

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**

**April 4, 2017**

**3:00 p.m.**

**Regular Meeting No. 11 of the 63<sup>rd</sup> Session: Faculty Senate Chambers April 4, 2017**

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

**Excused:** Senators Bernhard and Parker

**Absent:** Senators Ash, Auerbach, Barrie, Eseryel, Kathariou, Laffitte, Lee, Nam, Silverberg, and Thakur

**Guests:** Katharine Stewart, VP for Faculty Affairs; Chancellor Randy Woodson; PJ Teal, Chancellor's Office; Duane Larick, Provost's Office, Roby Sawyers, Faculty Athletics Representative; Katie Graham, Director, ASPSA; Debbie Yow, Director of Athletics; Roy Baroff, Faculty and Staff Ombuds Office

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

Chair Moore called the second meeting of the sixty-third session of the NC State Faculty Senate to order at 3:03 p.m.

**2. Introductory remarks**

Chair Moore asked the guests and invited speakers to introduce themselves.

**3. Announcements**

**a.** The General Faculty meeting was held on 3/21/17 with the main topic being the Faculty Workload Survey results. There were 66 people in attendance.

**b.** The new SHRA performance appraisal system went into effect on April 1<sup>st</sup>. All faculty who supervise one or more SHRA employees should have already completed the mandatory 2-hour training.

**c.** The University is implementing a new leave system on July 1<sup>st</sup>, which will be used for submitting and tracking leave. More information is available at [go.ncsu.edu/wolftime](http://go.ncsu.edu/wolftime)

**d.** Congratulations to Dr. Ron Sederoff, who will be presented the prestigious international Wallenberg Prize by the King of Sweden in October.

**e.** The Faculty Senate chambers will be painted later this month and the remaining "unmatched"

chairs will be discarded as additional new ones will be ordered this month. We are painting the chambers and the faculty chair photographs will no longer be displayed on the wall, but will be placed onto the website. Additionally, a plaque will be hung up to commemorate their tenures as Faculty Chair.

**4. Approval of the Minutes, Regular Meeting No.10 of the 63rd Session, February 21, 2017**

Associate Chair Orcutt called for a motion to approve the minutes for the first meeting of the 62<sup>nd</sup> session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved.

**5. Chancellor's Remarks and Q/A, Randy Woodson, Chancellor**

Chancellor Woodson expressed his congratulations to Senator Sederoff.

He then relayed news of further accolades for NC State University. The *Center for World University* rankings is a completely objective organization that actually delves into the strength of the scholarship from the faculty by looking at citations; it's not just input and how much money our faculty have, it's output, based on the productivity and the scholarship of our faculty and it's not a beauty contest like *U.S. News and World Report* can be. He stated that this has been going on for a few years now, but this year, we increased from 214<sup>th</sup> out of 3500 to 116<sup>th</sup> in the world, a big jump.

Chancellor Woodson added that there were also a few programs at NC State that were ranked in the top 10 worldwide: Entomology, Material Science and Engineering, Pulp and Paper Engineering, Textile Engineering, and Agriculture and Resource Economics. He stated that this is a great reflection on a number of programs and for NC State.

Additionally, he said, the *Times of London* has started into world ranking in higher education, which they began about 10 years ago. For the first time, they have done a worldwide survey of employers, whereby they rank universities based on the desirability of graduates of the university at the undergraduate level by employers around the world. He went on to say that in the U.S., NC State ranked 16<sup>th</sup> among worldwide employers. He added that if you're looking for a comparison, UNC was 51<sup>st</sup>. Chancellor Woodson stated that many of the undergraduate degrees at NC State have more value in the marketplace than many of the universities that tend to prepare people for graduate school, which we do as well. The *Wall Street Journal* also did this about five years ago where they surveyed employers across the country, and NC State was in the top 20 in that as well.

Following are a few examples of faculty success that the Chancellor reported:

National Association of Writers and Writing Program awarded John Balaban the George Garrett Award for outstanding community service in literature.

Jere Confrey, the Joseph D. Moore Distinguished University Professor of Mathematics Education in the College of Education, was named the 2017 American Education Research Association Fellow, which is the first at NC State in our history to be named by that organization.

Additionally, Maria Oliver Hoya is the 2017 winner for the UNC system Board of Governor's Award for Excellence in Teaching. Maria is in the Department of Chemistry/College of Sciences and is just a phenomenal educator and is a great mentor to Hispanic and Latino students as well as the Women in Science and Engineering (WISE) program.

Additionally, Peter Askim, the Director of Orchestral Studies at NC State, has won the Earnest Bacon Memorial Award for the Performance of American Music. We have world-acclaimed music faculty and it is a part of our University that a lot of people don't recognize because we don't have music majors. The benefit of that is that we provide music and performing arts education to all our students.

Chancellor Woodson reported to the Faculty Senate that the final admissions decision for our Fall 2018 Freshman class just went out, and for a second year in a row we had over 26,000 applications, which is up from last year. He continued, "The average SAT is up to 1328 (on the "new" SAT), a slight increase over last year. This indicates that we have a lot of very talented students applying to NC State. We have admitted students from 72 different countries, 49 states and all 100 counties in North Carolina. Now the goal is to recruit those admitted students and turn them to enrolled students."

Chancellor Woodson then relayed information regarding news from the state legislature: Senate Bill 408 (you can go to the NC General Assembly website and read in detail about any of these bills), the Truth in Education Bill. Senator Curtis is concerned that we are admitting a lot of students into the University system who are not prepared and as a result, are costing the state money. He would like to see the University system get much smaller and that those students that are less prepared go to a community college. One of the things that he is asking is that all of us be transparent in the admission profile of all of our students, which we are already doing, and is available on the College Navigator website. This bill is now in Rules Committee.

Senate Bill 449, again co-sponsored by Senator Curtis and Senator Guinness, directs the UNC system and the community college system to develop and implement a system-wide articulation agreement, which means an agreement on courses that will transfer and those that won't. Again, we've already done that.

Senate Bill 462 re-introduces to the state the Teaching Fellows program. This program is a little different, and in some places better because it allows students to come into teaching as a second career. So it doesn't just have to be for the first-time, full-time freshman, but can be for the person who has been out working but is seeking to come back to get a master's degree or

get teaching certified and get into the classroom. Additionally, it is not a grant of money, it is a forgivable loan which requires you to teach for a period of time. This loan comes from the state, not a federal program. This is a good thing.

Senate Bill 467 is the NC Retirement Reform Act. This act would close the optional retirement program to SHRA employees after June 30, 2018. Any new hires, after June 30, 2018, would not have the optional retirement program available to them. It was just a few years ago when that option was given to the SHRA employees; in the past they were all TSERS. Some years ago, they gave them the option of the optional retirement plan, which most of our SHRA employees have chosen. The legislation would remove the optional retirement program from all the new SHRA employees hired after June 30, 2018. Most of the employees, when given that option, have opted for this optional program.

He added that particularly challenging is that the bill also removes TSERS as an option for any employee after June 30, 2018. So after that date, new employees hired would no longer have the option of a defined benefit program, which is not good. A lot of states are getting out of defined benefit programs because of the under-funding of it, but those of us who are in it and are going to retire at some point, we need the younger employees making those investments. It will be more difficult for the state to meet its retirement obligation to all those people who are part of TSERS if they do not have new people paying into it. We are under-funded, but not by very much.

*Senator Pearce stated that it would be more attractive to employees if they had a defined contribution plan because then they don't have to worry about us becoming Illinois down the road.*

Chancellor Woodson added that for EHRA employees, the only option after June 30, 2018, would be the optional retirement program - the defined contribution plan and not the defined benefit plan. The challenge is that they are taking away the option of a defined contribution plan from the state, from the EHRA. They would give back to them a 401K, which is very different.

Combined House and Senate Bill 527 and 507 is Restore and Preserve Campus Free Speech. It's in committee and we are not sure where it will go. Many understand that if you create a bill like this, this would prohibit us from taking action against a group of people protesting a speaker, shouting down a speaker. Currently the law allows us to ask them to allow the speaker to continue and if they choose not to, then we can remove them from the event for disruption. This bill would allow the disruption of speakers on our campus. The authors of the bill, including the Lt. Governor, believes that the vast majority of these incidences occur when conservative speakers are shouted down. Many of them realize that this goes both ways. He believes the leadership is anxious to see this bill NOT go forward.

Senate Bill 528, to Promote Ideological Diversity on the UNC Faculty, reads that the Board of

Governors shall adopt such policies that they deem necessary to ensure ideological bounds as part of the experience for UNC students. We are not sure how this would be done or how this would be monitored, but we do this already.

Chancellor Woodson continued by speaking about the various gun bills in the legislature, particularly those that would allow conceal carry permits to bring guns onto university campuses, are also finding its way to the committee of non-action. These may not be voted on. There is a lot of understandable anxiety and concern about what this kind of bill could do to university campuses. It has not moved out of committee.

He continued, "The General Assembly has passed legislation that took the Governor's appointment to the Board of Governors away from the Governor and into the General Assembly. Nothing has occurred there and no appointments have been made but we've been working on that for NC State. The new members of the Board of Governors – Tom Fetzer, former mayor of Raleigh, Marty Kotis, Steve Long, Randy Ramsey, Bob Rucho and Harry Smith are new or re-appointed members of the Board of Governors."

Chancellor Woodson stated that the good news is, on the budget side, some of the initial conversations look good for raises for state employees and look good for a positive outcome for the University budget, but neither the House nor the Senate has released their budgets. He added that the Governor's budget was very positive, being he is a big advocate for education.

Regarding HB2 repeal, Chancellor Woodson reported that there is misinformation surrounding this issue. He stated that one of the things that the repeal did, which we should be pleased with, is it gave cities and municipalities, as well as universities, the full right to protect their employees across all classes, including ethnicity, religion, and the LGBT community. Additionally, he said, it gave back the city's authority to have policies over protecting those employees and it gave the cities back the right to hold all their contractors to the same standards as their employees. He said that what it took away for a period of three years was the ability for cities and municipalities to pass either further restrictions or relaxing overall policies in their city, holding businesses and others accountable for the same policies that they have the right to for their own employees. He added that it also gave back to employees in the state the right to sue through the state courts for discrimination based on any of those classes protected by their employers. He also stated that this is a big deal because that's an affordable pathway for litigation, compared to federal courts. In summary, he said, "So it repealed the law that we no longer have to check birth certificates to go to the bathroom, which is good."

Chancellor Woodson said that it is being vilified at both extremes but that he is grateful for the governor and the leaders of the legislature to try to find a path out of this. "Whether it's everything everyone wanted, depending on which side of the aisle you're on, it's an example of compromise that is often missing in government these days."

Chancellor Woodson wrapped up his remarks by stating that we will continue monitoring all of these bills and that the Faculty Senate may contact Sarah Stone if additional information is needed.

**6. Provost's Remarks and Q/A, Duane Larick for Warwick Arden, Executive Vice Chancellor and Provost**

Dr. Larick noted that the Chancellor mentioned our undergraduate student targets, but we also have graduate student targets; Master's, 5590 students, Doctoral 3382 and Certificate, 92. He added that we have new and continuing student targets for colleges and programs and we have fallen short of those targets in the last couple of years, which will result in a continuing budget cut for NC State on July 1<sup>st</sup> of this year. He added that in order to minimize the impact of that over the next two years, an enrollment planning implementation team has been created. He stated that this team has been out to every college and have worked really hard on trying to communicate with the colleges the importance of hitting our enrollment targets for Fall 2017 and Fall 2018. He added that the good news is that the Graduate School has an applications tool and an admissions enrollment tool and since we started enrollment a couple weeks ago, tracking actual enrollment will be possible.

Dr. Larick reported that the colleges have done what was asked, which is don't assume this year that the admission of Graduate students is going to be the same as it's been the last few years. He added that competition for international students is up so the programs have been asked to get out the offers quickly and be the first to congratulate them for being a brilliant prospect. He repeated that the colleges are really doing a terrific job with this and that hitting our enrollment targets is critical.

Dr. Larick stated that regarding the five-year reviews, the Provost's office has had a very busy year. He added that the last review was last week, when Lisa Zapata and the DASA Student Development Health and Wellness Leadership Program presented. Dr. Larick encouraged the Faculty Senate to be in communication with their colleagues regarding the very important leadership survey that went out after this presentation. He stated, "We use the surveys in the Provost's Office in making decisions and when you get 17%-20% return rates, it's really hard to put weight on that. We are struggling with these and I would like to ask for some assistance in encouraging colleagues to complete those surveys."

### **Discussion and Questions**

*Senator Pearce asked why did we miss enrollment targets in the graduate school? Is this a macro problem and are a lot of schools in the same position across the country?*

Dr. Larick responded that no, we set a target then we didn't hit it; we could have set a target for

no growth and we could have achieved that, but we targeted for some growth and did not achieve that.

*Senator Pearce asked why didn't you achieve it.*

Dr. Larick stated that the problem we have seen over the last two years is historically we have six targets – continuing undergraduate and new undergraduate, continuing master's and new master's, and continuing doctoral and new doctoral. He added that there is a mix on where we are 1% high here, 1% low here, 2% high here, etc., and that for the last two years, we have been low on all six of those categories. He also stated that we have under-achieved our targets in all of those categories, so that 2% error has resulted in a \$12 million cut. He added that we had over 26,000 undergraduate applications and over 15,000 graduate applications, which are down a little bit, especially international applications. He stated that it really has to do with the fact that we've set aspirational targets and we haven't necessarily hit these targets.

*Senator Sederoff asked if these cuts are determined by the General Assembly.*

Dr. Larick responded that we submitted an enrollment projection on July 1<sup>st</sup> and we were over-funded by the state by \$11.8 million. So now we have to give it back next July.

The Chancellor responded that we are funded based on projections and not reality, which is actually a bone of serious contention with the General Assembly. He added that this is opposite of the way that community colleges are funded, which are funded in arrears, after you've done what you've said you were going to do a year after enrollment. He stated, "We are funded a year before and if we tell them we are going to do something and they give us some money for it and we don't do it, then we are over-funded."

*Senator Sederoff asked if we deficit spend are we punished for it and if we do good things are we rewarded for it?*

The Chancellor responded that this is wacky and it's taken him seven years to figure it out, but now that he has figured it out, he thinks the current system favors us more than it doesn't. He added that through legislation, the state has demanded that the UNC system study the current enrollment funding formula and offer alternative strategies.

Dr. Larick added that he thinks that strategy will have two things: firstly is that they will focus on funding actuals instead of projections and secondly, that allows them to consider student success also. He stated that it's not just that we have 38,000 students at NC State, but what metrics might be used to evaluate our success or achievement of those students.

**7. Athletics and Academics at NC State University, Katie Sheridan Graham, Assistant Dean and Director, Academic Support Program for Student Athletes and Deborah A Yow, Director of Athletics**

Katie Graham, Assistant Dean and Director of the Academic Support Program for Student Athletes at NC State, began her presentation by stating the mission of her department, which is to support the recruitment, retention, and graduation of NC State student-athletes.

She added that this program is an academic unit, reporting directly to Vice Chancellor and Dean Mike Mullen and with a dotted line to Athletic Director, Debbie Yow. She stated, "We have 17 full-time staff members with a full-time eligibility coordinator who works with all of our student athletes through the admissions process. We have 11 academic coordinators, divided by team, to work with our 550 student athletes; we have two learning specialists who work with our most active student athletes as well as students who have education-impacting disabilities." She added that there is also a large part time staff, including 12-15 academic mentors, as well as about 60 tutors on staff every semester.

Ms. Graham stated that in addition to working with students directly, they also monitor continuing NCAA eligibility, which is done in collaboration with the Athletics Compliance office as well as our FAR. Additionally, they monitor all of the NCAA rules and make sure that our students are meeting the benchmarks that are set. She added that they also have a degree completion program to serve our student athletes who leave before they finish their undergraduate degree, which assists them in coming back through our ReConnect Program, which helps fund their experience to finish their undergraduate degree.

Ms. Graham then presented information regarding average cumulative GPA and distribution of student athletes by college. "Our undergraduate student athletes pretty much hover around a 2.9 for the last several semesters, with student athletes being enrolled in all nine colleges that award undergraduate degrees. There are significant numbers of athletes in Poole College of Management, the College of Engineering, the College of Natural Resources, and the College of Humanities and Social Sciences."

Regarding the distribution of athletes by college and how that compares to the general student body population, Ms. Graham presented a graph that showed the distribution, which reflects there is similar distribution, but specifically a higher population of student athletes in Natural Resources and Humanities and Social Sciences, noting the small sample size of the survey, which is 284.

Ms. Graham went on to explain that the top majors for student athletes show that the most popular major is Business Administration, which is also the most popular among the general student population, and they also share three of the top five most popular majors as well. Ms. Graham then reviewed graduation rates with the Faculty Senate audience. She pointed out



that the information is a six-year rate, and that in the data shown, 221 of the 334 student athletes (the cohort) graduated within the six-year window. Ms. Graham continued to review the data and pointed out the transfer rate of student athletes, the “went professional” group, those suspended, and those who graduated beyond the 6-year window.

*Senator Huffman asked if there was data available that showed revenue versus non-revenue sports.*

Ms. Graham responded that the data was not broken out in this way, unfortunately.

She went on to explain the Graduation Success Rate, which was created by the NCAA in an effort to account for the transient nature of student athletes. She stated, “At NC State, 22% of our student athletes transferred out of the institution, which is not abnormal. With the Graduation Success Rate, the cohort is different and there is no matching cohort to compare the graduation success rate to the undergraduate student body; all we can do is compare it to our peers for this rate; our peer groups of student athletes actually. And so it starts with the Federal cohort - those first time full time freshmen that are in the Federal rate and then it adds to that group any students that transfer into the institution - they’re added into the cohort for NC State for the cohort that they were first full-time anywhere. And then it also adds in students who start their career in January, because that is more and more popular for student athletes to start mid-year. Then it removes from the cohort any student that leaves the institution in good standing. So those transfers that were doing well in their course work and were progressing toward graduation, they are removed from the cohort and so it’s really a gauge of how students are performing while they’re at their institution.”

Ms. Graham continued to review the data and reviewed graduation success rates per sport and reported that the NC State graduation success overall rate is 83%, which hovers around the Division I national average. This is the second year in a row that our rate is 83%, which marks the highest rate that we’ve had. “This metric is a rolling average, so it is never reported as a single year rate. This year, the national average was just above us at 84%.” She went on to show the breakdown of our NC State Graduation Success Rate for every sport and then the Division I national average for that particular sport.

### **Discussion and Questions**

*Senator Argyropoulos asked about the 22% transfer rate and how does this compare to the general student population transfer rate?*

Ms. Graham responded that the general student body transfer rate is about 12%. Nationally, student athletes transfer at a higher rate, with coaching changes, playing time, and many other factors that don’t impact non-athletes. This continues to be more and more prevalent with our men’s basketball student athletes across the country.

*Senator Sederoff asked, what is your goal? What would you consider as the number you'd like to achieve?*

Ms. Graham responded that our goal would be to narrow the gap between the student athletes and the student body. This single year rate for the student body is 76% and for the student athletes, that rate is 64%, a 12-point gap. The goal is to close that gap.

*Senator Perros asked if this organization is funded by the academic budget or the athletics budget.*

Ms. Graham responded that her unit is 100% funded by athletics.

Athletic Director Yow responded, "Our academic support budget for student athletes is, on a per student athlete budget, the second highest in the ACC. Clemson is number one, and they are somewhat higher than ours. There are a number of other state institutions who pale in comparison related to the finances that they provide for those resources for student athletics."

*Senator Huffman asked what types of checks and balances are in place to prevent things happening here that have happened at other institutions.*

Ms. Graham responded that one thing that was implemented by Dr. Yow is the class attendance policy. "The Council on Athletics really championed this effort. We cannot have classes that don't meet unless they're online classes with a syllabus. We have that targeted policy where we check the attendance of our student athletes." She pointed out also that our NCAA eligibility is monitored by our faculty and that the faculty academic committee of the Council on Athletics does the review of our student athletes, checking everything to make sure all the rules are followed.

Additionally, she stated, "We also meet with the Provost with a roundtable every six weeks, which includes Director Yow, Dr. Sawyers, Dr. Pollack, our head of compliance, and our deputy AD's. A lot of folks in the room. At those meetings we talk through everything that affects student athletes at NC State and really try to make sure all parties are sharing information and are on the same page."

Dr. Roby Sawyers added that he and Dr. Pollack, as Chairs of the Faculty Academic Committee, review all grade changes of student athletes, all incompletes, etc. He stated that there many things in place to provide additional checks and balances.

Chair Moore stated that there is more faculty involvement because we do not ask Athletics to come to Faculty Senate; Athletics tells us they want to come to Faculty Senate every year. She added that when she has student athletes in her class, she receives emails asking how the

student athlete is doing in class, attendance, and if there are any other issues that need to be addressed.

*Senator Rever asked that if there is a deficiency reported online, when things have happened not exactly the way he expected in class and he has reported a deficiency, what is the next step? It seems like that part of the process, from the reporter's perspective, something is missing. The corrective actions or the steps taken - can you let us know what that process is?*

Ms. Graham stated that at least four people read all progress reports, because that information is valued. She added that they then meet with the students about anything that has been reported, and they talk to their coach as well, when appropriate. She added that head coaches address it differently and that the coaches are truly very strong partners. She stated that if you are not seeing a change in the classroom, reach out to this office directly so we can continue to address issues.

*Senator Sederoff asked if the cost is same for males and females.*

Ms. Graham responded that yes, it is; all student athletes are treated the same. She added that the at-risk student athletes are going to get a disproportionate amount of time and attention through the learning specialists and the tutors and so it is also a function of who needs the help.

*Senator Sannes asked how NC State compares when it comes to awards for scholar athletes.*

Ms. Graham responded that we have one award that is very prestigious, which is the Post Graduate Scholarship. "NC State leads the ACC with the most winners for that Post Graduate Scholarship." She stated that she doesn't know how we stack up for scholars of the year and that sort of thing, but every year they recognize several students who have been selected as ACC scholar athlete of the year at the annual banquet, which is the combined athletics and academics banquet. "We are very well represented with both the ACC conference recognitions and the NCAA recognitions."

Director Yow stated that, to the best of their ability, everything is done the correct way. She stated that there are issues but those are addressed. She added that she appreciates the culture of the faculty and she is informed bi-weekly regarding feedback and input from the NC State faculty.

## **8. Old and New Business**

### **a. Candidates for Associate Chair of the Faculty.**

Candidates Kimberly Ange-van Heugten and Phil Sannes said a few words prior to the Senators filling out the paper ballot regarding their interest in this position.

**Tally results** – Kimberly Ange-van Heugten was elected Associate Chair of the Faculty

b. Senators will vote for Executive Committee nominees at our next (and final) meeting. Election of faculty to Faculty Assembly as Delegates or Alternates (FA meets all day on three Fridays per semester in Chapel Hill) and to the Council on Athletics (meets at 2:00 on Friday one time per month) will also be at our next meeting.

## 9. Issues of concern

*Senator Pearce asked if there was a presentation on Academic Analytics at some point.*

Chair Moore stated that yes, Mary Lelik made this presentation to the Faculty Senate. There were some questions raised during that time but the issue of concern that came up that was sent to the committee was somebody who believed that they were being evaluated based on those numbers. We wanted to broaden that just to see is that's what is being done.

*Senator Berry-James raised an issue regarding the way in which people are being described by campus police and how that contributes to negative stereotypes, with respect to black people in particular. She added that a faculty member had raised this issue of concern to a member of the Faculty Senate.*

Chair Moore stated that the Executive Committee would discuss this issue this week.

Senator Hawkins added that her undergraduate students spoke to her and stated that, "it's always the same, it's always the same person, it's always a black guy, it's always this." She added that the way they said it was troubling and she feels this is an actual problem and an issue.

Chair Moore stated that Senator Kuzma told her that at another University they had changed the reporting so I don't know if any of you are familiar with other ways that the reporting is done. She added that what the police are doing is they're trying to crowd-source and send it to every student's phone just in case they recognize the description. Perhaps there is a different way to have the description that would allow identification without using words that would make people feel like they're being stereotyped.

*Senator Berry-James stated that at issue is they only describe suspects one way; black suspects. They don't say white suspects or Asian suspects. So this is a common complaint. Typically, police departments will opt to describe everyone by race ethnicity or describe no one by race ethnicity. Otherwise, when they describe black suspects as black suspects and don't do it for all suspects, that is the real issue. This stereotype is used negatively at NC State.*

*Senator Sederoff stated that he is inclined to believe that in conversation between faculty about faculty that people refer to female faculty by their first name and male faculty by their last name. Is this a widespread observation?*

Chair Moore stated that she has been working on this issue for 27 years. That is something that women everywhere in Universities are constantly gently reminding people to please introduce everyone the same way.

*Associate Chair Orcutt pointed out that several years ago there was a time where intentionally the campus police reporting of these things made absolutely no mention of apparent race, and before that it was like it's been now. So there has been some change, whether intentional or a change of who's in charge, or whatever the case may be.*

*A senator pointed out that they think there has been some movement on that, but cannot recall by whom.*

Roy Baroff spoke briefly about the Ombuds office and their effort to collect stories from those who have retired from the University, in an effort to come up with best practices and information regarding the transition. He asked for suggestions and referrals.

## **11. Adjourn**

Chair Moore adjourned the meeting at 4:35 pm