

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate

April 17, 2018

3:00 p.m.

Regular Meeting No. 13 of the 64th Session: Faculty Senate Chambers

April 17, 2018

Present: Chair Bird, Immediate Past-Chair Moore, Parliamentarian Kellner; Senators Ash, Banks, Barrie, Berry-James, Bullock, Bykova, Carver, Fath, Feducia, Havner, Hayes, Huffman, Kotek, Lim, Perros, Sannes, Sederoff, Smith, Thakur

Excused: Associate Chair Ange-van Heugten, Senators Kuzma, Nam, Orcutt, Parker, Pearce, Rever

Absent: Senators Argyropoulos, Auerbach, Boyer, Eseryel, Gunter, Hawkins, Hergeth, Kathariou, Laffitte, Young

Guests: Cathy Crossland, Professor, TELS, College of Education; James Mickle, Professor, Plant & Microbial Biology, College of Agriculture & Life Sciences; Mac Law, Professor of Pathology, College of Veterinary Medicine; James Withrow, Student Senate Representative; David Fitzpatrick, Teaching Assistant Professor, College of Humanities & Social Sciences; Kimberly Bush, Teaching Assistant Professor, Parks, Rec. and Tourism Management, College of Natural Resources; Roy Baroff, Faculty and Staff Ombuds Office; Min Liu, Associate Professor, CCEE, College of Engineering; Katharine Stewart, Vice Provost for Faculty Affairs; Steven Vincent, Professor of History, College of Humanities & Social Sciences; Natalie Cooke, Teaching Assistant Professor, Nutrition, Food, Bioprocessing & Nutrition Science, College of Agriculture & Life Sciences

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

Chair Bird called the thirteenth meeting of the sixty-fourth session of the NC State Faculty Senate to order at 3:03 p.m.

2. Introductory remarks

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

3. Announcements

1. **Faculty Senate** first meeting of fall 2018 will take place at 3pm on Tuesday, August 28, 2018.
2. **Fall General Faculty meeting** is scheduled for 3pm on Tuesday, October 23, 2018, location TBD. On behalf of the Executive Committee, Chair Bird is seeking and accepting topic suggestions.

4. Approval of the Minutes, Regular Meeting No. 12 of the 64th Session, April 3, 2018

Chair Bird called for a motion to approve the minutes for the twelfth 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 grammatical corrections.

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

Provost Arden brought greetings to the Faculty Senate and congratulated Parliamentarian Hans Kellner for being elected Faculty Senate Chair-Elect.

Provost Arden did not have remarks for this meeting, but asked the Faculty Senate if they had questions that they wanted to ask.

Senator Berry James: I know that we have been having quite a few conversations around diversity and inclusion and that type of thing. Do you have anything to report about NC State's perspective on diversity and inclusion and how we fared in the UNC system?

Provost Arden responded that there had been many conversations about this is a very important issue. "In our discussion earlier this morning, we talked about how we have tried to instill throughout the institution the importance of diversity and inclusion and equity not so much because it's just the right thing to do, but because of a couple of reasons." He continued, "Our responsibility of producing students who hopefully will become leaders in a global knowledge economy will require that they have those skills. As somebody mentioned this morning, we do student surveys – one year, two years, exit surveys and then five years later as alums. It is often not until that five-year survey later, when they are working for big companies and corporations do they really understand how important that skill set is for them. Sometimes I think corporate America gets it a lot more than many other sectors of our society. So it is extremely important." He added that he has been concerned about and continues to be concerned about the system-wide study commissioned by the Legislature and conducted by the Board of Governors to detail all diversity, inclusion and equity expenditures both state appropriated and non-state appropriated personnel and programs across the whole system. "The report has been submitted to the Legislature and currently the Board of Governors has a task force working on recommendations to accompany that report." He added that he does not expect to hear anything more from the Legislature about it until around budget time.

Provost Arden stated that NC State has the largest diversity and inclusion expenditures in the system, and is concerned that those who have less of an appreciation for the role that diversity and inclusion programming plays in our institution and in the lives of our faculty and students, will take a view that is

being taken in some other states that funding is not a state-appropriated priority. He added, "I disagree with that very strongly so I have spoken out on that, the Chancellor has spoken out about that to the Board of Governors and we are going to continue to be vigilant on it."

Provost Arden added that this poses some challenges for the University in the short-term because there has been a turnover of quite a number of staff within the division of Institutional Equity and Diversity and until they know where the budget is for the coming year, it is going to be very difficult to replace those positions. "I've already told the interim Vice Provost for Institutional Equity and Diversity that I want to move ahead and replace at least one core position and then if, for some reason, we lose funding then we will figure out where to get that funding." Provost Arden stated that this is a challenging time but we have to stay true to our ideals as an institution and we all have a responsibility to stand up and speak very forthrightly and directly about the importance of diversity and inclusion programming. "Over the years, at least my time in this office, we have made significant progress in most areas. We have not made the progress that I would like to see in our African American faculty and student numbers." He added that we still have a way to go to be where we want to be.

Provost Arden stated that diversity and inclusion is viewed very broadly, almost in terms of campus culture, more than just a numbers perspective, but it is really a lot more than recruiting people and getting them in the door; it's having the right campus culture and environment to retain individuals for a period of time. "So much of that comes down to local departmental culture. "The Chancellor and I have talked about the importance of this at the University level, but at the end of the day, it's all of our responsibility and it's departmental culture which is often the critical factor in determining whether or not a minority faculty, or student for that matter, is retained." He added that the data indicates that retention is actually a more important factor to us than recruitment at this stage.

Senator Perros: Is there any more gossip about the FBI probe other than what the News & Observer has?

Provost Arden responded no. He stated, "I really cannot tell you a whole lot more other than to say that over the years I've just had to come to live with the fact that anything that involves athletics will always get 100 times more attention than pure academics. I've just learned to deal with that over the years. What I can tell you is I don't know where this is all going to end up, but what I can tell you is – and I've talked to the Chancellor about this and I've talked to Debbie Yow about this – there is an extraordinarily high level of integrity and transparency at the highest levels of our University towards these issues. So, if at the end of the day, something happened that we didn't know about but it happened, what you realize after a while is no matter what processes you have in place, no matter what sense of integrity you have in place, stuff happens. It just does. We are a big institution with a lot of people, and stuff happens. So at the end of the day, if something inappropriate happened, then we will be fully transparent and aggressive about addressing it and responding to it. Other than that, I really can't tell

you. There are a lot of broad nets being cast.”

Provost Arden added, “This involves a lot of Universities and companies and sports agents and all kinds of folks. And I’m getting a real lesson in many of these things. At the moment, I think there’s more smoke than fire, just to be honest with you, but if it turns out that there are some things that are inappropriate that happened, I can assure you, from the Chancellor on down, we are going to be fully transparent and display the highest integrity.”

Provost Arden concluded his remarks by reporting that the University received 30,000 applications for 4,000 positions for the Fall of 2018 and has admitted an extraordinary class of individuals for the fall. He added that the University will also be admitting around 1,400 transfers in the spring of 2019, half of which are from North Carolina Community Colleges. “We have a great class of students coming in and I think it’s going to be a great fall.”

6. Old and New Business – Carolyn Bird, Chair of the Faculty

a. Welcome to new Senators who are attending as guests today

Chair Bird welcomed the new Senators as well as the returning Senators who ran for a second term. Each new Senator introduced themselves to the Senate.

(Senators-elect Cooke, Vincent, Liu, Fitzpatrick)

b. Current Senators vote on Executive Committee nominees

Ballots were distributed and collected by Chair Bird and Immediate Past Chair Moore.

The Senators whose names were listed on the ballot introduced themselves and spoke about why they would like to serve on the Executive Committee.

c. Schedule of Meetings for the 65th Session of the Faculty Senate. (Appendix A and B)

Schedules for the 65th Session of the Faculty Senate were distributed to the Senators.

d. Current Senators vote on the candidates for the Council on Athletics Committee. (Appendix C)

Candidates who were nominated for the Council on Athletics Committee spoke to the Faculty Senate, providing information regarding their background and their interest in serving on the Council of Athletics Committee.

- e. **Committee Reports: In lieu of oral reports from Academic Policy, Governance and Personnel Policy, and Resources and Environment, all of their reports are posted on the Faculty Senate website.**
- f. **Recognition of, and thanks to, the 64th Session Executive Committee and Senators who are rotating off.**

Dr. Bird thanked the Executive Committee and those who are retiring and / or rotating off the Faculty Senate.

7. 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.

8. Adjourn

Chair Bird asked for a motion to adjourn the meeting at 3:43 pm.

The motion passed unanimously.