

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**September 11, 2018**  
**3:00 p.m.**

**Regular Meeting No. 2 of the 65<sup>th</sup> Session: Faculty Senate Chambers**

**September 11, 2018**

**Present:** Chair Bird, Chair-Elect Kellner; Associate Chair Ange-van Heugten; Parliamentarian Ash; Senators Barrie, Berry-James, Boyer, Bykova, Cooke, Eseryel, Fath, Havner, Hayes, Huffman, Kirby, Kotek, Kuzma, Lim, Liu, Lubischer, Martens, Parker, Pearce, Perros, Rever, Sannes, Vincent, Williams

**Excused:** Senators Argyropoulos, Feducia, Hergeth, Orcutt, Smith, Thakur

**Absent:** Senators Carver, Fitzpatrick, Hawkins, Hayes, Huffman, Kathariou

**Guests:** Marc Hoit, Vice Chancellor for OIT and CIO; Roy Baroff, Faculty and Staff Ombuds; Courtney Thornton, Associate Vice Provost for Academic Personnel and Policy; Crystal Tenan, IT Accessibility Coordinator; Preston Keith, Assistant Director, GLBT Center

1. **Call to Order** - *Carolyn Bird, Chair of the Faculty*  
Chair Bird called the second meeting of the sixty-fifth 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**
  - a. See the back of the agenda each week for committee activity and announcements
4. **Approval of the Minutes, Regular Meeting No. 1 of the 65th Session, August 28, 2018**  
Associate Chair Ange-van Heugten called for a motion to approve the minutes for the first meeting of the 65th 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**  
Provost Arden provided a Hurricane update to the Faculty Senate. "At the moment, this area is scheduled to begin getting tropical storm force winds sometime Thursday afternoon." He added that

this depends on how much the Hurricane slows down as it approaches the coast.

Provost Arden stated that landfall would likely be somewhere north of Wilmington around 8:00 a.m. on Friday morning, so the worst of the storm will be on Thursday night and during the day on Friday. He added that how much rain we get will really depends on how quickly the hurricane moves and the path.

Provost Arden reported that on Monday, the University announced that at 5:00 p.m. on Wednesday we would go to Condition 2 status for employees, and cancel all classes that begin at 5:00 p.m. "We kept reviewing it through the day, and we have moved that up a little, not because we think it's going to strike earlier, but because we are going to Status 1 at noon tomorrow, switching over to a Status 2 at 5:00 p.m. We are now canceling any classes that begin after 12 noon tomorrow." He added that they are doing this because they wanted to give a good 24 hours for those students who want to leave the campus. He stated that some parents who are being evacuated from the coast have contacted the University and wish to pick up their kids on their way to where they are evacuating to. "The bottom line is that people just need to make the right decisions for them. They don't need to be bound by the fact that we said noon or we said 5:00 p.m."

Provost Arden then continued, "Campus is going to be one of the safest places to be." He added that the University is on a primary electricity feed, which is very resilient. He stated that we have a back-up power supplies for Fountain Dining and other locations. "If there's anywhere in Raleigh that has a reasonably secure power supply, it's going to be here on campus. Dining services has gone to a lot of trouble to stock up on food; they have tractor trailers coming in and they are thinking through being able to provide hot meals on site until Friday, and then having meals that not only students, but staff or mandatory employees, could take with them as well."

*Parliamentarian Ash:* Is all of that being communicated?

Provost Arden responded that the University is communicating via email that has gone out to employees providing information and updates. He added that they would not come out with a statement telling students to stay on campus.

*Parliamentarian Ash:* In terms of University Dining and what they are doing?

Provost Arden responded, yes, that is all on the Emergency Preparedness website, which has links off the main NC State webpage.

*Senator Lubischer:* We were hearing from students yesterday that they didn't know what to do. They were asking faculty for advice. Is there some sort of message from residence halls?

Provost Arden responded that if they looked at what was sent out they would see that information.

*Senator Lubischer:* They were asking what do I do with their car, will I get ticketed if I park in a space without a sticker, will they enforce tickets – that sort of thing.

Provost Arden responded that it may not be possible to put everything on a memo that is going out, but there are links off the home page for all of this information. He added that he cannot guarantee that we will keep power and be able to feed everybody, but he has a pretty strong assurance that this is the case. “If I was a student in one of our residence halls, it would probably be one of the safest places to be.”

*Senator Berry-James:* Are department chairs being told to shut the operation down at noon tomorrow or is there an expectation that if we have faculty meetings that we will just carry on?

Provost Arden responded that this information is included in the description of status 1 and status 2 and status 3. “In the messages that go out, there are links to those so it’s very clear that under status 1, mandatory employees are to be here and non-mandatory employees should make an effort to be here; otherwise, if you need to be away then go do whatever is necessary for your own personal safety.” He added, “Under status 2, only mandatory employees have to be here and non-mandatory employees should not be on campus. You are not supposed to be on campus if you’re a non-mandatory employee, after 5:00 p.m. tomorrow.” He stated that faculty are not classified as mandatory employees.

Provost Arden continued by stating that sometimes faculty get the wrong message and show up for meetings, so just make sure to look at the information to understand it clearly or contact Dave Rainer’s team. Provost Arden complimented Dave Rainer and his team for all they do to take care of our campus. “There has been a huge amount of planning to go into this.” He added that we are in reasonable shape, but that this is a very significant event. “There are some saying that this may be the strongest Hurricane to have a direct hit on North Carolina in 60 years.” He added that everyone should do what is necessary for your and your family’s personal safety and wellbeing.

Provost Arden added that the coast is going to get hit really hard, with 6-12 foot storm surges and a lot of rain. “As you remember from Hurricane Matthew, all of that inland rain makes its way into the rivers and so peak river flooding is often two to four days down the road.” He added that we are going to have to watch this carefully.

*Senator Eseryel:* What is the policy on online courses? Should we cancel the modules that are due next Tuesday at midnight?

Provost Arden responded that the concept with academic continuity is that you flip the switch, go online, and everything is good. “That works as long as you’ve got electricity. If you don’t have electricity, you’re going to be looking at a blank screen.” Provost Arden added that this is very hard to predict because there will likely be significant power outages so it is highly likely we are going to have to alter that timeline. “I would be very surprised if we don’t have significant power outages Friday, Saturday and possibly Sunday as well.”

*Senator Fath:* For students asking about parking, Transportation has good stuff on their website.

*VC Hoit:* The NC State website has an emergency site that connects to every source. This website will tell about the dining halls that are open and what hours, it will tell about the residence halls, it will tell about power, about students being allowed to park in the decks to protect their cars. The main site is the place to go – go to the main site and it is right there on a huge black banner. This is always the case.

Provost Arden added that there will be a large number of staff on campus throughout the event - police, facilities, dining. The University will house the staff and will be responsible for their meals. He added that this has been a huge effort on behalf of Dave Rainer’s staff and others too.

*Senator Parker:* Our building, Nelson Hall, has a reputation for leaking. Do you do building checks when this type of thing is going on?

Provost Arden responded yes, facilities will be there to monitor and respond. “Doug Morton is very concerned about that. We have several older buildings that flood and some of them have very expensive equipment in them as well. We are very aware of that, and we are very concerned about it.”

*Senator Berry-James:* My office leaks and I cannot promise that I will come out tomorrow. My office has a history of leaking. Who should I contact?

Provost Arden responded that she should contact facilities and Doug Morton.

*VC Hoit:* If you have leaks, go ahead and put plastic bags over your computer when you leave your office tomorrow – make it safe.

*Senator Ash:* Once classes resume and the University is back open, will there be a message from you?

Provost Arden responded that yes, he has a similar memo that was sent out after Hurricane Matthew. He added that he is expecting faculty to be very flexible during this time. The memo that he will send

will ask the faculty for flexibility.

*Chair-Elect Kellner:* And athletics and athletic travel?

Provost Arden responded that the football game has been canceled on Saturday, along with several other big events in the area.

*Senator Perros:* Remember the HR review last year? Can you give us an update on that report?

Provost Arden responded that he will rely on Marie Williams to come back to Faculty Senate to do the follow-through on that. She is scheduled to speak to the Faculty Senate on September 25<sup>th</sup> regarding her recommended proposals for the fairly significant changes in HR. He added that the follow-up on the Faculty Equity study would be presented by Katharine Stewart on October 9<sup>th</sup>.

## **6. Campus IT Accessibility**

*Crystal Tenan, IT Accessibility Coordinator*

*Contact Information:* Email [ctenan@ncsu.edu](mailto:ctenan@ncsu.edu) Phone 919 513 4087

Background: University IT Accessibility Coordinator Crystal Tenan will give a brief overview of IT accessibility resources available for faculty members to make their course materials accessible, including the Captioning Grant, workshops and online training. She will also provide some basic accessibility tips and tools.

Ms. Tenan spoke to the Faculty Senate and reviewed available accessibility resources. She highlighted the captioning grants program, which provides funds for materials for NC State classes to be captioned. She explained that if there is a student who has a disability or a need for captioning, or if you want to be proactive in captioning class materials, this is a program that provides those funds. She encouraged the faculty to contact her office to get more information and to get set up and started.

Ms. Tenan also spoke about the IT Accessibility resources that her department provides. "We provide workshops, we do trainings, I will come and talk to your department, I'll do individual departmental workshops if you want."

Ms. Tenan added that her office is ready to work with faculty and would welcome the opportunity to visit individually or as a department unit. She expressed her appreciation for the time given to her in the meeting to highlight this important topic.

Please see the link below and on the Faculty Senate website for additional information here:

<https://faculty senate.ncsu.edu/files/2018/09/Campus-IT-Accessibility-Handouts.pdf>

And the IT Accessibility website here:

<https://accessibility.oit.ncsu.edu/>

## 7. **GLBT Advocate Program**

*Preston Keith, Assistant Director, GLBT Center*

Background: Senators will be introduced to the GLBT Advocate Program designed to create a visible network of support and resources for students, faculty and staff as members of the NC State community.

Mr. Keith thanked the Faculty Senate for the time to provide information about this program. He also provided some background regarding the GLBT Center, including a general overview of the Center:

**The mission of the NC State GLBT Center is to engage, develop, and empower members of the gay, lesbian, bisexual, and transgender communities and their allies. In order to fulfill that mission, we**

- Help students connect to form social support networks.
- Offer identity-based and health-related information and resources.
- Consult with students individually and collectively on issues related to personal identity and academic success.
- Refer students to a wide variety of resources on campus and in the local community.
- Provide professional and leadership development opportunities.
- Host educational events and programs.

Mr. Keith also provided information regarding what is offered in the GLBT Center and the resources and services that are available for students, as well as the center's signature events. He explained that there has been a lot of growth in the engagement of students with these events.

Mr. Keith then spoke about the GLBT Advocate Program and provided an overview. He explained that the program serves as a visible network of support and resources for the campus community so that the community will know that there are people on campus who are committed to learning more about the experiences of GLBT-identified people and are committed to engaging and supporting this community through strategies to best support them.

## Program Description

- The GLBT Advocate Program is a continuing education and engagement program for faculty and staff.
- The program is designed to provide participants with ongoing opportunities to learn and show their support as allies and advocates of the GLBT community.
- Through taking an intersectional look at the incredibly diverse GLBT community, participants gain a stronger understanding of gender and sexuality, beyond our Project SAFE and Trans 101 workshop.

Please see the full presentation here and on the Faculty Senate website at:

[https://facultysenate.ncsu.edu/files/2018/09/GLBT-Advocate-Program-Presentation-to-Faculty-Senate-9\\_11\\_18-FINAL.pdf](https://facultysenate.ncsu.edu/files/2018/09/GLBT-Advocate-Program-Presentation-to-Faculty-Senate-9_11_18-FINAL.pdf)

## Questions and Discussion

*Senator Bartlett:* Are there any events on Centennial Campus?

Mr. Keith responded that they have had that request a lot but it has proven to be difficult to get to Centennial Campus. He stated that they would love to come there and if they receive invitations, they would certainly welcome them and would happily do some workshops there.

*Senator Kuzma:* Why is it the GLBT Center and why isn't the "Q" a part of your name?

Mr. Keith responded, "The GLBT Center was created a few months after the LGBT Center of Raleigh was created, and we didn't want there to be any confusion when folks were looking for resources. So at the time, it was listed as the GLBT Center so folks wouldn't be confused." He added that the "Q" is not listed currently on there but there have been conversations about ways to be more inclusive with our name. They are still having those conversations.

*Senator Fath:* I just wanted to say thank you for sharing this and for adding the Lunch and Learn. I didn't know this was an option. It can be challenging after hours.

Mr. Keith responded that they did the Lunch and Learn because there are so many advocates who wanted to share in this. This creates an avenue and a space to share that information. "We don't want to seem like we are the only people holding all the knowledge, because you all have knowledge too. We

want to make sure you are sharing the knowledge that you hold and that people see you as resources as well.”

*Roy Baroff:* “I wanted to give you a shout out for creating space for learning from wherever you come from. I encourage the faculty to share this with your colleagues.”

*Senator Williams:* When this was created on campus many years ago, the campus wasn’t particularly friendly then. Has that situation changed?

Mr. Keith responded that students are finding resources in a very easy way, which is something they are so proud of. The students realize that this is a space that they can come and be their most authentic selves. “Does our campus have work? Absolutely. There are lots of spaces around campus that could continue to grow and thrive, but I think there’s a huge commitment on our campus to doing that work and that as long as we continue to engage in these conversations, we will continue to see that shifting.” He added that a lot of our students are being successful here and are finding the resources and support that they need.

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

- a. Dr. Bird reported to the Faculty Senate that Marie Williams will be presenting the HR study results and recommendations at the next Faculty Senate meeting. She is looking forward for some recommendations and feedback from you after you receive the report prior to the meeting.
- b. Salary Equity Study – Katharine Stewart and the administrators of this study will present this information to the Faculty Senate on October 9<sup>th</sup>. Senators will receive information in advance of the meeting.
- c. Regarding the GLBT Center, Dr. Bird has been receiving inquiries regarding student well-being and she expressed that she thinks this program can play an important part in supporting our students and their well-being. Today’s presentation was appreciated.

**9. Issues of concern**

Faculty Issues of Concern can be submitted at any time to a senator or to [Faculty\\_Senate@ncsu.edu](mailto: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**

Chair Bird asked for a motion to adjourn the meeting at 4:00 pm. The motion passed unanimously.