

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
Executive Summary

November 3, 2015

1. Call to Order

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

2. Introductory Remarks

Chair Moore asked all visitors to introduce themselves.

3. Announcements

Chair Moore announced that Vice Chancellor Mike Mullen will meet with the Academic Policy Committee on Tuesday to discuss faculty involvement and process of degree consolidation.

Governance and Personnel Policy – Chair Moore announced that the proposed drug and alcohol free workplace regulation is currently out of committee.

The Resources and Environment Committee is discussing transportation and parking issues, which includes one of the issues of concern that came to the Senate. They are also discussing policies and progress on sustainability.

Chair Moore announced that Debbie Yow, Roby Sawyers, and Katie Graham will be guests at the next Faculty Senate meeting to discuss athletics and academics.

Other Announcements

Chair Moore announced that 72 people were in attendance at the General Faculty meeting. She noted that a lot of great questions were asked and she thanked everyone who attended.

Chair Moore announced that the Provost sent two names to UNC General Administration to be considered for inclusion in the new academic affairs fellowship. She stated that one of the names sent forwarded was submitted to the Provost by the Executive Committee.

Chair Moore announced that the NC GAP (North Carolina Guaranteed Admissions Program) was part of the 2015 appropriations and that could have a big effect on undergraduate enrollments and admissions.

Chair Moore announced that at this year's Board of Governors Award for Excellence, the teaching lecture will be delivered by David Haase. That event will take place on November 10th at DH Hill Library.

4. Approval of the Minutes, Meeting No. 4, October 6, 2015

Chair Moore asked for a motion to approve the minutes for regular meeting number 4 of the 62nd session of the NC State Faculty Senate.

The minutes were approved.

5. Remarks from Provost Arden

Provost Arden gave a quick update on searches that are in progress.

Provost Arden reported that three exceptional candidates have come to campus for the Vice Chancellor for Finance and Administration position. The recommendations are in the hands of the Chancellor, so hopefully a person will be named within a week or so.

Provost Arden stated that the relevant committees are currently interviewing off campus candidates for the Dean of Textiles and the Dean of Management positions.

Provost Arden reported that three committees have been organized and charged for the Dean of Education, Dean of Design, and Vice Provost for Institutional Equity and Diversity positions. All three committees are working, formatting job descriptions and hopefully in a few weeks will begin sorting through applicants.

Provost Arden stated that if all goes well, individuals for the first three positions will be named by Winter Break and the other three will be named at the end of the spring semester.

6. Campus Safety During an Emergency

David Rainer, Associated Vice Chancellor, Environmental Health and Public Safety stated that the Department of Environmental Health and Public Safety at NC State, includes the traditional environmental health functions and radiation safety, biosafety, and chemical safety. It also includes campus police. There is also a security application and technology group. Rainer explained that they have a strong violence prevention program. They have a regulation that defines what violence is and what stalking is as well as a process that allows them to evaluate persons of concern.

Mr. Rainer stated that a group meets on a regular basis that is composed of the Counseling Center, Campus Police, Housing, Human Resources, faculty, and a representative from the office of General Counsel, and that group takes in information on a daily basis about items that may raise concern among our campus constituents. It could be a concern raised about students, employees or a nonaffiliated person. They try to collect and disseminate information about people who may pose a threat to the campus.

7. Old and New Business

Resolution of Appreciation for Chancellor and Mrs. Woodson

Chair Moore presented a resolution from the Faculty Senate Executive committee to show appreciation for the gift to the university from Chancellor and Mrs. Woodson.

A motion was made and seconded to approve the resolution. The resolution was adopted with unanimous support.

8. Issue of concern

Faculty in the College of Humanities and Social Sciences are greatly concerned about a requirement that faculty enter all the information into course inventory management. The concern is that this is not something that faculty should be doing.

The issue will be discussed in the Executive Committee meeting.

9. Adjourn

The meeting adjourned at 4:10 p.m.

NORTH CAROLINA STATE UNIVERSITY

Minutes of the Faculty Senate

November 3, 2015

Regular Meeting No. 5 of the 62nd Session: Faculty Senate Chambers November 3, 2015

Present: Chair Moore, Parliamentarian Lubischer; Provost Arden; Senators Ash, Auerbach, Banks, Bartlett, Bernhard, Bullock, Bykova, Byrnes, Gunter, Hergeth, Kathariou, Laffitte, Pearce, Perros, Porter, Searce, Silverberg, Smith McKoy, Sotillo, Williams

Excused: Past Chair Zonderman, Secretary Orcutt; Senators Ange-van Heugten, Bird, Cabbage, Fath

Absent: Senator: Argyropoulos, Davidian, Devetsikiotis, Fleisher, Huffmann, Moore, Sannes, Smith, Spontak, Steer

Guests: Katharine Stewart, Vice Provost for Faculty Affairs; Duane Larick, Senior Vice Provost for Academic Strategy & Resource; Roy Baroff, Faculty Ombuds; Eileen Goldgeier, General Counsel

1. Call to Order

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

2. Introductory Remarks

Chair Moore asked all visitors to introduce themselves.

3. Announcements

Chair Moore stated that Vice Chancellor Mike Mullen will meet with the Academic Policy Committee on Tuesday to discuss faculty involvement and process of degree consolidation, among other topics.

Governance and Personnel Policy – Chair Moore announced that the proposed drug and alcohol free workplace regulation is currently out of committee. The faculty grievance and non-reappointment working group has not met since June.

Resources and Environment Committee – The committee is discussing transportation and parking issues, which includes one of the issues of concern that came to the Senate. They are also discussing policies and progress on sustainability.

Chair Moore announced that Debbie Yow, Roby Sawyers, and Katie Graham will be guests at the next Faculty Senate meeting to discuss athletics and academics.

Other Announcements

Chair Moore stated that 72 people were in attendance at the General Faculty meeting. She noted that there were lots of great questions and she also thanked everyone who attended.

Chair Moore announced that the Provost was able to send two names to UNC General Administration to be considered for inclusion in the new academic affairs fellowship. The Executive Committee forwarded two names to the Provost and one of those was selected by the Provost to be forwarded to UNC GA where they will make a selection.

Chair Moore announced that the NC GAP (North Carolina Guaranteed Admissions Program) was part of the 2015 appropriations and that could have a big effect on undergraduate enrollments and

admissions. The program basically states if a student applies to any of the universities in the UNC system and is denied admission (but meets the minimum admission standards), and that applicant earns an Associate Degree at one of North Carolina's community colleges within three years, he or she is guaranteed admission to the university that they applied to, so this will have a huge impact on universities that are very popular such as NC State.

Chair Moore announced that at this year's Board of Governors Award for Excellence, the teaching lecture will be delivered by David Haase. That event will take place on November 10th at DH Hill Library.

4. Approval of the Minutes, Meeting No. 4, October 6, 2015

Chair Moore asked for a motion to approve the minutes for regular meeting number 4 of the 62nd session of the NC State Faculty Senate.

The minutes were approved.

5. Remarks from Provost Arden

Provost Arden gave a quick update on searches that are in progress.

Provost Arden reported that three exceptional candidates have come to campus for the Vice Chancellor for Finance and Administration position. They include the Vice Chancellor for Administration at the University of Wisconsin, Vice President of Finance and Business at the University of Delaware, and Vice Chancellor of Finance and Business at UNC Charlotte. The recommendations are in the hands of the Chancellor, so hopefully a person will be named within a week or so.

Provost Arden stated that as of yesterday, today, and tomorrow the relevant committees are interviewing off campus candidates for the Dean of Textiles and the Dean of Management positions. There is a pool of 8 candidates for one position and 9 for the other, and they are all very strong candidates.

Provost Arden stated that they have already organized and charged the other three committees for the Dean of Education, Dean of Design, and Vice Provost for Institutional Equity and Diversity positions. All three committees are working, formatting job descriptions and hopefully in a few weeks will begin sorting through applicants for those positions.

Provost Arden stated that if all goes well, individuals for the first three positions will be named by Winter Break and the other three will be named at the end of the spring semester.

6. Campus Safety During an Emergency

David Rainer, Associated Vice Chancellor, Environmental Health and Public Safety framed today's discussion in the context of prevention and response.

Mr. Rainer stated that we are very fortunate at NC State University for thinking quite a bit about environmental health, public safety, and campus police. NC State is one of the few campuses that has an integrated program that allows us to plan for all types of hazards and emergency response. Our Environmental Health and Public Safety includes the traditional environmental health functions and radiation safety, biosafety, and chemical safety. It also includes campus police. There is also a security application and technology group.

NC State is unique among campuses in that it has a program that is moving card access forward among buildings. Rainer stated that they have put up closed circuit TV and they have installed security systems at the enterprise level. He noted that they don't install them at individual departmental levels. So, if someone wants to install a security system on campus you can contact them and they will do it for you and everything uploads into the systems in Environmental and Public Safety and it gives police access to

the cameras across campus. It gives them access about who is accessing buildings and when the buildings have been accessed.

Question: When you refer to the enterprise level are you referring to the building or college level?

Rainer stated that the system is owned by Environmental Health and Public Safety. It is backed up by the Office of Information Technology, but when we install a camera the information doesn't stay local with a department or a college.

Rainer stated that they have a strong violence prevention program. We have a regulation that defines what violence is and what stalking is. We have a process that allows us to evaluate persons of concern. There is a group that meets on a regular basis that is composed of the Counseling Center, Campus Police, Housing, Human Resources, faculty, and a representative from the office of General Counsel, and that group takes in information on a daily basis about items that may raise concern among our campus constituents. It could be a concern raised about students, employees, or a nonaffiliated person, so we try to collect and disseminate information about people who may pose a threat to the campus.

Rainer stated that the campus Police Department has an allocated headcount of 54 sworn law enforcement officers. It is an accredited police agency and accreditation is extraordinarily important. Accreditation provides a structural framework for the campus community and for the police to measure whether or not police are following standard practice. We have more than 400 written practices. We are audited by our accrediting agency. The officers are sworn in and they go through the same training as all law enforcement officers in the State of North Carolina. Part of that training program includes active shooter response training.

Rainer stated that they do a lot of strategic planning in environmental health and safety. We have 18 million square feet of space under roof on this campus and in Raleigh we have more than 2500 acres, so we want to make sure that we spend our security resource dollars appropriately. We issued a 2015-2019 campus security report, which lays out our strategic plan. Anyone interested in the plan can access that link.

Rainer stated that the plan is very comprehensive. It says how we are going to strategically look at buildings and facilities across campus and it talks about how we are going to install security systems across campus and we are in fact, following the outline that we have put forward.

Rainer stated that one thing he thinks is important to mention is that they have a lot of security standards in place. When we build new buildings and renovate facilities we have written guidelines that we give to the architect, engineers, and designers so that everyone is designing to the same specification from a security standpoint. All of the security specifications are found on the Facilities web site and available when we construct buildings.

Rainer handed out a Faculty and Staff Guide on Assisting Students in Distress. He stated that there is also a care team in DASA that supports students who may be in crisis or need. If you are aware of students that are in distress there is help. You can contact Human Resources, you can contact their case manager, and you can call the campus police.

Rainer reiterated the numerous types of training that they offer, everything from rape to aggression to defense. They have provided that training to individual laboratories on campus and faculty members have invited them to provide training to people in their lab. They also provide active shooter training.

Comments from Jack Moorman, NC State University Police Chief

Chief Moorman stated that there are some unrealistic expectations that people have about the safety of campus and some of it is driven by what you hear in the media. You hear about lockdowns and evacuations of schools. He said, you cannot lockdown NC State University, because that is a concept that is not feasible. A quick evacuation is not feasible. So what we try to focus on is getting a real understanding of providing information, so that when and if an incident happens on campus you can use the skills/principles that we've taught you to make decisions that are best for you. There are a lot of different concerns, and you are not going to be able to please everyone. We appreciate every concern that is voiced to us and we try to do everything we can to work with you to keep you safe. Again, one of the biggest things we can do is to provide education.

Chief Moorman pointed out that they have two different versions of the video (<http://campuspolice.ehps.ncsu.edu/services/active-shooter-training/>) that is indicated at the top of the handout and it is referred to as the shots fired video and an active shooter response video. The video educates you on what to do if an active shooter situation does occur.

Chief Moorman stated that your first option is to move away from the threat if possible. There are other times where you cannot move away, then your second option would be to secure the location. Your third option is if there are no options, and you cannot get away or barricade yourself, you have to take action. This video walks you through what you actually do in certain situations.

Chief Moorman encouraged everyone to watch the videos. He stated that one focus is on workplace violence perspectives, which is more for faculty and staff and the other one is for students. You can log in with your unity ID and password. All of their resources are listed on the webpage. He handed out his business card for those who would prefer specialized training for their departments.

Questions and Comments

I have been here three and one half years and have never seen any of this. What are you doing proactively to get to the departments and schools to train them on this? What percentage of your time is actually spent on training?

Chief Moorman stated that they are constantly pushing information out to various sources. They have done stories in the *Technician* and in the *Bulletin*, they attend new employee orientations, the onboarding center, and put information on their webpage. They use every opportunity possible to push that information out.

Who would be responsible for ensuring that all the colleges/schools receive the proper training?

Rainer stated that the reality is they talk to all constituent groups across campus. We try to push information out in a multitude of ways. We have signs on the Wolfline buses. We have information in the *Technician* and at the beginning of every year we put "Wolf Alert" information in the *Technician*. We send out tweets from Environmental Health and Safety. We post information on our Facebook pages. We distribute information through departments. He said, "Now, where it goes, I can't answer that, but I can only tell you that we do try to push out information and we have a lot of face time. During any given week, we train at least 20 or 30 employees, so people do get the information."

Isn't there a person in each college designated as the safety person?

Rainer stated that there is a Human Resources representative in each college and we do push information out through them, but we will specifically ask that it be conveyed through the faculty.

Rainer asked the faculty to tell them what they would like to do. How do you think you should receive the information?

Senator – my point is that I think it has to be proactive, there has to be some kind of mandate indicating that this training is required once a year as a refresher or maybe even the initial introduction on how to handle a situation on campus.

Rainer stated that even new employee orientation is not mandatory, so we are pushing a lot of information through new employee orientation also, but again that is not mandatory.

Chair Moore noted that there was one suggestion that maybe there should be a safety card in every classroom, because currently there isn't and a lot of faculty don't use Twitter or Facebook.

Rainer stated that they generally have lab safety information in laboratories, but not sure if it is in academic classrooms.

What policies have been put in place since the legislature passed the rule that guns can be on campus? How has that changed the policies on campus?

Chief Moorman stated that there may have been a minimal change in policies and procedures because it limits having those firearms to individuals who are concealed carry permit holders, it still limits that to be in their vehicles, so it still does not in fact, in any regulations in residence halls, classrooms, allow open carry on campus or anything of that nature. We (police officers) went down before the General Assembly to voice our concerns about that. We stated that on college campuses, your number one crime is typically larceny and often larceny from motor vehicles in your remote parking lots. So, now you are advertising that it's okay to have a gun on campus as long as it is in your vehicle. Now individuals who come on campus to break into vehicles will have a greater possibility of obtaining a handgun and for my officer who is responding, even if that individual was not armed when they came on campus they have a much greater possibility of encountering an armed suspect, so we were very concerned about that, but again, it did not have a direct impact on most of our policies because it was so very specific about it.

I work in a building where we used to be able to open the windows and about two years ago they bolted them shut. How do we balance concerns for environmental, how do we keep our cost down for heating and cooling, as opposed to safety and security?

Rainer stated that we design a lot of buildings with windows that can't be opened particularly laboratory buildings because we want to minimize the way air can infiltrate into the building, but on the other hand if there are buildings where we do have ground level windows and those windows were operable at one time maybe there is an opportunity for some concessions.

Captain Kendrick stated that even if the window is welded shut, he suggested breaking the window if it means saving your life or the life of others.

A lot of information about campus shootings is also coupled with we should be mindful of students with mental health issues. When in fact, people who are mentally ill are not always to blame for creating the violence.

Rainer stated that one thing to also be mindful of is that most campus shooters have not kept their intentions secret and for whatever reason their peers have been disinclined to share the information. So, I hear what you are saying but would also like to frame it in the context that if there is a concern, pass the concern on so we can evaluate it.

Chief Moorman stated that one thing that is really important to him in their department is crisis intervention team training. With the next class, 100% of our officers will be CIT trained. That is a very important program and for those of you who may not be familiar with CIT, it teaches the officers de-escalation techniques when they are engaged with someone who is a consumer. It teaches them not just

how to de-escalate but maybe identify someone who is in a mental health crisis and it also equips them to better be able to put that individual in touch with the resources they need and promotes a jail diversion type of approach. The last thing we want to do is incarcerate someone who is not committing a crime of criminal intent, but rather those behaviors are a manifestation of their status of being in a mental health crisis.

It seems to me that the university has moved in the direction of bolting more windows shut, structurally architecturally designed, it seems to be an increased opportunity for students to fall from high places, and so how much attention is being given to that? Why are we bolting shut windows, but constructing buildings that students will have greater opportunities to fall? Talley was used as an example.

Chief Moorman stated that he has thought about that. Our crime prevention unit tries to be as involved as possible in the safety recommendations for construction of new facilities. What you see a lot of times is sometimes some of the safety concerns is after the process. Mr. Rainer is very involved in promoting safety guidelines, but also under him is security application and technology and also the Fire Marshal reports to him and they try to have as much input as they can into new construction.

Mr. Rainer stated that that is a difficult question in the context of the fact that architects like to design buildings that give people a good feeling. He observed a student center on another campus and noted that it is built the exact same way as Talley. There are standards and guidelines in the building code that dictate how high railings have to be, how strong railings have to be and we do meet all of those standards.

There is a report out today that there is an increase in suicide rate in rural and urban areas and it sort of parallels an increase in distressed students. So, while the architectural consideration may be completely divorced from the increase in suicide rates on college campuses, and to have responses that says, well the architect here is like the architect around the country, the rate of suicides across the country is increasing and many of those are students who are falling from buildings so I think while we are exploring this topic if you sort of look at the association between access and opportunity, if you will, and if there are things that college campuses can be doing as the rate of distressed students is increasing nationally.

Rainer stated that they are addressing the issue head on. They do present suicidal prevention classes to employees. They present classes to students and RAs and RDs so we do have an active outreach of programs to address that particular issue.

Chief Moorman stated that they will do whatever they can, but there are some things out of their control. We will certainly pass your concern on to the architectural office and I encourage you to do the same. You bring up a very important point. Certainly we (universities everywhere) are seeing an increase in suicides and it ties directly into mental health. When you look at just schizophrenia and most of it happens between the late teens and early twenties. If we have 35,000 students and one in one hundred have schizophrenia and it typically develops during the timeframe when they are students here, that is, a lot of individuals who are struggling with adapting to a college environment, who are facing all the challenges that a normal college student does and now something is going on with them and they have no clue what it is. It is so many situations where our students are hurting and need help and certainly we don't need to do anything that is going to make it more convenient to do anything to themselves.

How do we contact someone if you see behavior that is of concern?

Mr. Rainer stated that that person can be contacted directly or through public safety, NC State Threat Management and Risk Assessment Case Manager, Dr. Tina Nelson-Moss , **Phone:** 919-513-4224 or 919-513-4315, **Email:** tmnelso3@ncsu.edu

Captain Kendrick stated that hearing of a student having stress or difficulty with exams or dealing with college life is a great opportunity for this university to intervene to prevent something from happening and get that student the help that they need to continue on and graduate.

I was wondering if there is a possibility to screen incoming freshmen for mental issues.

Mr. Rainer stated that the UNC System of North Carolina has a standard application that does ask prospective applicants whether they have been convicted of a crime, expelled from school, etc. etc. We cannot ask about somebody's mental well-being on an application.

A senator commented that he knows of one faculty member that would hesitate to send a student to counsel again, because one student that she sent the counselor did something inappropriate which was contact the student's parents.

Chief Moorman commented that they work with Dr. Monica Osborne who is the Director of the Counseling Center. If you encounter a situation where you are not satisfied with the services of the Counseling Center give Monica a call and she will make sure that it is addressed.

7. Old and New Business

Resolution of Appreciation for Chancellor and Mrs. Woodson

Chair Moore stated that the resolution comes from the Faculty Senate Executive committee to show appreciation for the gift to the university from the Woodsons.

The resolution was presented for a first reading.

A suggestion was made to change daughters and sons to dependents, because sometimes people have dependents that are not their children. The change was made.

A motion was made and seconded to approve the resolution. The resolution was adopted with unanimous support.

8. Issue of concern

Faculty in the College of Humanities and Social Sciences are greatly concerned about the requirement that faculty enter all the information into course inventory management. The concern is that this is not something that faculty should be doing.

The issue will be discussed in the Executive Committee meeting.

9. Adjourn

The meeting adjourned at 4:10 p.m.