

**North Carolina State University**  
**Minutes of the General Faculty**  
Tuesday, March 21, 2017  
Witherspoon Student Union (Washington Sankofa Room)  
3:00 p.m.

**1. Call to Order**

Chair Moore called the meeting to order at 3 p.m.

Chair Moore welcomed the faculty and introduced the Officers of the Faculty Senate. She introduced Carolyn Bird, Chair-Elect, and Darby Orcutt, Associate Chair.

Chair Moore recognized members of the Faculty Senate and asked them to stand. She expressed her appreciation for the Senators' dedication and service to Faculty Senate.

**2. Approval of the November 6, 2016 General Faculty Meeting Minutes**

Associate Chair Darby Orcutt recognized a motion for approval of the minutes.

The motion passed to approve the minutes as submitted.

**3. Remarks, Jeannette Moore – NC State University Chair of the Faculty**

Chair Moore reviewed the agenda for the meeting with the audience.

Chair Moore introduced Chancellor Woodson and welcomed him to the podium.

**4. Remarks - Chancellor Randy Woodson**

Chancellor Woodson brought greetings to the group and congratulated Dr. Ron Sederoff who received the 2017 Marcus Wallenberg Foundation Prize, which is the highest international honor one can receive for scientific achievements in fields important to Forestry. He pointed out that Ron is a pioneer in this arena, and a great member of the NC State Faculty since 1987. He also added that this prize is handed to him personally by the King of Sweden.

The Chancellor continued by stating that this has been a phenomenal year for major awards for the NC State faculty, having several others who have earned high honors across the University. He added that two more of our Faculty were elected to the Academy of Engineering this year, making this the third year in a row that one of our faculty has been elected to one of the academies. Chancellor Woodson offered his congratulations to all of the honorees.

Chancellor Woodson continued by reporting that the Engineering graduate program has increased in the rankings from 34<sup>th</sup> to 25<sup>th</sup> in the country, and for public universities, from 17<sup>th</sup> to 13<sup>th</sup>. He added, "We have now, in engineering, moved ahead in the rankings in front of Virginia Tech, Penn State, Ohio State and a number of institutions that we have always been neck and neck. So that is a great thing."

Chancellor Woodson added that that recently, *Diverse Issues in Higher Education* came out with their annual report about universities that are preparing underrepresented students for

STEM careers, and NC State is now ranked 6<sup>th</sup> nationally for the number of bachelor's degrees for African Americans and 21<sup>st</sup> for the number of master's degrees. He stated that this is also a great thing for the University. He added that among universities that don't have an historically black university mission, we are second only to Georgia Tech in the production of undergraduates from underrepresented groups.

Chancellor Woodson then pointed out a couple of items he felt were important to bring to the Faculty.

First, the Board of Governors met a couple of weeks ago and approved a tuition increase. He stated, "This is not nearly what those of us who need funds to run the university would have liked; it's a 2% increase on first-time, full-time freshman or transfer students, which is a guaranteed tuition rate for four years or two years." He added that this is a challenge for us economically.

Chancellor Woodson reported that in regard to the budget, there is good news; the Governor came out with his budget proposal and it is very good for higher education and is also very good for salaries. He added that for the first time in a number of years, the Governor has proposed a recurring increase of salaries of 2% based on merit and one-time bonuses as well.

He then stated that there has also been a proposed match to a Federal Grant received by NC State from the Department of Commerce. Ruben Carbonell, from the Department of Chemical and Bio-molecular Engineering is the PI on and that this requires an annual \$2 million match from the State. He added that the Governor proposed that match and they are working with the General Assembly to get it funded. This is in the area of Pharmaceutical Manufacturing.

Chancellor Woodson reported that the Governor has also proposed another round of bonds to support renovations on college campuses. He stated, "For us, we have a number of critical renovation projects, with one of our biggest challenges being that as Engineering completes its move to Centennial Campus, we are left with a number of buildings that we need to put funding into. With this bond proposal, we may be able to get \$15 million to renovate Page Hall, which is one of the more affordable renovation projects. We will keep working on strategies to get to the others as well."

Chancellor Woodson then spoke about the HB2 issue, which continues to be a topic of conversation in the General Assembly. He stated that at this point, both extremes are struggling to come to middle ground. He is still hopeful but a repeal is appearing less likely at this time.

Chancellor Woodson stated that there has also been an expression of concern from students and faculty related to a number of bills focused on firearms in public places. He provided the example of HB251, Senate Bill 204, which is a conceal carry bill which would allow people to have conceal carry permits on our campus. He stated, "We have been very aggressive in talking about the challenges this would present on a college campus with the passage of this bill. This is something that we all need to be aware of." Chancellor Woodson stated that this bill has not yet come out of committee and there is some conversation about those in leadership in the General Assembly who hope it will not come out of committee at all.

Chancellor Woodson then reported that there is more good news from the Legislature. "Senator Barefoot has proposed legislation that will bring back the Teaching Fellows program, but in a slightly different form than the original program that was here previously. Essentially, it would provide fully forgivable loan to students pursuing teaching credentials at almost any level." The

Chancellor stated that the previous program was strictly for first-time full-time freshmen, students coming in and studying education with the purpose of going into the classroom, but this program will allow students to come in at any level and it is also focused in high demand areas of the State – STEM and Special Education.

**5. Results of the Faculty Survey on Time Spent Doing Tasks – Beth Fath, Co-Chair of the Faculty Senate Governance and Personnel Policy Committee**

Beth Fath presented the executive summary of the Faculty Survey on Increased Faculty Workload to the Faculty.

As a matter of background, Ms. Fath reported the following:

- An issue of concern was presented to the Faculty Senate regarding increased faculty workload.
- Working with OIRP, the Governance and Personnel Policy Committee designed and distributed a survey on faculty burdens.
- The survey was conducted to try to quantify anecdotal concerns about increased faculty workload over the past 5 years.
- Faculty (here >5 years) were asked to offer estimates regarding increased number of hours for tasks extraneous to our core mission required.

As a matter of response, Ms. Fath provided the following results:

- More than 700 faculty responded, a substantial response rate of almost 50%. Every college had a significant response rate.
- Fewer than 20% of faculty reported “no” increased burden.
- More than 50% of the respondents reported they were spending “notably more” or a “great deal” more time on tasks.
- Top two areas of the source of increased workload:
  - Uncompensated administrative work
  - Assessment tasks

**Please view the entire “Faculty Survey on Increased Faculty Workload” PowerPoint presentation on the Faculty Senate Website under General Faculty Meetings/March 21, 2017.**

**6. Remarks – Warwick Arden, Provost and Executive Vice Chancellor**

Provost Arden made further comments regarding the Faculty Burden Survey results and findings. He stated that this is not just a NC State issue, this is a national issue. He added that there have been national studies done to look at administrative work completed by Faculty, so the good news and bad news is that we are not alone.

He added that this is important to understand and continued by stating that there are things that are under our control and there are things that are not under our control – the regulations and processes from the State and Federal government, for example. He added that the reality is there are often significant person hours spent due to even minor regulation changes that may or may not result in significant improvement.

Provost Arden went on to say that on the State Government level, they seem to get picky about the way we spend our resources, state-appropriated tuition and fee resources. He added, "We are very compartmentalized in the way our money is structured; we pay a lot of attention to documenting the way in which we use our resources and funds."

Additionally, he said, the State imposes rules through Human Resources, especially those related to the Personnel Act. "There are a lot of rules we have to follow and those are continually changing and updating." He added that the General Assembly is now looking at implementing some new non-faculty EPA / EHRA rules as well, which would impose another level of scrutiny on how we administer our non-faculty EPA personnel.

Regarding the Federal government, Provost Arden stated that the big things they worry about are research expenditures, issues we have to deal with on the Grant administration, and Federal regulations, which seem to be increasing as well.

Provost Arden added that in addition to the state and federal regulations, the accrediting body SACS also presented compliance assessments that take a great deal of time and resources as well. Again, the Provost stated, that the point is really important to consider is there are things we can control and things we cannot control. He added that there is a significantly increased burden on us as an institution compared to 20 or 30 years ago and that we are struggling as to how to deal with that burden, as we know faculty are as well.

He added, "On the other side of the coin, the thing that we have made some improvement on is the way we implement our own internal processes and practices. We would like to make these processes more streamlined in order to reduce the administrative burden." Provost Arden stated, "There are ways we can improve our own internal processes but at the end of the day we are evaluated on faculty productivity in the realms of responsibility of teaching and scholarship. We know that and we know that the more of your time you can spend on those things, the happier you are." He added that the sweet spot is the place where we are compliant but where there is a less burden on you on a day-to-day basis to execute that compliance.

Provost Arden concluded his remarks by stating, "We look forward to working alongside faculty to help define those areas where we can make progress. This is an important issue and where we can minimize those day-to-day administrative burdens, we will work hard to do so. There are some, however, that are above and beyond our control."

## **Discussion/Questions**

Faculty members discussed SACS assessment and recommendations and whether or not compliance with their recommendations actually improve our campus.

Provost Arden pointed out that one of the things you may not see is burdens placed on Administration as well. There are so many requests from the Legislature and others who have expectations of extremely short response time. This burden is huge as well. He suggested that we all should try to think about the things that we can control on the campus and how we can most effectively be compliant, but do so in an efficient and effective manner.

Dr. Allen Rebar spoke regarding the new Electronic Research Administration system, and stated that they are looking at ways to streamline the proposal processing, working tightly with Contracts and Grants. He said that faculty didn't realize that these were handled in two different offices and with this new system, these processes will be greater unified. He added that we are also doing more complex grants than ever before, which is one of the things that drives

centralization. Budgets have to be approved across multiple colleges, which is a lot different than approval through just a single one. Centralizing some of the processes in a way that makes sense, it will save effort instead of adding to it. He said they are open to looking at all of the issues of streamlining.

Dr. Rebar added that in order to reduce the administrative burden on faculty and university administrators, the Federal Government recently moved to “uniform guidance,” and everytime we go to a meeting on this topic, we realize that the one rule of uniform guidance is that it’s not uniform from agency to agency. So we are seeing more and more regulation coming down, agency by agency, that we have to address.

Faculty Chair Moore requested that when we need to have faculty training for anything that is new, please do not provide training via video; faculty can just read it a lot faster and sign off that we have read and understand. The video training takes too much time.

## **7. Old Business – Jeannette Moore, NC State University Chair of the Faculty**

### **a. Report on Faculty Senate Activities to Date**

The Fall General Faculty Meeting was held on November 1, 2016. It was originally scheduled for October 4th, but was re-scheduled when Michelle Obama's presentation was announced to be at the same time.

The main discussion topic was Parking and Transportation with David Rainer, Associate Vice Chancellor for Environmental Health and Public Safety, and Cathy Reeve, Director of Transportation.

### **The following topics have been discussed at the full Faculty Senate since the Nov 1, 2016 General Faculty meeting:**

- 1.** Changes in the Federal FLSA (Fair Labor Standards Act) (Nov 15) Marie Williams, Associate Vice Chancellor for Human Resources and others (December 1 expected implementation of the law)
- 2.** Input from Senators on the new eRA (Research Administration) system (Jan 10) Dr. Genevieve Garland, Director of Research Operations, Office of Research, Innovation and Economic Development (ORIED) requested input from senators.
- 3.** Bias Incidence Response Team (BIRT) (Jan 24) Dr. Linda McCabe Smith, Vice Provost/ Office for Institutional Equity and Diversity, and Reggie Barnes, Senior Director of Campus Community Centers . Background - This new endeavor grew out of the issues on Campus Climate we have seen recently.
- 4.** Two resolutions passed in support of UNC System Faculty Assembly resolutions. (Jan 24) They were: "Resolution of Endorsement for Faculty Assembly Resolution on SACS Compliance" and "Resolution of Endorsement for Faculty Assembly Resolution on Faculty Compensation."
- 5.** Preliminary Faculty Workload Survey Results (Feb 07) Dr. Beth Fath, Co-Chair of the Faculty Senate Governance and Personnel Policy Committee Background: One of the topics this committee discussed was "Faculty duties support people once did." A survey was sent to NC State University faculty to solicit input relative to the impact faculty have seen in recent years.

6. Update on Mandatory Two-factor Authentication (Feb 21) Dr. Marc Hoit, Vice Chancellor for Information Technology & Chief Information Officer Background: This will be mandatory in October; faculty and staff are encouraged to make the change now. Over 95% of phishing fraud can be prevented with two-factor authentication.

7. Associate Vice Chancellor For Facilities - Introduction and Comments (Feb 21) Doug Morton, NC State's Associate Vice Chancellor for Facilities as of November, 2016. Doug Morton directs facilities planning, design, construction, operations and development for the University's 113,000 acres and 1,163 buildings. The division's wide area of responsibility includes facilities services, energy systems, sustainability, fleet management, architectural and design services, infrastructure planning, construction management, mail and grounds services.

8. Committee Reports from each of the three Faculty Senate Committees have been issued as appropriate to the full Faculty Senate. The three Faculty Senate Committees (Academic Policy; Governance and Personnel Policy; Resources and Environment) discuss many issues and some of them are resolved without coming to the full Senate. Committee reports are posted on the website: <https://facultysenate.ncsu.edu/>

**Topics scheduled for discussion in upcoming Faculty Senate meetings include:**

1. Athletics and Academics at NC State University (April 4) Katie Sheridan Graham, Assistant Dean and Director, Academic Support Program for Student Athletes and Deborah A Yow, Director of Athletics

2. Election for Associate Chair of the Faculty (formerly called Secretary of the Faculty) will be at the April 4 Faculty Senate meeting.

**Other items:** The faculty email distribution listserv was called [vr-allvoters], and it has been changed to [faculty-ncsu] to make it clear to faculty why they are receiving email messages. The brackets and name of the list appear at the beginning of the subject line for every email delivered.

Dr. Carolyn Bird will become Chair of the Faculty to start her two-year term on July 1, 2017

**8. New Business**

None

**9. Issues of Concern**

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

**10. Adjourn**

A motion passed to adjourn the meeting at 4:23 p.m.