

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**January 24, 2017**  
**3:00 p.m.**

**Regular Meeting No. 8 of the 63<sup>rd</sup> Session: Faculty Senate Chambers    January 24, 2017**

**Present:** Chair Moore, Chair-Elect Bird, Associate Chair Orcutt, Parliamentarian Lubischer, Senators Ange-van Heugten, Argyropoulos, Ash, Auerbach, Barrie, Bernhard, Berry-James, Bykova, Fath, Feducia, Havner, Hawkins, Huffman, Kathariou, Kotek, Parker, Peretti, Perros, Rever, Sannes, Sederoff, Thakur, Young

**Excused:** Senators Banks, Bullock, Hergeth, Kuzma, Pearce

**Absent:** Senators Carver, Eseryel, Gunter, Laffitte, Lee, Nam, Silverberg

**Guests:** Roy Baroff, Faculty Ombuds, Marc Hoit, Vice Chancellor for Information Technology, Monica Banks, Assistant to the Vice Provost of Faculty Affairs, PJ Teal, Chancellor's Office, Reggie Barnes, Office of Institutional Equity and Diversity, Linda McCabe Smith, Vice Provost for the Office of Institutional Equity and Diversity, Marcia Gumpertz, Office of Institutional Equity and Diversity, Amy Mull, Chancellor's Office, Eileen Goldgeier, Vice Chancellor and General Counsel

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

Chair Moore called the eighth meeting of the sixty-third session of the NC State Faculty Senate to order at 3:00 p.m.

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

Chair Moore asked guests to introduce themselves.

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

Chair Moore referred the Senators to the committee activities and announcements on page two of the meeting agenda.

1. **Student Conduct Board** – Faculty are needed to serve on the Student Conduct Board. The Board is comprised of two faculty members, two students and a presiding officer. If you are interested in serving in this capacity or know someone who may be, please contact Assistant Director, Erin Breiner at [erbreine@ncsu.edu](mailto:erbreine@ncsu.edu). This is an important role in which to serve.

2. **The University Standing Committee survey** is available now. You are encouraged to fill out the survey and encourage your colleagues to do so as well. The survey is open until January 30<sup>th</sup>. It is very important that there are many people participating in the survey so when someone rotates off a committee they can be replaced with someone from the same college for representation across the University.

**4. Approval of the Minutes, Regular Meeting No.7 of the 63rd Session, January 10, 2017**

*Darby Orcutt, Associate Chair of the Faculty*

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

**5. Chancellor's Remarks and Q/A**

*Randy Woodson, Chancellor*

Chancellor Woodson welcomed everyone back from the semester break and stated that we are off to a good start. He provided some information and updates on some faculty awards. This year, the University has three faculty members who have been inducted into the National Academy of Inventors, which was established to recognize those academic scientists that contribute to economic development through commercialization of intellectual property. NC State currently has three in the Academy and the three added this year are Jay Baliga, Distinguished University Professor of Electrical Engineering, Ruben Carbonell, the Frank Hawkins Distinguished Professor of Chemical Engineering, and Frances Ligler, the Lampe Distinguished Professor in the joint NC State/UNC Chapel Hill Biomedical Engineering Department. The Chancellor stated that this is a great thing for NC State. He pointed out a few other distinctions, including Phil Castellano, of the Department of Chemistry, who was named the first Goodnight Innovation Distinguished Chair. He also pointed out that the Goodnights have recently increased the endowment for their Scholarship to provide ten scholarships annually for students that transfer to NC State from Community Colleges, bringing the number of full-ride Goodnight Scholars on campus to 220, which is amazing.

The Chancellor also recognized Ken Adler, who is a professor in the College of Veterinary Medicine and was recently featured on a UNC-TV documentary and Stacy Wood, Poole College of Management, was just elected as President of the Association of Consumer Research, which is one of the largest academic associations in the world. Additionally, the Chancellor recognized Steve McKeand, who is a Professor of Forestry in the College of Natural Resources, who just won the highest honor for public service from the UNC system, when he was awarded the James E. Holshouser Award of Excellence in Public Service.

The Chancellor then stated that one of the things that President Obama emphasized during his administration was trying to bring back manufacturing in America, and doing it through the National

Network for Manufacturing Innovation. He continued, "There are a number of centers around the country that focus on various sciences and engineering that feed into the manufacturing economy. Two or three years ago, President Obama came to NC State to announce that we had been selected to lead PowerAmerica, which is a manufacturing institute focused on power electronics. This was a big day for NC State and a great thing to have him on our campus." He stated that there are eight of those institutes that have been established around the country and that NC State is actively involved in five of them with faculty collaboration, having just been named the regional lead on a new institute in the area of biotechnology and biopharmaceutical manufacturing.

Chancellor Woodson commended the NC State faculty across the University who have been focused in areas that really make a difference in the economy of the country and for being a big part of a number of those initiatives. He stated, "Hopefully, the future with the new Administration will be as bright and we will be able to play effectively in some of those new areas."

Regarding student success, Chancellor Woodson reported that the first group of students received admission notifications from NC State last Friday. He said, to-date, we have received almost 26,000 applications and pointed out that last year, this same number was reached during the entire application period. He reported that NC State continues to be a highly sought-out university from students across the country and of those offered admission, 8,000 students have been admitted through the first round, which is our largest early admissions cycle. He stated that this group of 8,000 students is a great group with an adjusted GPA of about 4.61 and an average SAT of 1344, which is equivalent to a 1285 on the old SAT. He pointed out that one of the concerns in recent years has been the slippage the University has seen in under-represented students at NC State, and it is something that continues to be a concern. He reported that the number of applicants and the number of admits from under-represented categories, and particularly African American, is at an all-time high; certainly a high for the last ten years.

The Chancellor stated that it is critical for the University to be proactive and make an effort now to reach out to many of those students who have been admitted through the first round. "If we can reach out to them and make sure they know we are trying to get them to NC State, it could have an impact." The Chancellor is hopeful that folks around campus will do that since this group of students will have a lot of options. He reminded the Faculty Senate that when we admit students, we are not done with recruiting students.

Chancellor Woodson added that the UNC system has released the strategic plan, which appears to be pretty flexible and gives a lot of opportunity to contribute. He does not think it will re-write what we are doing at NC State, but wanted to make the Senators aware that this had occurred. Chancellor Woodson stated that the UNC system has also passed the 2017-2018 budget priorities, and in addition to advocating for faculty and staff raises, they are trying to advocate for the Faculty recruitment and retention fund to re-fund that and make sure the money is there. Additionally, he stated, instead of capital projects, we are focused on R&R. "At NC State we have over \$500 million in deferred maintenance on our facilities and so we really need to get critical investments in infrastructure that isn't

always bright and shiny new buildings.”

Chancellor Woodson continued, “This would be the largest single year of enrollment growth funding; we are not participating in that because our rolling management plan has us largely capped out, with some growth in the graduate program. There is enrollment growth across the system, but us and Carolina and a few other campuses are largely in that “mature campus” phase of life, which we hope the Board will think about other strategies for funding us.”

Chancellor Woodson concluded by stating that the big thing for us is that they are requesting more flexibility and that the big issue is the lack of carry-forward authority. “You all see it in your departments where at the end of the year you are spending money, and if you didn’t have to spend it you could probably do some more intelligent things with it.” He stated that NC State is asking for more authority for carry-forward, to increase it from 2.5% to 5% with a commitment that we will use a significant portion of that for the critical renovation issues that we face across campus. He is glad the Board is thinking that way as well.

**Questions/Comments:**

*Senator Argyropoulos: Of the students who are admitted early, how many of them enroll at NC State?*

Chancellor Woodson responded that the University has a high yield of admitted students; about a 50% yield rate for in-state students, which is very high for public universities. He reported that 18% of out-of-state early admits enroll at NC State. The Chancellor then stated that his concern is that the yield rate for under-represented students is high for Hispanics, actually higher than average, but is low for African Americans.

*Senator Berry-James: What is the percentage of early admitted students who are African-American? This number seems to be down considerably. What is our starting game and how can we develop strategies to address this issue?*

Chancellor Woodson responded that the University has the largest number of African-American students applying and the largest number admitting in over twelve years.

*Senator Young, regarding being proactive in the recruitment of students, noted that many high-achieving students would be encouraged to apply and enroll at NC State because of the recent Outstanding Emerging Entrepreneurship Program award to the NC State Entrepreneurship Clinic, based in the Poole College of Management and open to students in other degree programs at NC State. The United States Association for Small Business and Entrepreneurship (USASBE) makes this award on a competitive basis, with only one institution winning in a given year. This was given to Poole College of Management Entrepreneurship Program as the number one emerging Entrepreneurship program in the country.*

Chancellor Woodson was elated to hear this news and encouraged Senator Young and Poole College of Management to “sing it from the mountaintops.” He also made mention of recognition given to Poole College of Management in the area of Supply Chain Management recently.

*Senator Bykova: Have we ever looked at high achievers? Is there a special program or are there any incentives for these students to come to NC State instead of enrolling at MIT and other top universities?*

Chancellor Woodson responded that the University has 4,300 freshmen and we have available to us for full ride (merit) 35 Park Scholarships, 220 Goodnight Scholarships, 5 Textiles Scholarships.

*Senator Bykova responded that we need other methods to attract these top students to campus and get them enrolled; not all necessarily financial incentives only.*

*Senator Young commented that his daughter graduated from NC State in Plant Biology and that department actually brings in high school students to work in laboratories and to be mentored. Is there any data for that to see if it translates to enrollments?*

Chancellor Woodson responded that the University can always do more to attract and enroll more high-achieving students.

## **6. Bias Incidence Response Team (BIRT)**

*Dr. Linda McCabe Smith, Vice Provost for the Office of Institutional Equity and Diversity, and Reggie Barnes, Senior Director of Campus Community Centers*

Dr. Linda McCabe Smith and Reggie Barnes, from the Office of Institutional Equity and Diversity presented information regarding the Bias Incidence Response Team. (BIRT)

Dr. McCabe Smith thanked the Faculty Senate for the invitation to speak and said they are looking forward to sharing this information. She stated that she started this position on August 1<sup>st</sup> and she inherited the BIRT program. She continued that there has been some conversation about this program and it has been in existence for some time but they are now beginning to roll things out. She pointed out that the initial response team was to identify those who would be on the team – student care and well-being, a place for messaging for appropriate conversation for students involved in incidents, collaborating educational opportunities and constructive dialogue and education, support and restorative justice aspect.

Reggie Barnes was recognized to continue the presentation. He pointed out that when you look at the potential of addressing or condemning any type of protected speech or action, that brings many questions from freedom of speech advocates so this has to be clear regarding our direction. Mr. Barnes stated that in the beginning they were doing a lot of benchmarking from institutions around the country to revise the composition of the team and look at the policies and processes for the team.

He went on to explain that we currently have a two-pronged process; first is the initial review team which is comprised of leaders that cover any aspect of addressing incidents from a judicial standpoint and individuals that may have oversight as far as diversity and inclusion; those include OIED, campus police, DASA, Student Conduct, and General Counsel. Those individuals would then have careful conversations about the scope of every incident that comes in and would subsequently make some recommendations for potential actions. He continued by stating that the team would then pass that information on to a secondary response team, which is much larger and is from a wide variety of areas across campus - all colleges and administrative offices, like the counseling center office for international students and other people who would have contact with particular students.

Mr. Barnes stated that when recommended actions are stated, a smaller team of 3-5 people will be put together and that team will be in charge of working directly with the individuals who are impacted. He continued by saying, "We are very mindful of due process – not censoring speech or looking to condemn protected speech, but looking to open the dialogue to equip campus members to confront any speech or actions that they may deem as offensive and then find a way to make sure that we restore harm. Restoring harm is very conceptual and very aspirational – we want to convey and foster a sense of community and belonging to those individuals who are directly impacted." [Associate Chair's note: The concept of "restoring harm" comes from the restorative justice community. In later correspondence, Mr. Barnes elaborated, "The reason why we utilize the term 'restore harm' is because we are responding to the impact of the action and not making a judgement on its intent. By not making any assumptions, we enable those who are responsible for causing harm to clarify the intent of their action without making them feel guilty. It may not resolve the situation, but at least it fosters greater understanding between those involved... alternatives could be to 'repair harm,' 'restore community,' or to 'foster understanding.' We will discuss alternatives for this term before we launch the website."]

Mr. Barnes added that students understand that there are some actions and speech that are not actionable, and that the challenge is when there is a perception that because something is not actionable the University is saying they cannot do anything. He continued, "So we really want to create opportunities where those who feel they have been offended and some harm has been done and those individuals who may be accused of that harm to be able to have a conversation, to clear the air; not to say anyone is wrong or right, but just to open up the dialogue for those individuals." He stated that this is still in the developing stage.

Mr. Barnes reported that there is a draft for the web site, with the goal for the initiative to be launched as sometime at the end of this month. He stated that they are still working out the kinks, but to expect a link on the website that can be clicked so individuals can report those directly to OIED, which is the point at which the process begins.

## **Input/Questions/Feedback**

*Senator Young: Have you introduced yourself to local media? When some incidences rise to become headlines, which is very damaging to the NC State reputation, to have your voice part of the article that appears would be very helpful.*

Mr. Barnes responded that that is part of the process but will not likely be done on the front side. He stated that we don't introduce ourselves and offer information about the incidences to the media, but if they ask, we find the most appropriate way to convey information to them. He continued, "The main thing is the work internally to make sure that members across campus are made aware of what happened and how the University responded and to ensure that those impacted feel that they are supported by the University." He stated that when the media does ask, OIED works very closely with University Communications to determine what the best method of communication will be.

Dr. McCabe Smith responded that being proactive is very important, of course, and when we get further down the road, there is great opportunity to do some proactive things with that.

Mr. Barnes stated that we want to make sure we promote BIRT and what it is as soon as it is launched to get a lot of information out so everyone knows. Then at that point, they will understand that we are being transparent and providing as much information as we can. We will be more than happy to answer.

*Senator Perretti: Restorative justice is huge. Can you give us a little tighter definition or explanation about how you are thinking of applying it on campus? How do you think it might work?*

Dr. McCabe Smith responded that there is a huge continuum from one extreme to the other as to things that can be done. She said that getting one person to understand how they offended the other person is only one aspect of it, from BIRT's perspective, that they can do. She stated that that incident may not rise to the level of discrimination but it is something that we can do on our campus with our students. "We want them to graduate differently than what they came in, so we want to have those dialogues between those individuals. We can make changes at the University by having them here, putting in place restorative justice models to hopefully make changes on campus. The continuum is wide with regard to actionable things to make sure the conversation is had between the parties."

*Senator Perretti: Can you speak about the power differential between people and how much flexibility you have. How are you seeing that one, because that's going to happen sooner or later.*

Dr. McCabe Smith responded that between student and faculty, if the student goes to BIRT and reports it there, the team looks at it and says it does or doesn't rise, then they will forward it to the compliance office. "What we want to do is work with the faculty and the student who is offended."

*Senator Bykova: I am wondering about the name – Bias Incidence. It seems to undermine from the start, just by the name. Can you call it Campus Climate Initiative or something like that? Perhaps input from across campus regarding the name is needed.*

Mr. Barnes responded that the reporting function on campus is very decentralized so there are multiple mechanisms for reporting multiple types of things. He stated that Universities that have initiatives that are broadly titled are more comprehensive where there is one mechanism where you report everything in one place and it serves as a triage and sends it to different places. He continued by saying that adopting that model is a possibility; it just would require a lot of work in streamlining what all of those functions are and how they can work together.

*Senator Berry-James: These bias incidence response teams have been popping up across the country. There are a lot of different models that deal with just bias incidents and there are other models that deal with bias incidents and hate crime. So my question is what type of model are we using and did you follow models from another campus like UNC-Asheville and Appalachian State, who both have similar programs. So are you going to look at just bias or bias and hate? And if you're just going to look at bias, how are you going to define it?*

Mr. Barnes responded that it will be just bias. Anything that is a hate crime would go straight to campus police.

*Senator Berry James: So how are you defining bias?*

Mr. Barnes responded that right now, they are defining bias as any activity that intimidates, demeans, mocks, degrades, marginalizes or threatens individuals or groups based on that individual's or group's actual or perceived protected class. He pointed out that this is definitely a work in progress, so we are making revisions to that and are having several people on campus working on this. "We are looking at whether or not an incident is intentional or not intentional, criminal, non-criminal. So a lot of times it's a matter of semantics. That is one draft of that definition, but we are still working on it."

*Senator Berry-James: Are you modeling after another University?*

Dr. McCabe Smith responded that there was someone here from the University of Michigan to look at the NC State model and provide information and structure as to what theirs looked like. Their model doesn't necessarily work for NC State, she stated, and we have to use a model that works for NC State. "The University of Michigan team was very informative in helping us to get this off the ground. This is very new and we have consulted with experts on and off campus. Students refer to this type of thing as 'bias,' not campus climate or whatever; they want to know those incidences because there are other places where these complaints can go but they want to know these things can go but they want to know 'where are we going for bias,' because there are some concerns with that and we need to have a place where students, faculty and staff can go in order to make these kinds of reports."

*Senator Sederoff: Remember that there are three parties involved in a bias incident and that this argues for some type of neutral disinterested but important involvement as well. Additionally, I would advise you to not wait until you're set up to go out and say "we have this system." Go out to news*



*media now – it is newsworthy that you are developing this and it is newsworthy when you employ the system. I don't think you should wait.*

Dr. McCabe Smith responded that that is what we want to do, to get out in front of this. “When we think about bias we want to get to it before it gets out to the media, before it escalates from the classroom, from the parking lot or wherever it is. We want to get to these incidents before they escalate.”

*Senator Sederoff: The problem is that sometimes it will get to the media before it even gets to you.*

Mr. Barnes responded that they are involving some of those neutral entities and are including the Ombuds office in some of the conversation with faculty and staff who are not official members of the team.

*Senator Young: Do you have any boilerplate that faculty can put into their syllabi regarding this information and how to contact you?*

Dr. McCabe Smith responded that yes, the question about faculty including something on their syllabi has come up recently. She stated that the OIED office welcomes that and would love to do that. There are other conversations around that as well. Dr. Smith deferred to the Chancellor for clarification:

Chancellor Woodson responded that he was aware that a number of faculty put into their syllabus the University's position on discrimination and harassment, etc. “I think it would be a simple thing to put a link to the website that describes how to report incidents. This is important to not only protect the climate at NC State but as you know, when an incident occurs, it is already out there on social media before you have a chance to actually understand that happened. So it is critical that we have a structure in place that allows us to say we need to look at this carefully. As long as the people involved understand that we are looking and we have a system in place, it gives you more time to deal with it and learn the details.” The Chancellor commented that he is very proud of what the Office of Institutional Equity and Diversity is doing.

*Senator Ash: What happens to the information? Where does it go?*

Mr. Barnes responded that whenever incidents are reported, the information is immediately stored, and they will have it in an aggregate report that will be posted on the BIRT website. He stated that the report will not include any specific information about anyone. “The next part of the conversation is the regular updates about incidents that happened, and what that will look like is kind of a brief description of the incident, where it happened, but not necessarily who was involved. Then it will tell briefly how the University responded.” Mr. Barnes stated that there will be various ways of responding to those; as simple as conversation with University leaders on restorative practices, but not a full detailed description of the incident, and a notation to let the reader know how to contact OIED.

Dr. McCabe Smith responded that over time it will provide them with hot spots, and will provide

information on what to do, giving them a foundation. “The patterns we see will help us deal with campus climate and would allow us to see where things are occurring and that something needs to be done. There will be some level of transparency of information because you do need to be informed about what is happening.”

*Senator Peretti: So professors know there will classroom discussions that have the potential that may lead to an incident. Can we call you and ask you to come in the class before or is there someone that has an outreach role that can come into a classroom and say this is what you're going to do and this is how you have to pay attention to what you say and do, rather than laying the burden completely on the faculty member who may or may not be well-versed in this type of work?*

Dr. McCabe Smith responded that this conversation is increasing more and more as the roles change about what can be done in academia. She encouraged the faculty to utilize the OIED as the source for you to help you bridge and she would welcome an invitation to help bridge those gaps.

*Senator Young: Can you clarify the scope of your mission? Are there action implications?*

Mr. Barnes responded that in no way does it investigate anything. He explained that the way the process works is, regardless of where a report is given, anything that is actionable goes immediately to any of the stakeholders on campus that do investigations. He stated that when things do not fall into that category and are not deemed actionable, then they will step in to discuss appropriate actions in those types of situations.

*Chair Moore: Do you have a launch date in mind?*

Mr. Barnes responded, yes, the end of this month is the targeted launch date. “We have a first draft of a web site so the biggest piece now is to create the reporting mechanism. As soon as we have that put in place and connected to the web site, then we will be able to launch it. We want to make sure that the campus community is well-informed about it on the front end.”

*Chair Moore stated that if he will let her know when that launch date is she will inform the Senators.*

Mr. Barnes stated that if there were any additional questions, please contact him.

Dr. McCabe Smith stated that they need the support of the faculty in the classrooms to let students know where they can go, even before the website launches. She encouraged them to contact them any time.

## **7. Old and New Business**

- a. Resolution of Endorsement for Faculty Assembly Resolution on SACS Compliance**  
*Alton Banks, Faculty Assembly delegate*

This resolution (Appendix A) was presented, a motion and second were made, and the resolution was passed unanimously.

**b. Resolution of Endorsement for Faculty Assembly Resolution on Faculty Compensation**

*Alton Banks, Faculty Assembly delegate*

This resolution (Appendix B) was presented, a motion and second were made, and the resolution was passed unanimously.

**c. Faculty Senate Elections**

*Carolyn Bird, Chair-Elect of the Faculty*

Chair-Elect Bird reported to the Senators that she had sent an email to existing Senators who are eligible for re-election and encouraged them to respond to let her know if they are planning to run for re-election. She stated that Elections will open on Monday, March 27<sup>th</sup> and will close on Friday, April 7<sup>th</sup>. She also reported that all Senators are currently eligible for re-election, with the exception of Richard Bernhard, whose term is expiring after the current session.

Chair Moore then conveyed to the committee that Darby Orcutt's current position of Associate Chair of the Faculty Senate will be up for election as well. She explained that this is a two-year term and then asked Associate Chair Orcutt to briefly summarize his duties as Associate Chair for those who might be interested in seeking this position. He summarized his duties and explained his role within the Faculty Senate.

**d. Each senator who is representing the Faculty Senate on a University Standing Committee gives a very brief oral update of activity.**

In the interest of time, the Senate voted that each representative should send to Chair Moore a brief written update via email instead of presenting an oral update to the group. That information will be made available to the Faculty Senate at the next meeting on February 7<sup>th</sup>.

**e. Issues of Concern**

None.

**8. Adjourn**

The meeting was adjourned at 4:23 p.m.