

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
January 23, 2018
3:00 p.m.

Regular Meeting No. 9 of the 64th Session: Faculty Senate Chambers January 23, 2018

Present: Chair Bird, Associate Chair Ange-van Heugten, Immediate Past Chair Moore, Parliamentarian Kellner, Senators Ash, Banks, Barrie, Berry-James, Boyer, Bullock, Bykova, Carver, Fath, Gunter, Havner, Hayes, Hergeth, Huffman, Kotek, Lim, Orcutt, Parker, Pearce, Rever, Sannes, Sederoff, Smith, Thakur

Excused: Senator Kuzma

Absent: Senators Argyropoulos, Auerbach, Lafitte, Nam, Young

Guests: Randy Woodson, Chancellor; Fred Parker, UNC Faculty Assembly Delegate / Assistant Professor; Paul Williams, UNC Faculty Assembly Delegate/Professor; Roy Baroff, Faculty and Staff Ombuds Office; Doug James, Office of Faculty Development; James Withrow, Student Senate Representative

1. Call to Order - *Chair of the Faculty*

Chair Bird called the second meeting of the sixty-third session of the NC State Faculty Senate to order at 3:00 p.m.

2. Introductory remarks

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

3. Announcements

1. Spring General Faculty Meeting is scheduled for March 20, 2018 – Talley Student Center, Room 4280, 3pm. Suggestions for topics are being accepted for the Spring General Faculty meeting.

2. UNC System Engagement is an initiative to better understand how faculty and staff experience their workplace at all 17 institutions. The survey period is January 29th through February 12th.

4. Approval of the Minutes

Associate Chair Ange-van Heugten called for a motion to table the approval of the January 9, 2018 meeting minutes until the next Faculty Senate meeting since the minutes were delayed (due to weather-related closures) being sent to the Senators for review.

Both the January 9, 2018 and the January 23, 2018 meeting minutes will be presented for approval at the next Faculty Senate meeting on February 6, 2018.

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

Chancellor Woodson welcomed everyone and explained to the Faculty Senate why the Provost was not able to attend the Faculty Senate meeting due to the Board of Governor's meeting coming up this week.

Chancellor Woodson recognized many of the NC State faculty for recent accolades and awards.

He stated that there are many faculty from NC State who have been inducted into the National Academy of Inventors. One of those is Don Bitzer, who is a Professor in the College of Engineering and is likely one of our few faculty who has also won an Emmy, which was given to him for an invention that was used in the early plasma television screens.

Chancellor Woodson recognized Bill Ditto, who was also inducted into the National Academy of Inventors for his discoveries in CHAOS theory and how it is applied to complex quantum computing.

These two additions, he added, will bring the number of inductees from NC State to nine, which is the same number of inductees from Cornell University.

Chancellor Woodson recognized John Thomas, the John S. Wrisley Professor in the Department of Physics, who was elected a Fellow of the AAAS Society, a great honor.

Chancellor Woodson recognized Rodolphe Barrangou for yet another recognition. "Dr. Barrangou is an outstanding professor in the Department of Food Bioprocessing and Nutritional Sciences and has been named as one of the key awardees for the National Academy of Sciences for the second year." He commented that last year, he won the Molecular Biology Prize from the National Academy and this year he is the recipient of the 2018 National Academy of Science Prize in Food and Agriculture Sciences for his discovery of the genetic mechanisms and proteins driving CRISPR-Cas systems.

Christine McGahan has been recognized for her work in Molecular Biomedical Sciences and was the head of that department for a long time. She has been appointed as Dean of the College of Sciences and has just been elected as the leader of the International Society for Higher Research.

"We are proud of all of our faculty and as we roll out the third and final implementation plan for our Strategic Plan, we need to focus on faculty retention and faculty

compensation to make sure that we continue to move our faculty forward in an environment where that's been a challenge for us with funding from the state.”

Chancellor Woodson commented that NC State has been recognized recently in a number of rankings. “Kiplinger named us the top 10 best buy in the United States – we are 9th for in-state students among all universities in the country and 7th for out-of-state students. UNC Chapel Hill was ranked number one for in-state students and number 4 for out-of-state. So this is great for North Carolina to have its two flagship universities recognized in this way. This is a tribute to both what we do academically but also the investments over the years from the state.”

The Chancellor then mentioned a recent article that came out of the Milken Institute that recognized states across the nation for those that had the universities that received the most funding from the private sector. “North Carolina was ranked number one in the country because of two universities – NC State University and Duke University. Duke is number one overall and we are number 12 overall in industry funding for research. If you look at universities on the public side of that list, we are number five and if you look at universities that do not have human medical schools, we are actually number two among all publics for research funding for industry.”

Chancellor Woodson shared that the UNC System's Board of Governors has recently commissioned, at the request of the NC General Assembly, a document describing all 17 constituent institutions' investments in diversity and inclusion. He added that the implications of this is that some members of the Board and probably some members of the General Assembly do not believe that these investments are critically important. He stated that President Spellings has asked him to speak to the Board about the importance of this funding and that he has a number of points he intends to make, including the economic imperative that is associated with diversity and inclusion. He stated, “The expectation of companies hiring our NC State graduates are high in regard to cultural competency and many of the industries that hire a lot of our graduates are struggling to hire diverse candidates.” Chancellor Woodson added that he is hoping that some of the economic imperative, in addition to the social and intellectual imperative associated with diversity will resonate with some of these board members who need to understand that we spend these resources because we are trying to help our students be successful while they are on campus and when they graduate.

Chancellor Woodson asked for questions or thoughts from the Faculty Senate on this topic:

Senator Hayes: When it comes to research, I would say that the reason why diversity becomes important is that if you have two people with the same perspective, if you're trying to come up with new ideas, you need to have new perspective and different ways to look at things. Without that diversity when generating new ideas, it is anti-progressive to do so and it undermines the ability to come up with new ideas

Chancellor Woodson responded that he has seen a recent study from Poole College of Management and read a brief summary that talked about companies that make critical investments in diversity being more innovative, have a greater pipeline of discovery, etc.

Senator Parker stated that this study cited MetLife, who stated that they could hire 100% of our IT students but they choose, in addition to the IT students, students out of English, philosophy, etc. He added that in this type of field, hiring students with varying schools of thought that are more holistic is important. "The cohort that Met Life just took on, I think it was one-third that was not IT, or something along those lines." He added that SAS does the same.

Senator Berry James shared that she was just back from a trip to Washington, DC and was in a group of people who talked about the imperative with respect to diversity in students and also faculty. She added that they had spoken about some of the consistent and persistent policies that exist in the field of public policy, public administration and public affairs. She stated that she was invited to the table because NC State hosted the National Social Equity Leadership Conference, which is hosted by the National Academy for Public Administration. She stated, "Out of that came a knowledge base, and our knowledge base is still alive and well for people who have interest around social equity and what social equity is and how social equity impacts the disparities in health and education and employment and matters of justice and that kind of thing." She added that up to now, about 2,000 people have tapped into that knowledge base to see what the conversation is really all about. Dr. Berry-James stated, "In October of 2017, I was awarded the Social Justice Curriculum Award for innovation in teaching." She then described some of the issues that have been discussed and that the coming together of people with diverse experiences with access to underrepresented minority communities and the ability to bring people together to work on these complex problem sets is crucial. She added that they seemed to realize that diversity or the lack of diversity has been persistent and consistent over decades now and so it does require the best and the brightest to come together and work on these issues in a meaningful way, which has a practical and prominent impact on business.

Senator Bykova commented that unfortunately, very often we understand diversity in a very narrow way – only in terms of gender, race, etc. She added, "We have a lot foreigners on campus, so to say, in terms of ethnicity, in terms of background, in terms of coming from different countries." She added that this is also very important because all of these people who are coming from abroad and having this education from abroad, they contribute to diversity. This is true for both students and faculty.

Chancellor Woodson responded that this is a point that has been discussed. He added that he is sure that the Legislature who wrote this legislation and the Board that followed up with it was thinking in a very narrow way. He stated that when we did the calculations on all the diversity programs at our university, we thought about it in the broadest sense.

He explained that this year, the university set up a Veterans Affairs office because many of our returning veterans need assistance in adjusting to the university environment. He added that they are under-represented and they are struggling just like other under-represented groups do. Chancellor Woodson stated that they want the Board to understand how broadly this is being looked at because at the end of the day we are being held accountable for producing talent that is ready to succeed in a diverse world.

Senator Parker: What kind of impact does it have to take someone out of a poor county in North Carolina, educate them and then send them back to be a role model for other people in that county? He added that one common way of elevating your status in life is to go get educated.

Chancellor Woodson responded that he, and likely others in the room, came from a poor, rural background and now I'm a University Chancellor and you are University Faculty. "Honestly, I think in America and certainly North Carolina, one of our biggest social challenges is the rural / urban divide. Our state is a great postcard for this because we have lost so many opportunities in rural counties." He added that one of the challenges we face is that there are parents of children in rural counties who do not want their kids to come to NC State because they don't think they'll ever go back home; and chances are pretty good that they are right. This is a very good point – this is what higher education does; it transforms lives.

Senator Sederoff: Just to reinforce what was said about the rural / urban divide, perhaps the Board of Governors will be more sympathetic in solving this problem in terms of reducing the disparity between rural and urban communities. He added that there was a recent article in the *Wall Street Journal* regarding California using socio-economic class as criteria for admissions because they were barred by law from using Affirmative Action. They found this to be very successful and in fact, they solved problems of diversity. This may be a win / win situation, focusing on addressing the urban / rural divide and the disparity in socio-economic status in counties in different parts of the state. This may be a very good thing to tell the Board about – good for the University and for the state of North Carolina.

Chancellor Woodson responded that the Strategic Plan for the UNC system is focused on enhancing access for rural and low-income students. "Carolina and NC State, in particular, are being pushed hard to be a big part of the solution to that problem. We are excited to do that." He added that he will tell the Board that if we are going to be successful with that initiative, not only do we have to raise the funds necessary to support financial aid, but we have to have the kind of infrastructure here to help those students be successful. "Many of the students coming from rural backgrounds or who are first generation college students do not have the infrastructure around them that we need to put around them." Chancellor Woodson went on to cite the cover of the *Chronicle of Higher Education*, which referenced the Gallup organization that has partnered with Purdue University for the last five years to run a poll of graduates five and

ten years out of all universities. He added that the number one thing that impacts a student's success after graduation is identifying and relating to a key mentor or mentors in the university that they came from. "You all do it, but these offices that we talk about are a big part of that as well."

7. Old and New Business

Old

- a. Representative to Academy for Outstanding Engaged Faculty's award committee.

Thank you to Senator Jeremiah Feducia for serving on this committee.

New

- a. Spring Elections for Senate Seats and Committees Jeannette Moore, Immediate Past Chair of the Faculty

- b. Chair-Elect of the Faculty, Call for nominations Carolyn Bird, Chair of the Faculty

Past-Chair Moore was recognized to discuss upcoming Senate Elections. She stated that 22 of 37 seats in the Faculty Senate would be up for a vote. She went through College-by-College in order to identify what seats are up for election for the next academic year:

College of Agriculture and Sciences

- Two senators are rotating off: Sarah Ash and Chris Gunter. Dr. Moore thanked them for their service and reminded them they would be eligible again after two years if they would like to return.
- Continuing Senators: Kimberly Ange vanHeugten and Sophia Kathariou until 2019
- Donna Carver has indicated she will be on ballot again
- Dr. Moore has received one name that would like to be on the ballot but that will leave one spot vacant. She encouraged the Senators from the College of Agriculture and Life Sciences to speak with their colleagues to see if they are interested in being on the ballot

College of Design:

- Tom Barrie has indicated that will be on ballot for next term
- Brian Laffitte is ending his term and has not responded as to whether he would like to be on the ballot
- She encouraged the Senators from the College of Design to speak with their colleagues to see if they are interested in being on the ballot

College of Education:

- Angela Smith is continuing until 2019
- Deniz Eseryel is finishing her first term and has agreed to be on the ballot again

- If there are other candidates who would like to be on the ballot, please let Dr. Moore know.

College of Engineering:

- We have had a vacant seat for the entire year, which was unable to be filled
- Continuing as Senators are Robert Hayes, PK Lim and Harry Perros
- Up for re-election is Chang Nam, who is on Sabbatical and has notified us that he does not wish to be on the ballot
- Kerry Havner will be willing to be on the ballot if no one else is available to do so – he has served for a total of 10 years.
- She encouraged the Senators from the College of Engineering to speak with their colleagues to see if they are interested in being on the ballot

General Constituency:

- Both Josh Boyer and Darby Orcutt are continuing

College of Humanities and Social Sciences:

- Two people will have to rotate off for at least two years since they are completing their second terms – David Auerbach and Karen Bullock
- Marina Bykova is continuing until 2019
- Rajade Berry-James and Jennifer Kuzma are completing their first term and are willing to be on the ballot again
- Since more names are needed on the ballot, she encouraged the Senators from the College of Humanities and Social Sciences to speak with their colleagues to see if they are interested in being on the ballot

Poole College of Management

- Doug Pearce is continuing until 2019
- Neal Parker is willing to be on the ballot
- Greg Young is retiring and does not want to be on the ballot
- Paul Williams has agreed to be on the ballot

College of Natural Resources:

- Dimitris Argyropoulos is continuing until 2019
- Ron Sederoff is up for re-election but he has not yet decided if he will be on the ballot again
- At least one more person is needed so she encouraged the Senators from the College of Natural Resources to speak with their colleagues to see if they are interested in being on the ballot

College Of Sciences

- Alton Banks is rotating off since it is the end of his second term
- Paul Huffman will continue until 2019
- Jeremy Feducia will be on the ballot again
- Mary Beth Hawkins is willing to be on the ballot again
- Jane Lubischer is willing to be on the ballot but if there are other names interested, please let her know

College Of Textiles

- Helmut Hergeth is continuing on until 2019
- Richard Kotek has agreed to be on the ballot again
- If there are others interested, please let her know

University College

- Beth Fath is continuing until 2019
- Matt Rever is finishing his first term and has agreed to be on the ballot for a second term
- If there are others, please let her know

College of Veterinary Medicine

- Phil Sannes is continuing until 2019
- Sid Thakkur is willing to be on the ballot for another term
- If there are others, please let her know

Dr. Moore commented that as the Senators talk to people who want to be on the ballot, or who they think would be good to have on the ballot, make sure that they have Tuesday afternoons free in order to attend Faculty Senate meeting and the committee meetings on alternate Tuesdays. She reminded the Senators that all candidates need to be at least three-quarter time faculty members to serve on the Senate and it can include Department Heads but not those whose rank is beyond that level. She encouraged the Senators to assist in helping to get a full contingent of candidates for this year's ballot.

Spring Elections

Chair Bird reminded the Senators that spring elections would also include the election of the Chair-Elect of the Faculty. She reminded them that she sent an email to them that included a description of the duties of the Chair-Elect, and information regarding nominations. "Each Senator is able to provide one nomination for Chair-Elect. It can be from amongst the Faculty Senate or amongst the general faculty." She reminded them that they were also able to self-nominate in addition to nominating a colleague. Chair Bird encouraged the Senators to talk to anyone they were planning to nominate to make sure they are able to commit to the role and the meeting times. She added that she would like to have nominations by Wednesday, February 14th.

Chair Bird requested the Senators copy Past Chair Jeannette Moore when sending in nominations.

Past Chair Moore added that to those who are rotating off the Senate and are not retiring, they are eligible to run for Chair, as well as if they are currently a sitting Senator.

8. Faculty Assembly Update

Alton Banks, Faculty Assembly Delegate

Fred Parker, Faculty Assembly Delegate

Paul Williams, Faculty Assembly Delegate

Robert Hayes, Faculty Assembly Delegate

Background: NC State University is a five-delegate institution based on the size of its faculty. Our fifth delegate is the Chair of the Faculty, Carolyn Bird.

Senator Alton Banks provided a background of the UNC Faculty Assembly.

The UNC Faculty Assembly was established in 1972 at the request of then UNC President William Friday. The Assembly serves the President, UNC General Administration, the Board of Governors, The NC General Assembly, and campus faculty and administrative bodies, as a faculty advisory body on system-wide issues. The UNC Faculty Assembly meeting at least five times and typically six times each academic year.

Objectives and Functions

- The Faculty Assembly of the University of North Carolina shall gather and exchange information on behalf of the faculties of the constituent institutions of the University of North Carolina
- The Assembly shall, through appropriate channels, advise the Board of Governors of the UNC, the General Assembly, and other governmental agencies and officers on matters of university-wide importance
- The Assembly shall advise and communicate with the President of the University of North Carolina with regard to the interest of the faculties and other matters of university-wide importance.

Who can serve?

- Delegates must be full-time members of the voting faculty of their home campus.
- Each of the constituent campuses chooses its Assembly delegation according to procedures established by campus governance bodies.
- The size of delegations is proportionate to the number of budgeted full-time faculty positions on campus; the representation system allows for 2, 3, 4, or 5 member delegations.

- Assembly Bylaws specify that delegate length of terms be 2 or 3 years, at campuses' discretion, and require the selection of alternate delegates.

NC State University Faculty Assembly Delegates and Alternates

Alton Banks
 Carolyn Bird
 Robert Hayes
 Fred Parker
 Paul Williams
 Dimitris Argyropoulos (Alternate)
 Elizabeth Fath (Alternate)
 Jeannette Moore (Alternate)

Executives of Faculty Assembly Officers of the Assembly

- Chair - Gabriel Lugo, UNC-W
- Chair-Elect - David Green, NCCU
- Vice Chair - Tim Ives, UNC-CH
- Secretary - Kim Cogdell-Grainger, NCCU
- Parliamentarian - Jim Martin, NCSU

Executive Committee of Faculty Assembly

Officers & Elected Members:

- 5 Delegate Caucus representative: Fred Parker, Agriculture & Resource Economics, NCSU
- 4 Delegate Caucus representative: Jeannie Pursuit, Communications, UNC-W
- 3 Delegate Caucus representative: Kimberly Tran, Psychology, FSU
- 2 Delegate Caucus representative: Ashton Powell, Biology, NCSSM
- HMI Caucus Chair: Ralph Barrett, Music, NCCU
- At large Delegate: Lothar "Till" Dohse, Mathematics, UNC-A
- At-large Delegate: Alton Banks, Chemistry, NCSU

Resolutions passed (Advisory only)

- Center for Civil Rights
- Free Speech
- DACA
- In support of UNC-GA staff—10% cut
- Letter to SACSCOC regarding violations of policies & procedures

Selected Issues before the Board of Governors

- BOG Staff—specific—issue at November BOG meeting (4 - 4 tie)
- Possible move of UNC-GA — currently dead due to cost
- Number of UNC-GA staff (roles examined by BOG, possible budget cut) (this information is in the media if Senators would like to read about it)

- Free Speech vote in December
- Jonathan Pruitt — ways to fund institutions
 - Enrollment Funding model
 - Left GA in December — (he declined his position at Louisville one week before he was to report and is remaining at UNC CH as their CFO)
 - Enrollment: Funding task force
- 120 credit hour issue
 - Cameron Howell's presentation of programs and number of SCH - handout provided
 - Report of number of graduates as required by General Assembly — every two years
- Transfer credits becoming an issue — especially military personnel (an increasing issue and FA is making an active effort to point this out to BOG)
- Part-Way Home — research programs at UNC-CH and UNC-C to investigate success of students near degree completion
- Engagement survey coming to each campus - please take the time to complete
- Rebranding - new GA logo coming out (actually revealed this week)

Upcoming Issues

- P-16 (coordination of Pre-K, 1-12, Community College, UNC-GA)
 - List of faculty experts being compiled
- Examining Health Care costs
- Student Quality—issues of preparation for college from K-12
- Analytics—Academic Analytics discussed

Interest in Faculty Assembly?

- Issues at system level: Reaction vs. planning
- Want to be a member?
 - 5 persons (2 Alternates & 3 delegates)
- Election comes soon!
- Additional Questions?

Questions/Discussion

Senator Eseryel: So the main idea behind P-16 is standardized testing?

Dr. Parker responded yes, essentially. It is public information now that that P-16 motivation is that the Board of Governors said that they wanted to have as many North Carolina citizens as possible get a college degree so they can have above average jobs, but it would have to be tied to accountability. He added that at present, they are not satisfied with any of the measures of accountability at the University level. So they want to see standardized testing all the way through the University system.

Senator Eseryel: Yes, because it was so successful in middle school and high school, right? (Laughter) After all the research shows it differently – it blows my mind. So if you

don't meet their analytics, then they will come in and make decisions.

Dr. Parker responded, "The individual universities recognize this threat and they are remarkably reticent about sharing any data with the Board of Governors. The Board of Governors does have a little bit of logic and legitimacy in saying that they want to get their own information.

Senator Eseryel: So when you say they are compiling a list of faculty experts, does that mean that they have a say in any of this or are they compiling information in support for their thinking?

Chair Bird responded that they have asked the Chairs of the Faculty at the 17 Universities to identify teacher educators who could be a resource to General Administration as they design an evaluation of the primary grading system throughout the state. So they are looking at evaluating what's going on so that they can look at how to streamline matriculation through the system.

Dr. Parker added that it has not been decided if it will be faculty experts from North Carolina or from around the country to come in and consult.

Senator Bykova: Is there a listing of the standards or the kind of quality and the level of (inaudible) that are relevant to middle and high school not up to the level? Is there an understating - so it's (inaudible) ?

Chair Bird responded that this will be a part of the evaluation process – to make an assessment.

Senator Bykova: This is the problem with middle school and high school. In fifth grade, my son was able to do all of the tasks – we immediately realized something was wrong with the system.

Dr. Parker responded that the Board of Governors thinks that the problems are different than what the faculty think and the administration thinks.

Senator Sederoff: How long are we going to have this Board of Governors?

Parliamentarian Kellner responded that this issue goes back a long way. Basically, the purpose is to kick the can down the road for as long as possible and delay things. This is an old question and the issues are very complicated. The Board of Governors leave every year and this may be a long process of indoctrinating, if not educating, people about it. The more people begin to see things, the more they begin to change their points of view.

Dr. Parker commented that the Board of Governors are appointed by the members of the General Assembly and so long as the General Assembly members continue to be re-elected they can continue to reappoint BOG members that they are favorable with and/or remove them once a year. Realistically, for the BOG to change significantly it would require a significant change in the General Assembly.

Senator Sederoff: How many on the Board of Governors have experience with University education?

Many responded, "zero".

Dr. Banks added that there are no professional academics on the Board of Governors currently. The next round, with the new appointments, the group will be reduced from 28 to 24.

Dr. Parker added, "A year ago the group was at 36 and they reduced it to 28 so they could eliminate eight members and now they're reducing another four. There is no one on the Board of Governors who has actually served in a faculty position. Most do have a college degree but a large number of them are law and business degrees."

9. Issues of concern

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.

10. Adjourn

The Faculty Senate meeting was adjourned at 4:48 pm.