plan needs to go and when it needs to stop. She told the Senators that there are five themes of the Strategic Plan: access, student success, affordability and efficiency, excellent and diverse Institutions, and economic impact. Dr. Stewart directed the audience to the website to review: www.northcarolina.edu/strategic-planning

Dr. Stewart announced that there are also opportunities locally for the faculty to share perspectives about the system Strategic Plan. She let them know that the confidential survey will be posted on the website (above) and there will also be a public forum here at NCSU on Monday, 11/7 from 1-3 pm in the Piedmont Mountains Ballroom of Talley with Chair Jeanette Moore facilitating.

Questions

Senator Bullock thanked Dr. Stewart for the very comprehensive report. She wanted clarification regarding the several task forces that have been charged with various things that will potentially impact faculty. She wondered about the OIED collaboration to develop resources for faculty.

Dr. Stewart responded that she thinks they are looking at all the different ways they can support faculty and staff to think about inclusivity. She stated that she wasn't focused specifically on supporting inclusive classrooms, although that can be important and that she is not aware of what Dr. McCabe-Smith is thinking about with regard to supporting faculty in that realm. To the extent that faculty do want to engage their students in these conversations, she said, it would be good if we have those kinds of resources available. She further stated that we know there are a lot of faculty on campus who have expertise in that and we would be well-served to connect with them and make sure they're the ones who are helping us develop those.

Senator Bullock then asked what specifically is the task force on curriculum looking at.

Dr. Stewart stated that the first task is to look at the general education diversity requirement and the second one is to assess NC State's efforts to recruit, admit, retain and graduate underrepresented students.

Senator Argyropoulos asked Dr. Stewart if there had been any internal discussion as to why so fast on the strategic plan and haven't we had this before – is this futile?

Dr. Stewart responded that the Faculty Assembly members in the room are better equipped to respond to this. From her experience, she stated, having sat at GA for two years, there are some Board of Governors members who listen carefully to Faculty Assembly and there are others who may not listen as carefully to faculty. She continued, "To the extent that there are some members of the Board of Governors who are quite interested in supporting the faculty, then those are the people I encourage our faculty to speak to through this process. The Board is not a monolith – the President is interested in hearing from faculty so she thinks that it is really important that the faculty speak up."

Chair Moore stated that relative to that is that one of the suggestions you can give is "slow down." She explained that perhaps if they hear from every campus, "slow down, let's make this meaningful," it seems like they would have to pay attention to that. She encouraged everyone to get their voice in there.

Senator Sederoff asked if the new strategic plan has anything to do with the system having new leadership.

Dr. Stewart responded that yes, President Spellings called for the re-evaluation and the creating of a new strategic plan.

Senator Sederoff asked in what way are the current SMEs not working?

Dr. Stewart responded that there are a series of recommendations and concerns that have been expressed by University RPT committees and that the University RPT are available on the Provost's website – they are public and available. She went on to say that she thinks the biggest concern that the URPTCs have had is that the SMEs are markedly inconsistent with respect to how clearly they describe faculty members' distribution of effort across the realms of responsibility, as well as how clearly they describe the general expectations for an individual faculty member relative to the standards for rank or tenured. She continued, "So they have seen that it can be somewhat challenging to use the SME if it is not clear, to provide a context for DBS and CRPTC members as they are evaluating a candidate for a promotion consideration or a tenured consideration. So their biggest concern has been there is so much inconsistency and in many cases so much vagueness in the SME documents that they don't feel that the DBS and the CRPTCs are able to discern how the standards should be applied to any given faculty member."

She stated that you need enough vagueness that faculty have room to maneuver, and relayed that when she works with Department Heads and faculty around SMEs, she tries to encourage defining a faculty member's distribution across the realm of responsibility is really important because even within a single department there may be some faculty who are doing a ton of teaching and a little bit of scholarship and not much else. She continued by saying that there may be other faculty who are the exact opposite of that, and how the standards would get applied when you're considering that person for promotion to associate or full are completely different. Dr. Stewart stated that if those things aren't clear, if the distribution isn't clear, it is problematic to the DBF members, but it is also problematic if there's not some clarity about what the expectation for that faculty member's scholarship is. She

continued, “if a faculty member is hired with the expectation of doing a great deal of inter-disciplinary work but that isn’t described very well, that can come back and bite them during the DBF review or a CRPTC review because the DBF or the CRPTC may not understand this faculty member was hired with an expectation to work in a trans-disciplinary or an inter-disciplinary way.”

Senator Barrie commented that they discovered in the College of Design that departments had enough variation and it was causing confusion and a lack of clarity at the college level RPT that they felt was not in the best interest of COD colleagues. He continued, “So our College senate developed a college-wide SME which was voted on by entire faculty and adopted by all the faculty.” He said that at the college level that made sense, but at the University level it may not work.

Dr. Stewart responded that she doesn’t know what the task force will end up recommending, but she is a fan of local control. She pointed out that the challenge is that if you drive too much local, there is the potential for unfairness or bias to creep in, which is what the task force will try to balance. She commented that she didn’t know how it’s going to pan out but part of the reason why we made sure that the vast majority of those on the task force are faculty and have a lot of experience in the system for exactly that reason. Dr. Stewart then stated that every college has a representative on the SME task force.

6. Brief Comments on Arts NC State: Arts Outreach

Amy Sawyers, Arts NC State Coordinator

Ms. Sawyers thanked the Faculty Senate for inviting her to speak about Arts NC State: Arts Outreach. She told the Senators that this department is the arts collective on campus and is home to six of NC State’s visual programs. She wanted to attend the meeting to make the Senators aware that this department exists and would like to be a resource for them.

Ms. Sawyers pointed out the many ways to engage: encourage, schedule a class workshop, offer extra credit for attendance, partner with departments, artist department – for artist to visiting artist in residence.

Ms. Sawyers listed programs currently available for all to take advantage of. Those include the Gregg Museum of Art & Design through 11/18, University Theater, with a reading of the play “Baltimore” on 11/20, their ongoing dance program, the Music & Crafts Center, the Raleigh Civic Chamber Orchestra, and NC State LIVE, which is a program that brings in various artists. She also reminded the Senators that Faculty/staff get 50% off tickets.

Ms. Sawyers conclude her remarks by asking the Senators to make their students and colleagues aware of this department.

7. Input Requested on Faculty Development

Dr. Katharine Stewart, Vice Provost for Faculty Affairs

Dr. Stewart stated that the Office of Faculty Development (OFD) is continuing to examine its mix of program offerings, and would like Senators' feedback on what topics would be most useful for faculty from across the institution and throughout the career span. She asked the Faculty Senate what topics should be priorities, based on their knowledge of faculty careers in their individual colleges. (For information about OFD's current offerings, see <https://ofd.ncsu.edu/>)

Dr. Stewart asked for feedback from the Senators about how the OFD can help faculty be successful. She asked them what they would like more of and how they can assist them best.

Comments:

Senator Parker voiced concern about how big the university is and to assist in finding ways of making connections with faculty all over campus, forming partnerships, etc.

Senator Sederoff suggested that we need to be concerned about the success of junior and senior faculty members. He suggested a strategy centered around mentoring that starts when they walk in the door and continues that include interaction of faculty in small groups as they go through their careers. He suggested that Sabbaticals should also be encouraged.

Senator Bullock suggested that there is a need for resources to help faculty for teaching diverse students.

Senator Sederoff commented that we have a problem attracting and retaining minority faculty and that needs to be addressed.

Senator Bullock pointed out that students are less happy and do not feel included in the classroom. She said they also feel marginalized and that shifts are needed to ensure all students feel included

Senator Thakur asked about interaction with senior faculty and how those meetings are attended.

Dr. Stewart responded by saying some are well attended while others are not; it is very variable.

Senator Berry-James stated that regarding a minority faculty network, there is a lot of opportunity for faculty engagement, but there is not one central location. She suggested that communication should be streamlined communication and that race relations be addressed in terms of topics as well as creating a sense of belonging for faculty. She pointed out that while there is some diversity in faculty, there is a lack of diversity in administration, which gives mixed signals. She wondered if this is it a key concern.

Senator Bykova expressed a concern regarding Sabbaticals, and the fact that the University does not have a system, although this is something that faculty need and that faculty should be encouraged to go but not to stay at home – go elsewhere.

A *Senator* expressed that Faculty has to spend too much time with emails and information that is required and that they have no support to help with this. The Senator pointed out that they need support for teaching and research activities.

Senator Perros expressed that he felt that there was a wrong attitude in the University; how can I get you to work harder – bring in money, bring in graduate students, etc., without incentive.

Senator Kuzma added a footnote to diversity; please don't forget about women as well because the climate for women is not good.

Senator Kotek pointed out that in the past faculty received money to go to conferences but now there is no money for them to go. Can this issue be revisited? He stated that currently, they are required to use their own money for this purpose.

Senator Fath commented that there are opportunities that arise through other organizations on campus as well; she was in a meeting with the Council on the Status of Women where the subcommittee shared recommendations for faculty development programming. Senator Fath relayed to Dr. Stewart that she would forward those recommendations to the OFD.

Senator Eseryel pointed out that the current technology for faculty teaching online is archaic that do not allow for exchanges. Set up requires a lot of time and help is needed with this issue. She pointed out that if the University is serious about online teaching, there needs to be more support.

Senator Bykova spoke about the need for faculty to travel abroad for Sabbaticals and conferences to learn in order for them to learn about the word and culture – places to go and learn and do something.

Senator Berry-James commented that she felt it would be good if programming was developed around cultural events and the scholarship of diversity, including minorities and women. She gave great compliments for the Office of Faculty Development and their wonderful staff.

Senator Sederoff commented that the University should stop centralization. He stated that centralization has always been presented to us as something wonderful for us because it will be more efficient; almost always, however, it only results in being more efficient for everyone except faculty. He pointed out faculty doesn't need centralization – we need services at our elbow, help that is nearby. He stated that they don't need it centralized where they don't know who to go to. He commented that centralization is a disaster for faculty; it hurts faculty and contributes to their workload. He encouraged the University to "please stop doing it."

Senator Hawkins pointed out an example of the issues with centralization. She stated that it takes weeks to reserve a room; something that used to be very straightforward and simple is now a nightmare that takes up too much time; it takes weeks.

Senator Sannes voiced another frustration of the faculty, which is too much process and too many business models. He stated that these frustrations are eroding the confidence of the faculty in our system.

Senator Auerbach stated that he has heard a lot of these complaints. He commented that faculty is being asked to teach more, and on top are these unfunded new duties. He stated that there has been an increase in the EHRA category and they are spending time giving us new things to do because they have to say what they're doing or they wouldn't have a job.

Senator Sannes mentioned that in regard to diversity, the University has to be careful of running around and falling over having to say the right things, when in fact nothing of substance grows out of it; this goes back to what the University is supposed to stand for. We all need to be really careful.

8. Old and New Business

State Health Plan: Dr. Moore asked the Senators to assist their colleagues and help them understand that you must log in and update their health plans this month even if they don't plan for any changes. She stated that folks on the 80/20 plan will be reverted to the 70/30 plan if they don't specify 80/20 every October. Additionally, she said that employees of NC State University should log in through MyPack Portal, not on the website that is given in the instruction booklet that was mailed to everyone and that the tobacco attestation is required of everyone to reduce monthly premium by \$40. For this and more, along with instructions, see: <http://go.ncsu.edu/annualenrollment>

Comments

Senator Berry James stated that she spent more than an hour on the website, even after receiving information from Human Resources regarding instructions. There seems to be a mismatch between HR and the website. She encouraged Senators to remind their colleagues and those they worked with to please sign up.

9. Issues of concern

Faculty Issues of Concern can be submitted at any time to a senator or to Faculty_Senate@ncsu.edu. Minutes from each Faculty Senate committee (Academic Policy; Governance and Personnel Policy; Resources and Environment) are posted so progress on issues/discussions can be monitored by all.

Issues of concern raised that will be addressed in Executive Committee:

- Student code of conduct review/discussion
- Faculty code of conduct

10. Adjourn

The 4th meeting of the 63rd session of the NC State University Faculty Senate was adjourned at 4:20 p.m.