NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
Executive Summary
March 22, 2016

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

2. Introductory Remarks
Chair Moore asked visitors to introduce themselves.

3. Announcements
Chair Moore announced
- The Students of Concern website could be a big help to anyone with concerns about the undergraduate or graduate students.
- Approximately 75 people were in attendance at the March 1st General Faculty meeting, which was very good.
- Margaret Spellings begin her term in office as President of the UNC Systems on March 1st and if anyone is interested in reading her comments to the Board of Governors there is a link provided on the agenda.
- Voting for college faculty senators and for Chair Elect of the Faculty begin on yesterday and goes until the end of March. Elections are also being held for the 604-607 and the hearing committees as well.
- The Student Body leaders have been elected for the upcoming year. Paul Nolan will be Student Body President and Jennie Plummer will be Student Senate President.
- After the Faculty Senate elections are complete, the elections for faculty members to the Faculty Assembly and the Council on Athletics will take place.

4. Approval of the Minutes
Chair Moore called for a motion to approve the minutes for the eleventh meeting of the NC State Faculty Senate.

The minutes were approved as submitted.

5. Remarks from Chancellor Woodson
Chancellor Woodson announced that NC State has been singled out among a group of leading research universities as a university that has dramatically closed the achievement gap of graduation rates for underrepresented students, particularly African Americans, compared to the campus as a whole.

Chancellor Woodson announced the names of recent recipients of awards and recognitions.

Chancellor Woodson thanked faculty and others who have participated in the Employee's Scholarship Program. He stated that more than 50 contributions have been received so far.

Chancellor Woodson reported that the *US News and World Report* rankings for graduate students came out and NC State has moved up in a variety of areas.

Chancellor Woodson noted that he will be attending the College of Textiles 25th anniversary at their moving to Centennial Campus.

Chancellor Woodson expressed how pleased he is for the vote of the citizens of North Carolina for the bond. He said the majority in this political environment is reassuring to him that people are paying attention to things that matter and it gives him reassurance that they will continue to support education when they have an opportunity to.

6. Remarks from Provost Arden
Provost Arden announced that Dr. Mary Ann Danowitz will be the new Dean of the College of Education. He emphasized that this was a competitive search and she has support from both inside the college and across the campus.

Provost Arden reported that they are in the middle of interviews for Vice Provost for Institutional Equity and Diversity. He hopes to meet with the search committee this Friday and will be in a position to move forward with negotiating with a candidate within the next week or so.

Provost Arden stated that they are also in the middle of searching for an Associate Vice Provost for Assessment and Accreditations. The administration would like to have most of the leadership positions completed by the end of April or the first of May.

Provost Arden reported that this year, they have had comprehensive five-year reviews of three individuals who report through the Provost office, which include two Vice Provosts and the Dean of Engineering. He provided the schedule of when he will be reporting out on the two Vice Provost reviews.

Provost Aden stated that President Spelling will soon be visiting the campus. There will be a session with faculty and he has asked the officers of the Faculty Senate to join that group along with one representative from each college.

Provost Arden announced that this past weekend was history weekend and in a lot of ways it was a tribute to Jonathan Orco. He gave kudos to Dr. David Zonderman for taking over the leadership of the department and for doing a great job.

7. Academic Analytics: Where is the university going with this?
Mary Lelik, Senior Vice Provost, Institutional Research and Planning reported on academic analytics. She stated that the company was founded in 2005 by Lawrence Martin who was the Dean of the Graduate School at Stony Brook. She said essentially what we as a subscriber to academic analytics are acquiring is access to the warehouse and the database of information on faculty scholarly activity and so while it is not comprehensive it is becoming more and more fully featured in the particular realms that the information is being compiled in the database.

8. Adjournment
A motion passed to adjourn the meeting at 4:19 p.m.

NORTH CAROLINA STATE UNIVERSITY

Minutes of the Faculty Senate

March 22, 2016

Regular Meeting No. 12 of the 62ⁿᵈ Session: Faculty Senate Chambers   March 22, 2016
Present: Chair Moore, Immediate Past Chair Zonderman, Parliamentarian Lubischer, Provost Arden;
Senators Ange-van Heugten, Argyropoulos, Ash, Banks, Bernhard, Bird, Bullock, Bykova, Cubbage,
Davidian, Devetsikiotis, Gunter, Hergeth, Huffman, Laffitte, Pearce, Perros, Sannes, Smith McKoy,
Sotillo, Williams

Excused: Secretary Orcutt; Senators Auerbach, Fath, Fleisher, Kathariou

Absent: Senators Bartlett, Byrnes, Moore, Porter, Scearce, Silverberg, Smith, Spontak, Steer

Guests: Roy Baroff, Faculty Ombuds Office; Marc Hoit, Vice Chancellor, Information Technology;
Katharine Stewart, vice Provost for Faculty Affairs; Kevin Howell, External Affairs; P. J. Teal,
Chancellor's Office; Randy Woodson, Chancellor; Mary Lelik, Institutional Research and Planning

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

2. Introductory Remarks
Chair Moore asked visitors to introduce themselves.

3. Announcements
Chair Moore announced:
- The Students of Concern website could be a big help to anyone with concerns about the
  undergraduate or graduate students.
- Approximately 75 people were in attendance at the March 1ˢᵗ General Faculty meeting, which
  was very good.
- Margaret Spellings begin her term in office as President of the UNC Systems on March 1ˢᵗ and if
  anyone is interested in reading her comments to the Board of Governors there is a link provided
  on the agenda.
- Voting for college faculty senators and for Chair Elect of the Faculty begin on yesterday and goes
  until the end of March. Elections are also taking place for the 604-607 and the hearing
  committees as well.
- The Student Body leaders have been elected for the upcoming year. Paul Nolan will be Student
  Body President and Jennie Plummer will be Student Senate President.
- After the Faculty Senate elections are complete, the elections for faculty members to the Faculty
  Assembly and the Council on Athletics will take place.

4. Approval of the Minutes
Chair Moore called for a motion to approve the minutes for the eleventh meeting of the NC State Faculty
Senate.

The minutes were approved as submitted.

5. Remarks from Chancellor Woodson

Chancellor Woodson announced that NC State has been singled out among a group of leading research universities as a university that has dramatically closed the achievement gap of graduation rates for underrepresented students, particularly African Americans, compared to the campus as a whole. In fact, when you look at the last ten years the African American students at NC State have graduated at a rate of around 65%, when during the same period and time our overall student population graduated at a rate of 71% and the growth of underrepresented rates relative to the majority population was in the top 10 for the country. The challenge for us as a country is that many universities have gone in the opposite direction.

Awards and Recognitions

Chancellor Woodson announced the names of recent recipients of awards and recognitions.

Ken Swartzel, a recently retired professor in Food Bioprocessing Engineering and Nutrition was elected to the National Academy of Engineering based on his long time research in aseptic processing.

Zhen Gu in Biomedical Engineering, just this year won a major award at MIT, the top scientist under 35 years of age, the innovator of the year award for young scholars and just received the Sloan Research Fellowship in chemistry. His work is very impactful and he is a great member of the NC State faculty.

Lorena Bociu from the Department of Mathematics recently won an Early Career Faculty Development Award from the National Science Foundation.

Jeff Joines from the College of Textiles will receive the Board of Governors Award for Excellence in teaching.

Rodolphe Barrangou is a recipient of the 2016 Warren Alpert Foundation Prize. This is awarded annually and comes with a cash award of $500,000 awarded to scientists in medical sciences field and is from the Harvard Medical School from the Alpert Foundation. Rodolphe is the only person to win this award that is under the age of 40.

Chancellor Woodson announced that NC State's leadership through Blair Kelley's leadership is very involved in a growing research project related to women of color, particularly underrepresented women in STEM disciplines but not exclusively. Blair is recruiting hard for scientists and scholars here at NC State to get engaged in this work.

Chancellor Woodson thanked faculty and others who have participated in the Employee's Scholarship Program. He stated that more than 50 contributions have been received so far.

Chancellor Woodson reported that the *US News and World Report* rankings for graduate students just came out and NC State has moved up in a variety of areas. He stated that this was the year for engineering rankings, for example, this was not the year for Veterinary Medicine so that means the university gets to continue to celebrate being ranked the third ranked program in the country.

Chancellor Woodson stated that Material Sciences and Engineering moved up from eighteenth to fifteenth in the country. NC State's overall increase in rankings as an Engineering Program went from 31st to 27th and 14th among publics.

Chancellor Woodson stated that today he will be attending the College of Textiles' 25 year anniversary at the college's moving to Centennial Campus.

Chancellor Woodson expressed his pleasure of the vote of the citizens of North Carolina for the bond. He said the majority in this political environment is reassuring to him that people are paying attention to things that matter and it gives him reassurance that they will continue to support education when they have an opportunity to. He thanked the faculty for helping to educate the electorate about it.

Questions and Comments

How are we doing on admitting African American men? Also, with the bond passing by such a strong majority do you feel that public support for education can help you and Kevin Howell make your case this year at the legislature for higher education?

Chancellor stated that it does send a pretty clear message to the General Assembly that there is strong support for education. He said with two thirds of the bond being about education and the other third largely about parks and infrastructure for the local communities, he thinks it says a lot about what people can come together on.

Chancellor Woodson said, "This has been a good year at this point and time for the level of admits for African Americans, but I have not separated it out by gender. When I look at the total applicant pool and the admit pool for African Americans it is our largest number in the last five or six years. Turning those admits into enrollees is what we have to work hard on at all levels. This is has been a challenging year. We received almost 27,000 applications, which is up by 26% over last year. The final admits went out this week and we denied 57% of the applicants, so we have a strong group of underrepresented students that have been admitted, turning them into enrollees at NC State is what we have to work hard on."

Parliamentarian Lubischer commented that they would like to do more recruiting to get more students in, but since we are getting more students admitted, the incentive to increase our yield is not there.

Chancellor Woodson stated that across the institution we have a very high yield rate, almost 55 percent, so almost 55 percent of the students that are admitted to NC State come to NC State. Nationally that is a large number. A lot of that is because we are so highly dominated by in state students and they tend to yield higher. So we are at about 55% university wide, but when you drill down into the numbers our yield rate in certain areas is lower than it should be. The challenge is mobilizing the institution.

6. Remarks from Provost Arden
Provost Arden announced that Dr. Mary Ann Danowitz will be the new Dean of the College of Education. He emphasized that this was a competitive search and she has support from both inside the college and across the campus.

Provost Arden reported that they are in the middle of the interview for Vice Provost for Institutional Equity and Diversity. They had two candidates last week and have two this week. He hopes to have a meeting with the search committee this Friday and be in a position to move forward with negotiating with a candidate within the next week or so.

Provost Arden stated that they are also in the middle of searching for an Associate Vice Provost for Assessment and Accreditations. The old position that Karen Helms held has been reconfigured and will now report to Duane Larick. They had one candidate last week and have three for this week.

Provost Arden reported that the on campus interviews for the Dean of Design position are about to begin. There are three finalists. The first of those will be here week after next and over the following two to three weeks those three candidates will be visiting.

Provost Arden reported that this year, they have had comprehensive five-year reviews of three individuals who report through the Provost office. They include two Vice Provosts, Louis Hunt from Enrollment Management and Alice Warren from the McKimmon Center and Dean Louis Martin-Vega from the College of Engineering. The open sessions were last Friday.

Provost Arden provided the following schedule for when he will be reporting out on the two Vice Provost reviews.

Louis Hunt
Wednesday, March 30
9:00 - 10:00 a.m.
Witherspoon Student Center, Room 126

Alice Warren
Thursday, April 28
3:00 - 4:00 p.m.
McKimmon Center, Room 4

Provost Aden stated that President Spelling will soon be visiting the campus. There will be a session with faculty and he has asked the officers of the Faculty Senate to join that group along with one representative from each college.

Provost Arden announced that this past weekend was history weekend and in a lot of ways it was a tribute to Jonathan Ocko who served as the Department Head before passing away. He gave kudos to Dr. David Zonderman for taking over the leadership for the department and for doing a great job.

7. Academic Analytics: Where is the university going with this?
Mary Lelik, Senior Vice Provost, Institutional Research and Planning reported on academic analytics. She stated that the company was founded in 2005 by Lawrence Martin who was the Dean of the Graduate School at Stony Brook. Essentially what we as a subscriber to academic analytics are acquiring is access to the warehouse and the database of information on faculty scholarly activity and so while it is not comprehensive it is becoming more and more fully featured in the particular realms that the information is being compiled in the database.

Lelik stated that they are looking at honorific awards, for example. Currently there are approximately 3300 honors from 480 governing societies. This is the new number and they continually improve and expand the database. Essentially the scholarly database encompasses more than 200,000 scholars in U.S. research universities, 409 institutions are included in the database and so the awards and honorifics are lifetime awards. Currently this 480 number has gone from last year to 674 societies, so this is an evolving database.

Lelik stated that in addition to the honorific awards you also have journal articles and citations, 6.8 million in 24,000 journals. Currently that number is up to more than 30,000 journals. Conference proceedings and citations are another component that the information from publications and citations and proceedings comes from. CrossRef is an association of scholarly publishers that are trying to support scholarly communications, so they have come up with the methodology digital object identifiers. It is comprised of more than 9,000 doctoral programs, 10,000 departments and 6,000 additional units, so they are continuing to expand the database. Grants are comprised of the 12 federal agencies to nonfederal sources. The information related to research grants was mapped to principle investigators. That is continuing to evolve because they are continuing to take feedback from the institutions that are subscribed to the service. The current update is that the NIH, NSF, and NOH co-investor information is also mapped

so it is not just principal investigators.   It includes annualized amounts of research dollars and indirect cost is also included.

Lelik stated that the last piece of the database are books, more than 2 million authored and edited books. The source is Baker and Taylor, the British Library. They also look at other sources. They are able to identify authors and editors and what they are starting to map now is also authors of chapters, so continually the company has tried to be responsive to the issues raised by the academic communities in terms of the limitations of the data, but the reality is that this is the only source that allows institutions to map their faculty scholarly activities to their faculty. Otherwise the data are at a very aggregate level and so this allows us to make those associations and see how our institutions compare at a disciplinary level as well as broader field categories of use. So how are most of the universities applying the data? There are a variety of mechanisms. The thing to be aware of is that this is a proprietary database, so this is information that the company wants to be used within the institution to look at the disciplinary comparisons to see where the areas of productivity are and how we are compared to them in other institutions.

A senator stated that he is confused; so this would not allow us to compare how we are doing with other universities?

Lelik stated that it does. The proprietary piece of it is that they are very concerned about this being used externally to the university. She said it is meant to be used as a planning tool, so within the portal itself and the information that we share within the campus that information you can see those comparisons, you can establish peer groups that are relevant to your disciplines and make those comparisons.

Lelik stated that some institutions use the academic analytics information for viewing their graduate placement, so if you do have the detailed level of data you can inquire through the portal to determine where your doctoral students have gone so you can see the success of your students post-graduation.

Another potential use of the information is to establish a publication strategy, so you can look at the competitiveness of your faculty's publication with those of your disciplinary peers. You can determine what the high exposure journals are per discipline. You can evaluate your federal funding profile. Some of your colleagues at other institutions are using this information to identify potential sources of funding, determining federal funding profile of your unit and how it compares to your disciplinary peers, so it is essentially a comparison database.

Lelik stated that there is the funding portfolio where you can look at select peer groups, establish yourself, and review American universities and AAU institutions. You can use whatever that set of 400 universities are that is in the comparison group, you can select your own peers that are most appropriate for you and then determine, so the methodology is not fixed to the point where there is no input from the institution in terms of saying what is important for your discipline and how you want to measure or make comparisons to your peers. It allows you to normalize the federal agency to evaluate competitiveness and explore the landscape and trends in federal funding for those departments that are seeking ways that we can get a leg up on the competitive race in research dollars. The department and program journal article gives you a listing of all the journal names and the number of articles in each of those journals for your discipline.

Question and Comments

Is this per capita?

Lelik stated that It has both per capita information and it also gives total citations but also citations for faculty, the same with the publications, so everything is done both at a percent number for a department as well as looking at just the overall. The detail is all there. The level of aggregation can be depending on what's relevant to your discipline.

How far back does it go?

Lelik stated that the database is set up so that publications and citations are for the last five years, books are for the last ten years, and the research expenditures are also the last five years, so there are some concerns that it doesn't include older data, but if the idea is to look at the current activity within the department, it's the availability of the data and the relevance to whatever comparison you are trying to make. The awards are lifetime achievements.

Hiring and Retention Analyses –Lelik stated that this is something that is a newer feature and allows universities to access the impact of their proposed hires. It identifies those who are at risk for retention because they are not at the same publication level as their colleagues, but also allows an institution to plan for retirements, trying to see where the faculty member is in their career and allows for continuing planning within a department. Other institutions use it to identify what are the honorifics that perhaps they might want to promote their faculty in recognitions. This helps the university to identify faculty who should be promoted and encouraged to seek honorifics.

How much does this cost?

Lelik stated that at the very aggregate level it was less than $100,000, but If we were to get the detailed level of information you are talking an additional 50 percent.

You have cites for five years and I could go on Google and get cites for four years, why don't they go on Google and get it?

Lelik responded, because they would have to do it at an individual faculty member basis. They are using that CrossRef source which provides them a way of doing it in mass. In this case it is trying to provide this service to research universities across the country and to allow enough robust features to allow you to do more than just a couple of departments but do some of the mapping of where the interactions are occurring.

How are they able to decide which faculty and which department and how can you choose comparable departments since faculty seem to be scattered all over and department names are so different for really quite similar stuff?

Lelik stated that they have rather sophisticated algorithms for doing that mapping and what they really rely on is for those 400 institutions, 200,000 plus scholars. Almost 60% of the data actually comes from the client institutions who are providing them with the list of faculty identifying the home departments. If they have joint appointments where else they are located, so that that will assist them with the mapping and while it is perhaps not foolproof they have mechanisms which they can match, especially when you start to look at a name and a discipline. There might still be some instances where that algorithm doesn't work, but if it is a combination of the institution, the name, the classification of the instructional program, you begin to map those more accurately.

So we are providing data to them as well?

Lelik stated that the only data that we are providing is the list of faculty, who our tenure system and research faculty are, which is what everyone else does as well. She noted that being a client one needs to make sure that they have the right list because truth be told and while we are getting better at it they just go out to other public sources of information to identify the faculty associated with a particular research university.

With all the work that faculty already have wouldn't this kind of be an additional burden on their shoulders in terms of providing this information, because It is a lot of information and it's not just a one-time enrollment. This is year after year when you will expect me to go online to put some data there or to double check the data, etc.

Lelik stated that they are not saying that you have to provide this data, what they are saying is that they hope to be able to populate the existing documents that you are using for annual reporting. She explained that this is another data resource to feed into an activity system which tries to bring together all those pieces of information.

So you are saying that the staff members who are now doing this annual report –information that they are putting together for the Chancellor and Provost, they will be able to give this input just to put into their system.

Lelik stated that conversation needs to occur at the college level and the department level because we have some units that because of their disciplinary accreditation, they already see a reporting burden in terms of compiling all of this information, so what we are trying to do is ease that reporting burden by prepopulating as much as possible including information like the instructional activity.

What is known about client retention rates for people or universities who are using this software?

Lelik stated that she doesn't think that an analysis has been done at that level. The colleagues that she has been in contact with continues to renew, but they are larger research universities that see this as a unique tool available to them to get some of these insights in terms of a comparative analysis.

What is the ease of entering data that is not from public database sources?

Lelik stated that they would not put the information into Academic Analytics; it is a self-contained database that we would then download potentially, pull into our own activity system so that we could incorporate those other aspects of faculty work such as instruction and service.

Provost Arden commented that he thinks the institutions that have gotten into trouble where there has been some trouble in the use of Academic Analytics are institutions that have used this data at the individual faculty level in the reappointment, promotion, and tenure process, for example, or post tenure review. He stated that he has gone on record saying that we have no interest in doing that for a couple of reasons:

1. This is purely a measure of scholarly output which is only a part of faculty members' realms of responsibility here, but most importantly because although the variables that they use are credible, the algorithm that they use, in other words the weighting assigned to those variables is proprietary and so what they do is say this unit, college, or individual is this many standard deviations above or below the mean of whatever group you define to be the mean, but to generate that they use an algorithm which applies unknown weightings to the variables. For that reason

alone I would say it is not appropriate to use that data in individual faculty evaluation, promotion, and tenure or post tenure review.

2. The reality is that most of our peers use this and one of the reasons that I wanted to get this is that I want to know what they are saying about us. It is a management tool. This data is being collected on us whether we buy into it or not, and individual faculty data is being collected on us whether we buy into it or not, so if we are members and we receive the data, we can at least see where it's correct or erroneous or at least see what they are seeing or what they think they are seeing about us.

Question: Can we influence what we are seeing?

Provost Arden responded yes.

Lelik stated that they do report back that faculty who do see their full complement of information that is contained in the database and they are satisfied, that yes this does reflect my work over the prescribed period of time. Lelik said yes, we do have the opportunity potentially to verify that and yes also to provide input to them.

Are they equally successful in Sciences and Humanities, because there is a huge difference?

Lelik stated that they are predominantly in the STEM disciplines, but she thinks they also have digital humanities grants so they have NEH information as well, but it does predominate in the STEM realm. Again, they also want to make it more useful to the Humanities and Social Sciences.

8. Adjournment
A motion passed to adjourn the meeting at 4:19 p.m.