

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**February 21, 2017**  
**3:00 p.m.**

**Regular Meeting No. 10 of the 63<sup>rd</sup> Session: Faculty Senate Chambers February 21, 2017**

**Present:** Chair Moore, Chair-Elect Bird, Associate Chair Orcutt, Parliamentarian Lubischer, Senators Ange-van Heugten, Ash, Auerbach, Banks, Barrie, Bernhard, Berry-James, Bykova, Carver, Fath, Feducia, Gunter, Havner, Hawkins, Hergeth, Huffman, Kathariou, Kotek, Kuzma, Parker, Pearce, Perros, Rever, Sannes, Sederoff

**Excused:** Senators Bullock, Thakur

**Absent:** Senators Argyropoulos, Eseryel, Laffitte, Lee, Nam, Silverberg, Thakur, Young

**Guests:** Roy Baroff, Faculty Ombuds, Katharine Stewart, VP for Faculty Affairs, Marc Hoit, Vice Chancellor for Information Technology and Chief Information Officer, Sarah Noell, Assistant Director, Outreach, Communication & Consulting, Andrew Kotynski, Assistant Director of ISS, Courtney Thornton, Associate Vice Provost for Academic Personnel & Policy, Mike Mullen, Vice Chancellor and Dean, Academic and Student Affairs, Doug Morton, Associate Vice Chancellor for Facilities

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

Chair Moore called the tenth meeting of the sixty-third session of the NC State Faculty Senate to order at 3:01 p.m.

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

Chair Moore recognized the guests in the Faculty Senate meeting and asked them 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. Chair of the Faculty Moore briefed the NC State University Board of Trustees on Friday (Feb 17) relative to Faculty Senate Activities. The report to the Board occurs on a regular basis.
2. The UNC Faculty Assembly met on Friday; Chair-Elect Bird attended (in place of Chair Moore) along with our four other Faculty Delegates from NC State University.

3. Suggestions for the March 21 General Faculty Meeting main topic are still being accepted. The meeting with university administration to finalize the agenda and topic is scheduled for March 15.
4. University Recreation will be hosting an Open House for all NC State Faculty & Staff from March 12-19. During this week complimentary trial month memberships, Carmichael Complex tours, and gifts for new members will be offered. <https://recreation.dasa.ncsu.edu/memberships/>
5. Senator Steven Peretti sent an email to Chair Moore on February 20, 2017 to inform her and the Faculty Senate that he will be stepping away from his seat on the Faculty Senate to accept an appointment with NSF to be a Program Director for two years, which will commence on February 23, 2017. He stated, "I have enjoyed my brief time on the Senate and look forward to becoming active again upon my return."
6. Chair Moore received a message from the marketing team with the Baseball team to announce that discount tickets will be available for all faculty and staff for the March 3, 2017 baseball game against Rhode Island. The game will begin at 3 pm.

**4. Approval of the Minutes, Regular Meeting No. 9 of the 63rd Session, February 7, 2017**

*Darby Orcutt, Associate Chair of the Faculty*

A motion to approve the minutes as submitted was made, seconded, and passed unanimously.

**5. Provost's Office Remarks and Q/A - Dr. Katherine Stewart, Vice Provost for Faculty Affairs**

Dr. Stewart used this time to provide an update on RPT for the Faculty Senate.

Dr. Stewart stated this is her second time through the RPT process and that last year there was a lower number of dossiers coming through the review process – about 94 – and this year there are 160. She reported that things are going well and that all dossiers are at the Provost level at this time. She added that the University RPT committee currently has 18 dossiers that they are currently reviewing and writing reports on and pointed out that this is a group that works hard and does important work. She stated that it is amazing to see what they do in such a short period of time.

Dr. Stewart stated that she is finding that she relies on their insight to continue to improve the process and think about ways that information can be communicated more clearly to faculty so that the process is transparent. Dr. Stewart then thanked the members of the URPTC for their work and said that their reports are due to the Provost in the coming week. At that point, she added, the Provost will be finalizing his meetings with deans on any dossiers on which he has questions and then will get decisions out in April. She added that the Board of Trustees will do their final vote on tenure decisions at the April meeting and then decisions will come out.

Dr. Stewart also reported that both she and Amy Jinnette will be hosting three informational meetings about the RPT process for faculty, just as they do every Spring. The meeting details are as follows:

**Wednesday, February 22, 2017**

3:30 p.m. – 5:00 p.m.

Daniels, Room 434

**Thursday, March 2, 2017** (This is a session that will focus on the promotion for teaching, research, clinical, extension, and practice faculty.)

3:00 p.m. – 4:30 p.m.

Williams, Room 2215

**Friday, March 24, 2017** (general session on the RPT process)

9:00 a.m. – 10:30 a.m.

Engineering Bldg. II, Room 1021

Dr. Stewart continued by saying that these sessions are designed to give faculty, DVF members, RPT liaisons, heads, CRPTC members and deans information about the RPT process and opportunity to ask any questions, clarify, take a brief tour of the updated Provost website and in general have an opportunity to talk about what they need to know about the process.

**Questions/Comments**

*Senator Pearce: We were sent a web site that had all of this institutional data and the thing I noticed is the perception is that over time, there are a lot more administrators and a lot less support staff. If you look at the dataset, the people who are listed as administrator/others have gone down by 50% in ten years and SPA and EPA have gone up. What's going on there? You look at that and all of a sudden it drops by 200 and there's no footnote as to what's going on there. Can we have some footnotes for explanation?*

Dr. Stewart responded that she is not the best person to answer this question but stated she will take it back to Duane Larick and Marjory Overton. She added that one of the things that's going on, which doesn't account for all of that, is that there were a group of people who had been classified as administrators/others who were in roles like center directors and things who got reclassified as faculty because more than half of their effort was as a faculty member. She acknowledged that it would be helpful to have a footnote to explain that. Dr. Stewart pointed out that the number may not go up by a commensurate amount if we had faculty losses across that year, but that part of it has been this definitional issue.

*Senator Sederoff asked about young faculty and how they are doing. Are they thriving? Are their faculty mentors doing a good job for them?*

Dr. Stewart responded that she talks a lot with all junior faculty and as with most things, there is a lot of variability in how people are doing. She added that in terms of success rates, we do see extremely high success rates, particularly in faculty that have interdisciplinary appointments with regard to reappointment, promotion, and tenure. Dr. Stewart stated that where we see a need for continued work is with faculty who are doing a lot of work in interdisciplinary areas; really trying to help them navigate the challenge of when you have been hired to do a lot of interdisciplinary work but you are still being evaluated by your DVF. She stated that it is hard to know how to meet the expectations of your cluster or your interdisciplinary colleagues and the needs of your DVF. She went on to say that her sense is that some of our faculty who have been hired for a lot of interdisciplinary work struggle with treading in both of those realms. "This is one place where we need to do some work in helping those faculty have

a good understanding and also working with DVFs and what does it mean to have high standards and high rigor with regard to disciplinary-based achievement and still being reasonable about what we are expecting of our interdisciplinary colleagues.” She added that this is definitely a challenge.

*Senator Sederoff asked if they are tracking this information.*

Dr. Stewart responded yes, the information is being tracked, along with the percentage of faculty who are coming through the Chancellor’s Faculty Excellence Program and what their promotion and tenure rates are. She stated that so far, everyone is doing fine; no losses in that program yet. She clarified that we have had people leave the University but not because of not getting tenure.

**6. Update on Mandatory Two-factor Authentication - Dr. Marc Hoit, Vice Chancellor for Information Technology & Chief Information Officer**

Dr. Hoit stated that the University has 150 accounts compromised each month and this consistently occurs to faculty, students, visitors, etc. He went on to explain that the worst part is not so much that your account is compromised, but what happens is that once they get your account credentials, some of the fraud that has occurred (not at NC State) - they go in and change your payroll and send your paycheck to an offshore account and your money is gone. Dr. Hoit added that this has happened at a number of universities over the last couple of years, with the newest trend being the one where they get your W2 form, file your taxes, then get your refund.

Dr. Hoit then explained that using your account credentials is a highly critical thing. He asked the Senators to think about the fact that if someone in your department loses their credentials and then they send you an email that looks like it is from them and they say, for example, can you send me that form again, then you send the form. From that point, you are infected and then they use your account to send it to someone else, and on and on it goes.

Dr. Hoit stated that most of the fraud that is going on right now is actually going through three to five people using organizational charts and figuring out the flow of information and then eventually get to the person who has the right security clearance in order to go get the data that they want that can make them money. He pointed out again that it is not just one person, but the entire University that is compromised. He stated that if everyone turns on two-factor authentication, we can reduce fraud by 98%, which by any standard are pretty good odds. Dr. Hoit explained that this is why we have made it mandatory, and that setting up the two-factor authentication is not as painful as you might think.

Dr. Hoit then explained the process: 1) put in your Unity ID, 2) put in your password, 3) put in a third piece of information to prove you are who you are supposed to be. He clarified that the third piece of information can be a security key that can be purchased for \$12-\$30. This security key can be taken anywhere in the world; just plug it into the computer and you have secure access. He clarified that this process was put in place for protection and although it is mandatory, a lot of lead time was provided because we do not want faculty out doing summer traveling and all of a sudden, something isn’t working. He stated that students also have to adhere to the new process and that although it may cause a little bit of a headache to start, there is a 30-day window to work through any issues.

Dr. Hoit then provided contact information for the IT team, and gave the Senators the web site

information and handed out cards with directions and information on how to set up the two-factor authentication. Dr. Hoit added that the IT department will even come to individual departments to explain and provide direction if needed.

Sarah Noell from the IT department stated that they are working with the IT directors in all the colleges and departments to determine whether they want to handle the roll out themselves or if they want to involve IT. She stated that the information passed out today is part of the packet that is available for the departments. Ms. Noell told the Senators to expect to hear from local IT staff, but if their college or department does not have strong representation, they will be hearing directly from IT. She stated that everyone will start receiving very important emails and that they should pay close attention to them. She added that a broadcast email will go out on March 2 to all employees to let them know this is coming.

Dr. Hoit then spoke briefly about Eduroam, which puts a certificate on your phone or computer and if you go to most of the campuses in the state and even traveling abroad, you automatically get connected to the wireless without having to take further steps. This is a great convenience.

## **Questions**

*Senator Huffman: Is this implying that NCSU wireless is not secure?*

Dr. Hoit responded that Eduroam wireless is encrypted from your device through the system and that NCSU, the wireless portion, is not encrypted and is therefore an open wireless. Dr. Hoit added that you cannot get through it without authenticating but it is not insecure and transmissions are not encrypted, so if someone is listening to the transmissions they can see what you are doing in the NCSU wireless, whereas in Eduroam they cannot.

*Senator Bykova: Why, when we are moving from one building to another, do we have to log in again?*

Dr. Hoit stated that you should not have to do so and that there may be something in your set up that may need adjusting.

*Senator Auerbach stated that a security key can be purchased from Amazon, correct?*

Dr. Hoit responded yes. He added that "Fido" is one such key. You authenticate and you tell it which ones are okay. Dr. Hoit stated that he keeps a security key at home and also one at work, just in case.

*Senator Sederoff stated he has issues logging into his systems.*

Dr. Hoit responded that he may need to have someone in technical support to assist him with configurations.

*Roy Baroff added that in profile settings, you can certify devices and they will automatically login on the Wi-Fi for the NCSU wireless.*

Dr. Hoit stated that you can go into [nomad.ncsu.edu](http://nomad.ncsu.edu) and add devices so you don't have to login each time. You have to register your device.

*A few other specific connectivity questions and clarification issues arose from a few Senators, and were answered by Dr. Hoit.*

Dr. Hoit encouraged the Faculty Senate to lead the way in encouraging their colleagues to sign up for the two-factor authentication before the deadline.

**7. Associate Vice Chancellor For Facilities - Introduction and Comments - Doug Morton, Associate Vice Chancellor for Facilities**

AVC Morton thanked the Faculty Senate for inviting him to the meeting and then provided some background information on himself and his experience.

AVC Morton stated that he worked in and with facilities in the Navy all over the world for 33 years, so managing infrastructure at NC State is something he welcomes. He added that there are challenges – a lot of the infrastructure is old, some very old – over 100 years old – and so his goals in facilities are probably something most people do not care about until something goes wrong. AVC Morton said that he knows there is an impact for what his department does on the mission of NC State and they take this very seriously.

AVC Morton went on to say that with old infrastructure and limited resources, it is difficult to satisfy everybody, but his goal is follow the lead of our leadership and focus on the most important things. Some of those are unseen infrastructure (steam pipes, electricity, sewer, water) and building envelopes. He stated that with the age of our buildings, a leak would ruin the day. To combat that fact, AVC Morton and his team look for trends, service calls, etc., that might indicate a problem somewhere before it actually becomes an issue. AVC Morton added that new buildings and new demolitions are also issues and items that he and his team focus on.

AVC Morton reported that they are doing some major construction projects at Centennial; the Engineering School will get most departments (except Nuclear Engineering) over to Centennial Campus sometime by 2020. Additionally, he added, the hope is to break ground within the next year for new buildings in the Engineering Oval. He also talked about the Plant Sciences Initiative, which is our first interdisciplinary research-focused facility, which will house very little pure academics, but a lot of research and some partner organizations coming in to collaborate with faculty and researchers here. AVC Morton added that this building will be the most expensive building ever built at NC State at \$160 million.

AVC Morton reported on a couple of other initiatives, one being the taking down of the old section of Carmichael Gym and infilling that space with a 4-story, user-friendly entrance to Carmichael. This new entrance will provide an entranceway into the building and recreational facilities as well, including a glass wall in the gym so you can see where you are going to go and will make it easier to get around the facility.

He then stated that the Bureau of Mines will be totally renovated so the College of Sciences can move into the facility within the next couple of years. Additionally, the University is building a basketball dorm for men and women, called Case Commons Dorm, located beside Case Athletic Center. He reported

that this dorm will house 49% basketball players and 51% general students. They will be breaking ground there in the next couple of months.

## Questions

*Senator Pearce: When is the completion of Hillsborough Street by Nelson Hall projected?*

AVC Morton responded, "Not soon enough." He stated that he really does not know but was told it would be complete within the next year.

*Senator Sederoff: I am concerned about water always running downhill on campus. It seems that the draining issue is prevalent. Will this continue? So many leaks and flooding.*

AVC Morton responded that he is not able to predict where and when leaks might occur and really cannot put drains in the floor unless it is primarily a mechanical space. He added that the remediation effort is to build a stronger team to respond to those kinds of events and when and if it occurs, their goal is to clean it up quickly.

*Senator Hawkins: Is there somewhere we can go to look at the status of a project or where you might can petition to find out if a project might be in the works?*

AVC Morton responded that with the large capital projects is on the web site but he also carries a list of other projects that he shares with campus leadership that he can make public if requested. Additionally, he stated, for things that may be closer to home, like a renovation or a roof repair, which may not be listed on the web site, he encouraged the Senators to contact him and ask and he will be happy to talk with them. He also encouraged the Senators to go to the facilities web site to see the capital projects list.

*Senator Sannes: Do you have a schedule for checking the water quality throughout the campus?*

AVC Morton responded that he is keenly aware that water systems age over time so he has a personal goal that he is going to test the water quality on the campus. He stated that the University receives the water from the City of Raleigh, but it comes through master meters. He added that once it enters the campus it is not tested by the city any longer. AVC Morton stated that the concern is that the system is huge, and is servicing buildings built in the last decade and/or the last century. He added that he is developing a protocol that goes by the EPA standard. AVC Morton also said that the risk is that the test does not go well and there is water somewhere that is not of a high quality. He added that he feels it is his duty to correct that, even though it may be a risky endeavor. He added that as soon as he gets the protocol in the next month or so, he will be paying out of his budget to test the water throughout the campus.

*Senator Barrie: For existing and new buildings, can you talk about future sustainability strategies and energy usage strategy?*

AVC Morton responded that there are aspirational goals for sustainability and then there are practical goals. He added, "With any new construction, we are building to a standard for LEED Silver, which not only dictates not only the energy usage of the building, but the materials I use in the building and the way I go about constructing that building. For existing buildings I go back to unseen infrastructure and

building envelope.” He added that in order to limit the use of electricity or other commodities, he engages with his energy management group that looks at all aspects of that issue.

AVC Morton also added that the campus still fills enough dumpsters every 25 days to line Dan Allen from Hillsborough St. to Western Blvd., so there is a lot of waste that goes through the system. He reported that he has a five-person team in facilities that works sustainability for the campus and an energy management team as well. He added that they are trying to use technology to create some building automation systems, pointing out that at summer and winter breaks we physically go in and tighten those building setbacks. He stated that over winter break facilities saved over \$300,000 in energy costs because of that. He vowed to make the campus as energy efficient as possible and that starts with identifying the biggest users.

*Senator Parker: What are the three biggest things that keep you up at night?*

AVC Morton responded, “That infrastructure is going to fail and I can’t predict it. What I strive to make sure is that I don’t interrupt the mission of the University based on things that I do or could do. So that’s number one – when something is going to fail and I don’t know.” He also added that a concern is the risk of someone attacking our system - our electric grid or some other part of our utility system for the campus. He added that we are vulnerable in those regards; we are just not a target in that environment. But he is concerned about that as we build infrastructure.

AVC Morton stated that lastly, he is always concerned about the safety of his employees. He added, “I know a lot about safety and I ask my team what their safety program is and my sense is that they’re a little more lucky than they are good. I am trying to turn that to be a good instead of a lucky.” He stated that he is on a safety track to get his people into a better mindset.

*Senator Pearce gave kudos to AVC Morton for the great manner and swiftness when they cleaned up the big Nelson Hall leak in the fall.*

*Chair-Elect Bird asked if, going forward, they are looking at opportunities to use solar energy.*

AVC Morton responded that yes, we are. He added that in the design parameters or the statement of work to the designer and contractor, we ask for energy efficient methods to produce, but that currently he does not have distributed generation on campus by solar or wind. AVC Morton stated that he is asking his designer for EB Oval to put some of that in there. He added, “I need to have a backup and I am looking at ways to be more efficient other than having a big loud generator close to someone’s building.” In closing, AVC Morton encouraged the Senators to contact him if they see issues or problems on campus and made his business card available.

## **8. Next Steps: Faculty Survey Results - David Auerbach and Beth Fath, Co-Chairs of the Faculty Senate Governance and Personnel Policy Committee**

In his reporting of next steps, Co-Chair Auerbach stated that it may be useful to divide what we got out of the survey about the increase in faculty burden into symptoms, diagnosis, and treatment, and that what we are putting forward to the Faculty Senate are suggestions for treatment so that we can fix the problems.



He added that the symptoms were revealed by the survey; complaints about how HR works, complaints about assessment, which faculty regard as unmotivating and not useful, problems with contracts and grants, the general idea of too much paperwork, travel authorizations, and purchasing being problems.

Co-Chair Auerbach stated that we got some illuminations from the survey about the diagnosis, one of which is the lack of local administrative support due to the centralization of services, which leads to a decrease in expertise. He added that because a lot of what needs to be done requires the expertise that is local to the department or unit, when you centralize, you get people without that local expertise. He added, "Of course the increase in distance and time leads to more friction in the system, so people are pretty unhappy with the centralization." He went on to report that there is a feeling like a lot of stuff was "make work" and that part of the problem with administrators is that without a real commitment to shared governance, they produce work for faculty. He added that this seemed to be a big complaint. Now the question is what to do about it.

He shared ideas for "treatment":

He stated that one idea for the problem that people saw with HR was to get HR into conference with Department Heads about what the problems are. He added that because the department heads are usually the person with the most contact with the problem, talking to representatives from HR to see if that problem can be solved might be beneficial.

Co-Chair Auerbach added that there is a lot of expertise in the room and asked that the Senators please send the committee suggestions about solutions; not griping and not particularly more examples of problems, but solutions and something specific and constructive.

Chair Moore asked the Senators to email their suggestions to one of the Co-Chairs. Co-Chair Auerbach will provide a list of the "diagnosis" points that he mentioned so that the Senators can provide suggestions for "treatment." Please do that by Thursday, February 23<sup>rd</sup>.

## **9. Old and New Business**

### **a. *Faculty Senate Elections – Associate Chair of the Faculty***

Chair Moore informed the group that Faculty Senators can each nominate one person from the current Faculty Senate membership to be on the ballot for Associate Chair of the Faculty even if they are due to rotate off. She stated that elections are going to be in about six weeks, but there are not many Faculty Senate meetings between now and then because of Spring Break and the General Faculty Meeting. She reminded the Senators that you can self-nominate or talk to a colleague in the Senate to nominate you, but please send those names to Chair-Elect Bird as soon as possible for nominees for Associate Chair of the Faculty.

Darby Orcutt, Associate Chair of the Faculty, reviewed the duties of the Associate Chair's position.

### **b. *Topics for Spring General Faculty Meeting***

Chair Moore stated that we are still taking ideas for the Spring General Faculty Meeting topic, so if you have ideas to suggest, the Executive Committee will discuss that on Thursday. Please send your ideas to any member of the Executive Committee and copy Chair Moore.

**10. Issues of Concern**

None.

**11. Adjourn**

The meeting was adjourned at 4:11 p.m.