

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate

February 20, 2018

3:00 p.m.

Regular Meeting No. 11 of the 64th Session: Faculty Senate Chambers February 20, 2018

Present: Chair Bird, Associate Chair Ange-van Heugten, Immediate Past Chair Moore, Parliamentarian Kellner, Senators Argyropoulos, Auerbach, Banks, Barrie, Berry-James, Boyer, Bullock, Bykova, Carver, Eseryel, Fath, Feducia, Havner, Hawkins, Hayes, Huffman, Kathariou, Kotek, Lim, Orcutt, Pearce, Perros, Rever, Sannes, Smith

Excused: Senators Ash, Kuzma, Nam, Parker, Sederoff

Absent: Senators Gunter, Laffitte, Thakur, Young

Guests: Roy Baroff, Faculty and Staff Ombuds Office; James Withrow, Student Senate Representative; Cathy Reeve, Director, Transportation; Yolanda Jones, Communication Manager, Transportation; David Gregory, Assistant Director, Transportation; Chris Dobek, Parking Manager, Transportation; David Rainer, EH & PSD; Fred Parker, UNC System Faculty Assembly; Mike Mullen, DASA

1. Call to Order - Carolyn Bird, Chair of the Faculty

Chair Bird called the eleventh meeting of the sixty-fourth session of the NC State Faculty Senate to order at 3:01 p.m.

2. Introductory remarks

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

3. Announcements

Announcements and Committee activity appear on the back of the agenda

- 1. General Faculty Meeting** will be held on Tuesday, March 20th and will address Academic Integrity in a Technology-Rich Environment. Panel members will discuss what constitutes academic integrity violations in our “technology-rich environment,” and present ideas for uncovering as well as preventing such behavior.
- 2. NC State Green Brick Awards.** The award recognizes student, faculty, and staff, departments/organizations who made campus or the community a better, more sustainable place. Nominations are being accepted through March 16th. Learn more and nominate at go.ncsu.edu/thegreenbrick
- 3. Congratulations to Roy Baroff.** NC State Ombuds Roy Baroff was elected for a three-year term to the International Ombudsman Association Board of Directors.

4. Approval of the Minutes: Regular Meeting No. 10 of the 64th Session on February 6, 2018

Associate Chair Ange-van Heugten called for a motion to approve the minutes for the 10th meeting of the 64th session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved, with noted corrections.

5. Provost's Remarks and Q/A – Warrick Arden, Executive Vice Chancellor and Provost

Provost Arden brought greetings to the Faculty Senate.

Provost Arden reminded the Faculty Senate that there are RPT overview sessions that the Provost's Office holds. The next sessions are scheduled for February 28 from 3:30 – 5:00 p.m. in Riddick 451 and Friday, March 23 from 9:00 – 10:30 a.m. in Engineering Building 2, Room 1021. He encouraged anyone who is going through the RPT process or is involved in the RPT process and wants to get more information, go to the Provost's website or reach out to Amy Jinnette in the Provost's office. He encouraged the Senators to pass this information along to their colleagues.

Provost Arden reported that we continue to work on the Board of Governor's Funding Model Taskforce, which is designed to look at the enrollment funding formula, which you currently know is the 12-cell matrix. "What they are looking at is redesigning that funding model. It is unclear at the moment whether or not they're just going to be looking at funding for incremental enrollment changes or potentially look at a portion of base budget of each of the institutions." Either way, there is a lot of money at stake both short and long-term.

Provost Arden stated that there are some fairly large changes that are going to be put on the table as part of that funding model. "One that is likely to occur is going to be what is called a completed credit hour model, as opposed to an enrollment model." Instead of using the full census or the projections from the fall census, which starts with student headcount and then looks at who is in what major and then generates what courses they're likely to be taking and what credit hours they're likely to be taking. He added that this would likely be taken from completed course data at the end of the semesters.

Provost Arden reported that when you look at the data there is not a huge difference, especially seeing the completed credit hour model as proposed would include funding for summer instruction, which we currently do not receive state appropriated funding for. He is not too concerned with this change, since these balance out pretty much the same. He added that one of the other changes to go along with what we have already started, which is based on actuals instead of projections. "I'm actually fine with that. The whole projections thing, we project fairly accurately most years, but the projections thing is really a tough thing." He stated that as we change dramatically our student mix and our graduation retention rates, it produces larger errors than we've had in the model than

we've had in the past. This would take actuals from the fall census, if it was the current model, and in the new models, it would be completed with credit hour actuals. Funding would be in arrears, he added, and we would look at the credit hours completed this year and we would not get the funding until next year.

He added that there is a suggestion that we remove all out-of-state students from the funding model and for an institution such as NC State, that has potentially huge impact, especially on the graduate side. "A huge proportion of our graduate students, particularly in the STEM disciplines, are out of state." He added that one thing that surprised the task force and will likely surprise legislators, is to hear that we do get state-appropriated funds for out-of-state students. He added that whoever designed this many years ago recognized that attracting those students to North Carolina, many of those students stay in North Carolina long term – you are attracting some of the best and brightest people from around the country in multiple disciplines. He added that our data shows clearly that 50+% of those students stay in North Carolina short-term and are in fact, up to ten years, one-third of all out-of-state graduate students, including international students, are still in North Carolina. "There is a distinct and very positive economic development aspect to having subsidized education by the state for out-of-state students."

Provost Arden stated that he is concerned that it is being floated that currently the recommendation is that they ask for half the amount for graduate students as they are asking for undergraduate students. "Once again, for a graduate-oriented institution such as us, that could be potentially devastating." This could have a significant impact on the R-1 doctoral institutions. Provost Arden added that he is a technical representative to the task force and he and a team of others who are working on this are submitting more data to the task force.

Provost Arden spoke to the Faculty Senate regarding the Equity and Inclusion study that was done. He reported that at the request of the Legislature, the Board of Governors has compiled a large document that all campuses fit into on every expenditure both personnel and programmatic in the diversity and inclusion area across all campuses. Across the system, it is about \$50 million, and there is acceptance of the fact that our expenditures on the equity side tend to be compliance-oriented and are largely filling Federal requirements, such as Title IX, ADA, anti-discrimination laws. He added that on the diversity/inclusion side, unfortunately, there are those that see those as being more soft, so to speak. "We've got a lot of money at stake here and a lot of people and positions and programs at stake – a couple million dollars worth – that are critical programs to us. So we are working very hard to convince those powers-that-be that those are, indeed, integral and critical expenditures to us and are core to our mission."

He added that the report was handed down to the Legislature on January 31st after being approved by the Board of Governors and now will go through the Legislature and likely emerge sometime during the budget process. He stated that we are working hard on this, but it is important that folks really understand that what we are spending on diversity

and inclusion is integral to recruiting and retention of the best faculty, recruiting outstanding students, and producing graduates who are ready to enter the global workplace.

Provost Arden reported that he presented data to the Board of Trustees on faculty salaries, and the reason he did that as part of his presentation on Faculty Excellence was that when you look at us compared with our peers and compared with other R-1 Universities, we rank very low on faculty salaries. “In fact, as you go up the scale from Assistant to Associate to Full Professor, the ranking drops further down. You expect that, to a certain degree, because we hire a lot of faculty in the last few years – 460 in the last six and a half years, to be exact. A lot of that hiring is being done at the Assistant Professor level, and when you hire people from the outside, you tend to have to hire by definition. Those that are most disadvantaged tend to be those who have been here longer.” He added that if he looks at the pooled peers of us and Chapel Hill, which is 29 Universities, we rank pretty much 29th out of 29 in most categories. He added, “The reason the Chancellor and I have been talking about trying to get it on peoples’ radar, is we really need desperately to make some progress here.” He stated that if you graph it over time and look at our ranking over time over the last 10-15 years, we have been steadily going backwards, particularly at the Full Professor level.”

Provost Arden added that there are several reasons for this; the economy of the state, budget cuts, management flexibility cuts and that the state rarely appropriates a significant amount of money for pay raises so we have had to re-allocate from internal resources to even make a modest increase. He stated that recently the Legislature and the Board of Governors have implemented this 4.99% thing where every pay raise above 4.99% has to go upward to a committee of the Board of Governors for review, which has been fairly successful for us. He added that all of these things have been putting downward pressure on faculty salaries. While salary may not be the only important issue to faculty, it is an important issue, particularly given that the relative cost of living in this area is going up. He added that he wanted to mention this to let the faculty know that this is a very important issue to the Provost and the Chancellor, and they are going to work very hard to figure out innovative ways to move faculty salaries forward over the next several years.

Questions and Discussion

Senator Fath: You sent out an email today about the upcoming COACH survey. The last time that survey came out, there were issues with the numbers for non-tenure track faculty in DASA and specifically in music and health and exercise studies. They were way off – the numbers that they said we had in our departments.

Katharine Stewart responded that she and Nancy Welchel were looking at the data set that goes out, so she will look into that and will see what needs to be done to correct that.

Provost Arden responded that the COACH survey is different from the General Administration Employee Engagement Survey.

Senator Orcutt: Regarding the COACH survey, the last time the survey went out, the Library's faculty were not included. Are we being included this time?

Katharine Stewart responded that her understanding is that yes, you are. Many of the questions may not line up exactly with library faculty work assignments, but it is felt that enough of them align with library faculty concerns that it was still appropriate to administer. If you do not see it, please let her know.

Senator Berry-James: I have a question about two things that you referenced; one is about the summary document regarding equity, diversity and inclusion that has been submitted to the Board of Governors. Is that document readily available?

Provost Arden responded that yes, if you go to the system office website or maybe on the Board of Governors website – it is a public document, so you are able to get it and download it. If there are access issues, let him know. This data includes NC State's data, as well as everyone else's data. He added that we have the highest equity/diversity expenditures in the system, the most personnel in the system, but it's not unlike you would expect since we are the largest university in the system.

Senator Berry-James: We have been hearing that Marcia Gumpertz and a group of faculty are working on salary inequity studies for this year. Do you have any idea when that information will be available?

Provost Arden responded that he has just looked at the summary sheet for that in an earlier meeting he was attending. He added that they are working through it and he is setting up a meeting to try to close out that summary document. He stated that they should be able to provide that fairly shortly. He cautioned the Senators that this information would make it difficult to make sweeping generalizations across the University.

Senator Berry-James: Will you send it to the Faculty Senate for our consumption and then the Deans for the consumption?

Provost Arden responded that yes, he is happy to do that. He added that he has only seen a one-page summary document for the first time about an hour before this meeting. He asked for a little more time to review and discuss. He reiterated that he is fine with the report going to the Faculty Senate.

Senator Hayes: Would it be useful to consider calculating a metric for the cost impact of losing a faculty member – not just the money and resources spent on bringing them up to where they were, but then replacing them? That is a substantial loss.

Provost Arden agreed and stated that he has made the exact same point. Retention is a very significant factor to us and a very costly factor. Faculty turnover is very expensive and it would be great if we could figure out how to quantitate that as well. We have spent on those 460 hires about \$129 million in start-up over the last six and a half years. On one side of the coin, you could say that is good because we are investing significantly in the research infrastructure of the University. On the other side of the coin, it is a very significant cost to us.

Senator Rever: The salary information you mentioned, is that on tenure track or non-tenure track?

Provost Arden responded that the only good data that is out there is tenure track data – the only data that we get comparator data of peers. He has not seen non-tenure track data.

Senator Huffman: It seems like there is some uncertainty as to what the future of campus daycare is. It seems impossible for faculty to get their kids in. Can you tell me the status of that?

Provost Arden responded that he is not deeply involved in the conversation, but he reported that the last study that was done was done probably 11 years ago, or a similar timeframe. The study identified a significant need and a partial solution, which is the Bright Horizons contract. It was clear that we are only meeting a fraction of the need. He stated that this needs to be revisited, and it goes along with the salary discussion, as to what are the benefits that we are providing as an institution. It is fair to say, as we are hiring a lot of parents, and a lot of young families, that this is really an issue. He added that he expects to circle back to that discussion but there has been no tentative nor proposed solution at this time. He stated that the last time it was looked at, liability issues were extraordinary. He agrees that this is a very important issue.

Senator Fath: The Council on the Status of Women also looked at that two years ago.

Parliamentarian Kellner: In regard to the funding model being discussed, I take it that the so-called 12-cell matrix of the formula funding remains intact?

Provost Arden stated that at this stage, everything is on the table. He added that he would guess that 12-cell matrix will not remain intact. He added that in an effort to simplify this, he is confident they will make it as complicated as possible. There are three main discriminators of funding, differentiating between different credit hours. One is undergraduate/masters/doctoral, one is the course, and which kind of zip code the

courses are in and at the moment those are broken down into four categories, and then there is an additional factor, which is type of institution. “The reality is, it is more expensive to deliver a credit hour, even to the same level of student in the same course at an R1 University than it is at a small regional University. We know that.” He stated that the concept is to merge the three factors into a different matrix, which would be a combination of Carnegie classification and zip code.

Provost Arden added that he thinks it is unlikely that the 12-cell matrix will survive. “I think it is likely to be replaced by something else that accounts in some ways for those three variables. We are trying to influence the outcome of that such that it continues to support institutions like NC State.” He stated that there are a lot of conversations occurring here.

Parliamentarian Kellner: Is the Board of Governors getting input from all campuses in the system?

Provost Arden responded “generally, yes.”

6. Old and New Business

a. Elections Update

Immediate past-Chair Moore read through the elections update handout she provided regarding current status of upcoming elections, including open Senate seats and vacant seats on the 604/607 and 603 committees. She encouraged the Senators to talk with their colleagues and assist with getting the vacant seats filled.

b. Chair-Elect (See Appendix A)

There were two candidates for Chair-Elect, but one candidate has withdrawn from consideration. One candidate, Dr. Fred Parker, was in attendance, and spoke briefly to the Faculty Senate regarding his interest and background/experience.

If more candidates emerge and there are more than two, the Faculty Senate membership will vote to select the top two candidates, which will then be placed on the University-wide ballot.

7. Transportation Changes Coming to Campus – David Rainer, Associate Vice Chancellor, Environmental Health & Safety; Catherine Reeve, Director, Transportation

Background: Transportation will present proposed changes to employee parking zones and introduce the new License Plate Recognition System (LPR). A review of how the LPR system will affect the permitting process and the need for “head-in” parking. A “Park Once” model will be discussed.

Presentation can be viewed here:

<https://facultysenate.ncsu.edu/files/2018/03/TRANSPORTATION-PRESENTATION-Faculty-Senate-Feb-2018.pdf>

Questions/Discussion/Concerns

Senator Argyopoulos: Before we proceed into what you're trying to do, as far as the current state of parking today, this month, this year – not seven years down the line.

Mr. Rainer responded that right now, there is a shortage of parking on campus.

Ms. Reeve responded that it is isolated to north campus. The north campus is where we have the shortage. On the Vet School Campus, on the Centennial Campus, we do not. So overall, it evens out and that's part of why we are looking at how people park. Certain areas are over demand, so we have to figure out how to address that. She added that it is not a five to seven year issue; it is a three-year issue. "When the Plant Sciences building is completed, when the EB Oval is completed and those buildings are not bringing new parking to Centennial Campus, that is going to be the time that Centennial Campus is going to be in the situation that the North Campus is in." She added that it's three years, and not seven, but it will get worse in five to seven years if we don't find a replacement for the Coliseum Deck. She stated that they are here to get the senate's input and to understand how their decisions will impact the faculty.

Senator Pearce: So now, if I have a rental car I can just move my permit off and put it on the rental car. With license plate recognition, how will I do that?

Ms. Reeve responded that you will be able to, with the app that will be available this spring, you can go to your account and enter the license plate of that vehicle. If you're going to have the rental car from today through Friday, you put in those dates. Then you just drive your car the next time – it automatically goes back to your registered vehicle. It will be an option to do "temporary plate," as opposed to a "permanent plate." She stated that she knows there is a concern about driving more than one car in one day, but they are able to set parameters that would allow for this exception. As long as two cars on the same account are not seen within a four-hour window, then there is no violation. If there are exceptions or if something happens, we have a process for vetting that. Ms. Reeve also added that they are also providing "how to" videos that they will share.

Senator Orcutt: So the four-hour window, are you expecting someone will be at lunch for four hours?

Ms. Reeve responded that no, what it means is that if you come to work at 8 AM and our car scans your plate at 9 AM and then you go home and come back at 2 PM and we scan you again, that is outside that four-hour window so the system will not look at that as a concurrent permit. We want to give you some breathing room, knowing that you might go back and switch your car at some point during the day.

Senator Orcutt: I don't understand the four-hour window.

Ms. Reeve responded that we are patrolling lots and what we are trying to say is that if we go through and we see a car registered to you with plate ABC1234, we read it at 9AM. Then we come back five hours later and we see a car registered to you with the plate DEF8910, then we are saying "Darby probably went home at lunch and brought

another car back.” If that happens at 9 AM and 11 AM, we are going to think someone has two cars on campus.

Senator Orcutt: But if you’re here and 9 AM and you go home and bring another car back by 11 AM then you’re going to get a ticket?

Ms. Reeve stated yes. It is a 4- hour window.

Senator Auerbach: There are some on campus that are parallel parking rather than pulling in and the license plate may be invisible.

Ms. Reeve responded that no, it can be read as long as you’re facing the way of traffic, then you should be fine. There have been no reading problems to-date.

Senator Auerbach: In the list of methods of transportation, you could add another one that might solve the angry feedback that you’re going to receive about parking once, which is an Uber or Lyft. That could be computerized pretty easily.

Senator Huffman: 25% of our faculty are on Centennial Campus and the rest are on the north Campus so that 25% are coming over daily to teach. This seems to preclude them driving at all; they will have to wait on busses to take them back and forth.

Ms. Reeve responded that last semester, there were 100 faculty that went back and forth between main and Centennial campuses for classes. Then this semester, it’s down to 50. We know these things are going to fluctuate. She then spoke about the “U” permit and that individuals that have a business need, their Deans and Directors can purchase a “U” permit since their work requires them to travel. Many faculty have done that as well. This can be an individual or a departmental purchase. Since currently the “U” and the “B” permit are equal, there is not a lot of demand for the “U” since the “B” will take you where you need to go. Of the 278 permits that are distributed currently, 130 of the permit-holders are faculty. Thirty-three of those are on North campus. We are trying to take something that we see is already working and try to use that to address some of these needs. This is helpful feedback since there is likely more than one answer.

Senator Perros: The way I understood it, the other options that are not “U” are what?

Ms. Reeve responded that the primary option that we have right now is the “U” permit. That is the only option.

Senator Rever: Our department has a hang tag - are we still going to retain the hang-tags with the license plate recognition program?

Ms. Reeve responded that no, there are certain permits where will not try to do license plate recognition - the shared permit such as the “UD,” the service vehicles, and service providers and things like this. That includes the “AS” hang-tags as well.

Senator Lim: Is there any reason why the number of parking spaces around the Main Campus Drive on Centennial Campus is not increasing? Because that area is always over-crowded.

Ms. Reeve responded that right now, those spaces are all zoned spaces because there are students coming over to Centennial campus and parking in this area. This area needs to be re-defined, whether it will be designated as employee parking associated with Centennial campus or do we do hourly visitor parking. Ms. Reeve stated that she would welcome any feedback and thoughts on this issue. She added that they are also talking with Centennial Campus Real Estate because of efforts they are doing to look at growth on Centennial and parking needs in order to get input from them.

Senator Lim: It seems to me there is a need to extend it.

Ms. Reeve responded that there has been conversation regarding taking it further down to the hotel - they are looking at how we might be able to get additional on-street parking there. She added that they also have some challenges in the east side where Engineering III is about how we can obtain more parking options there.

Senator Barrie: Your job would be a lot easier if less people didn't drive to campus to get to their jobs.

Ms. Reeve agreed, but stated there was a balance since parking is their primary source of revenue.

Senator Barrie: That is an important context, but from a sustainable future point of view, lessening the number of people who are driving around is an important part in reducing the carbon footprint. I would like to know if, as part of your work, you have done an analysis of public transport options. Bus routes and where they go and where they end up, whether they're express or not, make a big difference in regard to whether people choose to take public transport or not. The parking problem is really getting people on the campus. Have you surveyed how many people currently use alternate forms of transportation, and have you considered incentives to encourage people to take public transportation? Have you considered educating people as to why they might consider not driving?

Ms. Reeve responded that yes, we do have a program called the "Go Pass Program," which has been in place for more than 15 years. The value of the pass is a \$1200 value and employees can ride GoRaleigh and GoTriangle at no cost. They can also ride GoCary. "We spend about \$300,000 per year in paying for that. Students pay a one-time fee of \$5.00. We have about 4,000 people who participate in that." She added that they are active participants in the Wake County transit plan; the University helped fund that initial strategy study that looked at the investment and where it should be. She stated that they have been at the planning table with them to look long-range but also near-term. Services around the area are being boosted but there hasn't been a lot of overlap where WolfLine serves because they look to us to take care of that. We have asked them to come in from other areas, however. She added that Wake County is invested in bringing more mass transit and more options to this area, but it will not happen overnight. She stated that you can also find additional information on the Wake County website, under "Wake County Transit Plan."

Senator Barrie: Reports on progress on reducing the parking lot would be useful as well.

Ms. Reeve added that there is a Transportation Demand Management coordinator who focuses on promoting alternatives. "Right now, we are focusing a lot on bicycles and

carpools and vanpools and things like that. She added that she will take these comments back to her department.

Senator Rever: With the front tag (for the License Plate Recognition program), is that going to be the multi-vehicle registration as well or will each vehicle have to have one?

Ms. Reeve responded that each vehicle will require a tag because it will duplicate your license plate, which is your permit/registration. That has got to match what is on the back of the car.

Senator Rever: Is it possible to put that into the program where you buy one plate? There are incidences where I have to drive a different vehicle due to transporting equipment for off-campus classes.

Ms. Reeve responded that if you're not backing in, it is not a problem.

Senator Rever: Where I am typically parking, it is likely required for me to back in.

Ms. Reeve responded that it kind of defeats the purpose of the enforcement of this, so it does have to go with the vehicle. If you're backed in with the plate that belongs to another vehicle and we read it, we are not going to know. But if somebody else is driving your other vehicle and parks head-in, it will not show a concurrency.

Senator Rever: So these plates will be aligned in the system with the actual NC plate as far as data?

Ms. Reeve responded yes, because it will be your license plate; it will have the branding on it, but those alpha-numeric is going to be a duplicate of your license plate.

Senator Rever: I would prefer to not spend \$40 to have front-end plates.

Ms. Reeve responded by requesting that she and her team discuss this issue after the meeting. She stated they are here to get feedback and she and her team will discuss this issue.

Senator Auerbach: Is it going to be possible for four unrelated faculty members or faculty and staff members to buy one permit for four different cars -- for purposes of carpooling?

Ms. Reeve responded that this system will still accommodate carpooling. "All vehicles will be registered, but there will be a primary vehicle that will be the vehicle that can park in, say, North Campus." If you have to drive your car, but if someone else is driving the main carpool car, then you will go to wherever you can legally park as that "one-off" that day.

Senator Auerbach: I'm envisioning there not being a "main" carpool car. There are four cars and they alternate weeks that they drive.

Ms. Reeve confirmed that yes, you can still do that.

Senator Huffman: Have you done some equivalent analysis regarding the additional burden you're pushing to faculty and staff with these changes?

Ms. Reeve responded no. She stated that they are aware there is a cost associated with this. "If we know the thing is that we have to change our drive-in parking habits on campus because of what is going to happen to development and lack of parking - yes, it is going to affect things like that."

Senator Huffman: So you're basically taxing the productivity of my faculty - how do we recoup that?

Mr. Rainer responded that his first observation is that he is not sure he is smart enough to do that. He added that we are all making an assumption - that being the assumption that we using the alternative options are going to be less efficient. "I think what we are going to find is once Pullen Road is finished and we have point-to-point busses, it will be faster to take the bus than it is to jump in your car and go find another parking space." He stated that right now he is on the West side of campus and he uses the app on his phone to find out when the bus is coming so he will know when to walk about of his building to get on the bus. "I think part of the problem for us is, again, how do we effectively manage the resources? We do not want to build \$20 million parking decks. It may help some people and it may hinder other people - I think the bottom line is we don't actually know yet what the deficiencies are going to be."

Senator Huffman: Shouldn't this come prior to implementing the system and then just dealing with the repercussions? Is this going to be a benefit? Are we going to save time or is it going to cost time? What does that cost?

Ms. Reeve responded that she understands. "We are talking about a resource, and three years from now when Engineering and Plant Sciences move to what available spaces we have now on Centennial, your staff won't be able to get down there anyway because these people have to go park there. So we are running out of time, in a sense, of trying to find some sort of solution we can start putting in place and testing. How do we make the parking work better for us with what we have?" She added that here is value in understanding the impact and then figuring out if we need to design bus routes better or is there something else we can do to look at this impact.

Mr. Rainer stated that many faculty are buying "U" permits now.

Past-Chair Moore: Can you tell us more about those? I don't really know what that is and how you get one.

Ms. Reeve responded that a "B" and a "U" permit are the same right now; "B" can travel across zones just like "U." They are encouraging those who no longer utilize the "B" permit to please switch to a "U" permit.

Senator Bykova: There are a lot of people on Centennial Campus with a "B."

Ms. Reeve agreed and stated that if we follow through with this plan, next year if you have a "B" permit, you will only be able to park in a "B" zone -- no cross parking. She added that for those particular people, we are going to have to work with them to convert. If they need to go back and forth, we will work with them to get them a "U" permit. She stated that they are likely not going back forth very frequently but this is the way we can match up what the demand is for the parking we have in that area.

Chair Bird: And the price will be the same?

Ms. Reeve responded that their budget is based on their expenses. "The budget information just came out and our budget people are working on it." She added that there is a strategy in pricing to help control supply and demand. "What we are talking about doing, for the current "B" permits, because we are going to be taking away the mobility aspect, is rolling back the cost of that permit." She added that it will be the same for "C" and the equal permits for Centennial and the Vet School, but the cost of the "U" permit will stay higher. "We are doing this because you are getting the privilege of mobility and we want people to think - do I want it or do I need it?" She added this will be a very valuable commodity to have.

Senator Boyer: Paul mentioned faculty who work on one campus and teach on another. I work in the libraries -- my office is in Hunt, but I work two or three days per week here in DH Hill. So we are back and forth between the two and also to a lesser extent, Vet Med and the libraries. So you will see a good number of applications from library staff.

Senator Orcutt: One of the things that is interesting is that for those of us who are in all kinds of places; you're saying we will pay a higher price for the privilege, but that's our job. I would suggest that maybe the flip side of this, and it seems almost as if you're putting a lot of the work on the very people, many of who are in this room, who have these atypical situations. Can you think about this from the flipside, thinking about those people on campus - a fairly sizable percentage - who come to campus and essentially stay in one place all day. It seems like thinking about what to do with those individuals -- can they park in a parking lot up the way and take an express bus into campus? That is a solution that a lot of other campuses take so it alleviates that problem and opens up parking for those who need to be in multiple locations to do their work.

Ms. Reeve responded that is certainly an option to explore. She added that we have had those discussions, talking about where we could locate some of those. Also, she added, we would have to build to do that and provide bus service to that, so that is a consideration.

Senator ____: We have Carter-Finley.

Ms. Reeve responded that yes, that is true, and it is free. She added that our parking cost, when compared to others in the area, is extremely low. "I think that's part of the problem, is that people are not taking transit because there is the ability. There is also the new Springhill Centennial park and ride that we are promoting - it just opened in January." She added that they need to push people toward the busses, and they have tried to do that by subsidizing the GoPass and also by providing free park and ride lots.

Senator Bykova: There are a lot of things I want to share, but just a couple of observations. It sounds great from your point of view, but unfortunately not from the faculty point of view. It would have been good before implementing this if you had talked to faculty and staff members and see what they have to say. Because this seems like it's already a done deal. I can tell you that I work most of my time here on campus and I walk from my building to the library. At the same time, from time to time, I need to go there and there - and also I have to carry my materials with me. It is just not so easy to carry books onto the bus or walk from one place to another. I foresee a lot of people

being willing to switch to a "U" pass if possible, but at the same time you tell us that the cost of parking is really low compared to elsewhere in the state, I'm sorry to say it but this is not true. We are coming here to work; this is not a privilege, this is not a choice for us. So if I choose to stay home, who will teach my class of 200 people. When I come to this campus, I cannot find a spot to park my car. While I am sensitive to everything you are saying, it should also be seen from the faculty point of view. Not all staff members sit in the same room for 8 hours per day too, they also have to move from one place to another. I'm afraid this is not something the faculty will be satisfied with, not to mention all of this License Plate system. You are doing it to accommodate your needs. If you think this is something that makes your life easier, give it for free, at least to start. Why are you asking us to pay for that? These are my concerns.

Ms. Reeve responded, "You're right about sharing information. We have a series of Town Halls we are having, we are going to Staff Senate, we are reaching out to different departments and we have a whole lot of meetings where we are going to talk about these issues so we can get everyone's perspective. There are more than 10,000 employees on this campus and so we are reaching out to get as many of those as we can get, whether they are faculty or staff - they are equally important in trying to get their feedback." She added that as far as the cost of the system, by not issuing permits we are saving tens of thousands of dollars a year and we are using that money and reinvesting it into the technology. "So we are not increasing the cost of permits to do this; in fact what I just said earlier is we are looking at ways that we can reduce the cost of the permit as we are changing the way permits work on this campus." She added that they are trying to find some balance. She stated that we can make this work - this is the technology on campuses right now; not a one-size-fits-all, but we can work to find some sort of solution for us.

Senator Bykova: You don't know what to expect in terms of cost. You didn't calculate it, so you don't even know. How is it possible to implement or even propose this huge change without knowing what to expect.

Mr. Rainer responded that this is not a done deal, but we have to do things differently. "We've gotten some good ideas today and we are going out to listen to other ideas. We will come back to you and tell you what we think and what we found. So all I can promise is that the discussion is going to continue. The other thing I have to promise you is we have to figure out another way to do it. What we are proposing may not be the best way - some of the suggestions you've thrown out today are good and we will assimilate that into our decision-making process.

Senator Berry-James: We learned today that the salaries at NC State do not compare to other salaries in our system. We also heard today that you anticipate that some of us have iPhones or Smartphones that have apps that we can use to change licensing and that kind of thing. We learned in our sub-committee that you have already purchased the software and you showed us what the benefits are for transportation and purchasing the software. We know that you have already purchased it. I'm glad that you're talking to people about this new technology that you have already purchased and the change of policy that is coming down the pike. My concern is that for people like me, who teach graduate classes, last night I left my office at 10:00 p.m. but I came to work early in the day. My concern is that someone who doesn't understand my work requirement will make a decision that I will be parked in some lot and then when I leave campus I will have to go get my car. For me, a person who teaches at night only, but who has to come

to campus during the day to meet with students and other faculty, my concern is around safety and that I'm not walking the campus at night or taking a bus at night by myself; I want to park in a space that is convenient to the building that I'm required to teach and work in. The other concern I have is also a safety concern. What do you do with the data that is being collected about the car that I drive and the location that I go on campus. My concern is about the data that you collect using my vehicle identification number, my license plate that tracks my location on campus at NC State. I have a serious concern about security with respect to that. I also wonder if this software and your proposed policy change are really a result of your evaluation of unmet need. I looked at the campus capacity study and it says that the concerns around student parking; but there is never a reference on concerns around faculty parking. This is as of 2017. My concern is that this decision to purchase the software, to track behavior, to limit parking in certain assigned spaces, do not take into concern faculty like me.

Ms. Reeve asked Senator Berry-James where she is currently parking.

Senator Berry-James: I park in the North Lot.

Ms. Reeve responded, "That probably wouldn't change."

Senator Berry-James: If I purchased an expensive parking permit?

Ms. Reeve responded, "No."

Senator Berry-James: "But I cannot move my car if I go anywhere on campus."

Ms. Reeve responded that yes, it will be zone-specific unless you did the "U" permit.

Senator Berry-James: Unless I pay more to park.

Ms. Reeve responded, yes. She added, "Going back to your car in the North Lot, if you're unsafe even now where you park, we have a safe rides program you can call to the police department that will take you to your car." She added that there are things in place now for people who feel uncomfortable walking.

Senator Berry-James: One day I worked longer than I thought I was going to work and I called for that escort service. They cannot come to me because I work in a building that is between two buildings. So they will only get me at the front door. The problem with that is I have to make it alive from the middle of the building to the front door of the next building. I told them that was unacceptable. So there is a concern around faculty safety especially for people who work at night. I have never seen a police officer except when there was a fire alarm in my building - in the seven years that I've been here. So I think that transportation and campus security and safety need to work together to really understand the impact of your policy change. It's not just that you purchased the software and you have to pay for or recoup the cost of the software, it's the impact of your software purchase and your policy change has on the way in which we work at NC State.

Ms. Reeve responded that the software and the policy change are two different things. We could keep up LPR and keep doing what we are doing without changing how people park and how parking is assigned. That is totally separate - we are doing two things. The

LPR was coming anyway. It had been in our plan the last three years to look at the technology because we are seeing it work on other campuses. The piece about changing the parking has been coming now since we have been working with the campus planners to look at the growth of the campus and how to deal with that and the loss of parking.

Senator Carver: Will this plan allow you to employ less people?

Ms. Reeve responded that what it will allow them to do is to re-distribute workloads and then determine that. "There is another piece that we are finding now, which is the ability to RIFT employees because you have had a reduction in work is becoming very difficult. We are, and we have already reorganized our workload and who does what, because somebody is not doing that function associated with permitting physical permits anymore. So we are giving them other duties to do and a lot of their duties are related around the LPR and that management."

Ms. Reeve then addressed the security system. "We, like other Universities, are developing an LPR policy that will be published so that people will see how the information is captured and how it's used. It is really no different than now when we go take a picture of your license plate. It will just be that pictures are being taken of the plates as we go by." She added that if we go by and there is no parking citation associated with it, that information doesn't stay with us - it stays on retention for 30 days unless there is an issue, then it goes on. "The only thing that stays with a record, a picture of a license plate, it only stays if there is a citation issued."

Mr. Rainer added that they are giving priority to employees and faculty for parking who are moving. He stated, "We are taking two lots that are currently dedicated to students and are turning them into employee lots" He added that they are sensitive to the fact that more employee parking is needed and they are trying to create that.

Parliamentarian Kellner: For at least ten years, a major problem on this campus has been integrating the two large campuses - main campus and Centennial campus - and what I'm hearing today is the biggest step backwards I could even imagine. My jaw drops at the notion; I'll never go to Hunt Library if I have to take a bus. How many busses are you going to buy? Even if you could find people to take them, which you probably cannot -- this just sounds pre-notional to me, like finding a policeman in the middle of the night in Caldwell Hall.

Mr. Rainer responded that had more than 2 million passengers who rode the bus.

Parliamentarian Kellner: Exactly. You're going to need a lot more to get them. And I'll bet they were not faculty and staff.

8. 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.

9. Adjourn

The Faculty Senate meeting was adjourned at 4:50 pm.