

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**October 9, 2018**  
**3:00 p.m.**

**Regular Meeting No. 4 of the 65<sup>th</sup> Session: Faculty Senate Chambers**

**October 9, 2018**

**Present:** Chair Bird; Associate Chair Ange-van Heugten; Parliamentarian Ash; Senators, Barrie, Bykova, Cooke, Eseryel, Feducia, Fitzpatrick, Havner, Hawkins, Hergeth, Huffman, Kirby, Kotek, Lim, Liu, Lubischer, Martens, Parker, Pearce, Rever, Sannes, Thakur, Vincent, Williams

**Excused:** Chair-Elect Kellner; Senators Argyropoulos, Berry-James, Boyer, Carver, Fath, Orcutt, Smith

**Absent:** Senators Hayes, Kathariou, Kuzma, Perros

**Guests:** Katharine Stewart, Vice Provost for Faculty Affairs; Courtney Thornton, Associate Vice Provost for Academic Personnel and Policy; Marc Hoit, Vice Chancellor for OIT and CIO; Roy Baroff, Faculty and Staff Ombuds; Marcia Gumpertz, Professor of Statistics; Mary Lelik, Senior Vice Provost, OIRP; Lori Preiss, NCSU Human Resources; Elizabeth Shively, OIRP; James Withrow, Student Senate President Pro Tem

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

Chair Bird called the fourth 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**

1. Fulbright presentation, information, and Q&A session – to be held 10am to noon on Wednesday, November 7, 2018 in Witherspoon Student Center, Room 126. RSVP by November 5, 2018 at [https://ncsu.qualtrics.com/jfe/form/SV\\_4ScwzMkQzqgb1b](https://ncsu.qualtrics.com/jfe/form/SV_4ScwzMkQzqgb1b)
2. Reminder-Fall General Faculty Meeting is scheduled for 3pm on October 30, 2018 in Room 4140, Governance Chambers, Talley Student Union.

**4. Approval of the Minutes, Regular Meeting No. 3 of the 65<sup>th</sup> Session, September 25, 2018**

*Kimberly Ange-van Heugten, Associate Chair of the Faculty*

Associate Chair Ange-van Heugten called for a motion to approve the minutes for the third 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**

*Katharine Stewart, Vice Provost for Faculty Affairs*

Dr. Stewart did not have announcements to bring from the Provost. No questions or discussion.

**6. Transportation**

*Bruce McDonald, Associate Professor of Public Budgeting and Finance*

Discussion regarding the Faculty and staff engagement survey on transportation and parking

Dr. McDonald thanked the Faculty Senate for the time to speak with them regarding issues surrounding parking on campus.

He stated that there are issues on campus and those are acknowledged by the Transportation / Parking staff. He added that one of the things they are trying to change is to incorporate faculty and staff feedback into their process instead of doing it themselves. He added that over the summer, the transportation staff asked him and his graduate students to start a process of incorporating faculty feedback into the policies of what they're doing, how well they're doing, as well as different options as to how to address the parking issues on campus going forward.

Dr. McDonald stated that one of the most important issues facing the Transportation staff is the parking lot next to Talley Student Center, which will end its useful life in about three years. He added, "At this point, there are no plans as to how to replace it." He also stated, "They know there are changes that need to be made, but they also want to incorporate faculty into that process."

Over the summer, he added, those who have a parking permit received a satisfaction survey as a quick check-in of how much people were pleased or displeased with parking services. "While everybody reported being overly happy with the service, everybody also had ideas of how to make it better for themselves." Dr. McDonald added that what they are trying to do is take that forward and give faculty the opportunity to provide their feedback that the transportation office can then use as they are going

about making the necessary changes that will need to be made over the next couple of years to deal with parking. He reported that another survey would be coming to all permit-holders on Wednesday (the day following the Faculty Senate meeting) and encouraged everyone to please complete the survey and make suggestions and provide feedback and to please encourage colleagues to do that as well. Dr. McDonald said that all options on the survey are those that are within the capacity of what can be done at this time. "There's always really good ideas, but a lot of that comes down to statutory limitations, in terms of looking at funding and how they can spend their money as well as construction limitations around campus."

He added that the survey results would then be sent back to the transportation office, who insists they will incorporate the feedback that is provided by faculty and staff through this survey. "In the spring, we will have the report that comes out that we will also send back to you as a Faculty Senate so you can see what the results were as well."

### **Questions/Discussion**

*Senator Lim:* How seriously will they take these suggestions? I recall that the last time, they did not address the issue on Centennial Campus. Will they listen this time? I suggested they look at the number of parking spaces – there are not enough spots. Nothing ever happened before. That shouldn't cost a lot of money. The problem is near Lake Raleigh on Centennial Campus – there are too few spaces. Here is a very low cost suggestion and at the time, nothing ever happened. I am very skeptical that this will do very much.

Dr. McDonald responded that there is always the chance that they will not listen, but there is definitely a recognition that when they made their policy changes this past year that they recognize that they messed up by making changes without feedback or input from the campus community. He added that a lot of people have been very upset about that and the Transportation/parking staff want to try to avoid that happening again. He stated that there are a lot of different options that people come back with as suggestions, but many of those options that are available are not utilized. "One of the things that people have suggested is using the bus line service to move around campus. Students take the bus line service, but less than 1% of faculty actually take it. So we can put parking in different places, but everybody, at the end of the day, wants parking right next to where their building is."

*Senator Lim:* There is plenty of space on Centennial Campus.

*Chair Bird:* Is there open-ended response in that survey?

Dr. McDonald responded yes.

*Chair Bird:* Since there is going to be a report to come back to them, let me suggest that you enter that suggestion again in the survey that comes out tomorrow. Maybe there will a response to come back as to why it's not feasible or "we're going to take a look at it," or something along those lines.

*Senator Martens:* Is the survey going to be about parking or about transportation more generally? The earlier survey we got was just about parking and didn't seem to open any avenues of conversation to be addressed.

Dr. McDonald responded that the survey over the summer was just sent to those who have parking permits, so it was just about their parking experience. This one is going to all faculty and staff and also includes other transportation around campus and different needs, including bus line service and external parking and methods of transportation.

*Senator Rever:* Is this a follow-up survey? I know that the general premise is different, parking permits vs. general transportation, but is this a follow-up survey to the summer survey? I suppose the issues that were raised in the summer are now going to be addressed in this one? Was there also enough respondents in the summer to draw some conclusions for transportation?

Dr. McDonald responded that surprisingly, there was a 48% response rate – a fairly hefty response. "Most of the intent of the survey was to kind of give a starting point for thinking about where the department on campus actually is in terms of what people think about the job that they do." He stated that the second survey is talking about the issues themselves.

## **7. Salary Equity Study Results**

*Sheri Schwab, Interim Vice Provost for Institutional Equity and Diversity; Katharine Stewart, Vice Provost Faculty Affairs; Marcia Gumpertz, Professor, Department of Statistics (formerly Assistant Vice Provost for Faculty Diversity); Mary Lelik, Senior Vice Provost for Institutional Research and Planning*

This discussion included a review of the methods and results of the triennial salary equity study. The purpose of the study was to determine if there are group differences in base salaries of tenured/tenure-track faculty by gender or racial identity after accounting for some relevant professional factors. The discussion will be followed by an overview of measures implemented / being implemented to address the study's findings.

### **Background:**

Recruiting and retaining a diverse interdisciplinary faculty is a core part of NC State's strategic plan and vital to our mission to prepare students to function in a global workforce. (NC State Strategic Plan Goals 2, 3 and 4).

NC State's faculty salary equity study is conducted every three years to inform the campus community and leadership. The last study was produced in 2014, based on Fall 2012 data. No study was done in 2009 due to the recession.

Studies from 2001 through the present can be found at:

<https://oied.ncsu.edu/divweb/facts-and-figures/>

The purpose of this study is to determine if there are group differences in base salary by gender or racial identity after accounting for relevant professional factors.

Group differences may be used as a starting point to discuss quantitative differences that exist. Not a formula for individual-level adjustments.

**The one-page summary / takeaway and the study presentation and results can be viewed here:**

<https://facultysenate.ncsu.edu/files/2018/10/2017-Salary-Equity-Study-Summary.pdf>

<https://facultysenate.ncsu.edu/files/2018/10/Salary-Equity-Slides-for-Faculty-Senate-100918.pdf>

### **Actions to Date**

- Summer 2018: Individual college meetings between Vice Provosts Schwab, Lelik and Stewart and Deans to discuss college-level data in more detail, with additional dialogue and focus on college / department climate, retention, promotion and other efforts beyond salary equity
- Deans determined how to address compensation and climate in their individual college and reviewed details with Provost Arden
- EHRA Faculty salary increases coming in October 2018 pay. 3% pool for this year, self-funded.
- Administration will re-run models on newer salary data as needed and consult with Deans as appropriate

### **Overall Summary**

- 2001 to present, the overall gaps in salaries have improved over time.
- 2001 - 2006 - Large gaps; addressed with large infusion of funds
- 2006 and 2012 - less distinct differences
- 2016/2017 - new methodology, so difficult to compare

1. Our internal equity appears to be stabilizing. It is important to continue to monitor salary equity along with issues of climate and retention.
2. Our Market Equity is off, and recognized by Chancellor and Provost as a major issue.
3. Non-tenure track faculty salaries remain unstudied; variables are markedly different.

### **Questions/Discussion**

*Senator Vincent:* Is there a plan to do a study on NTT faculty?

Katharine Stewart responded that yes, the challenge is that one of the variables we struggle with is the market comparator for that group of people. The other challenge was that they wanted to do that analysis, not only by rank and college, but also by track. "In most colleges, that probably wouldn't matter because in any given college, there tends to be a fairly large proportion of the non-tenure track faculty who are in one track. So I think those are some of the methodological issues we have to try to figure out how to solve with regard to the full-time non-tenured track faculty before we can build a model that makes a lot of sense." She added that this is something the entire committee has talked a lot about being really important to do. She stated, "The other thing that we looked at is some interesting data just when you look at demographics in terms of the distribution of gender and race, not only by rank among the tenure-track faculty but also when you compare the distribution of gender and race among the tenure-track and tenured, versus the non-tenure track faculty." She added that there is some value in just looking at some of those data as well.

*Senator \_\_\_\_\_:* This improvement that we've noticed, is that the result of outside forces or inside forces?

Marcia Gumpertz responded, "In 2000, there was a pot of money identified to address salary equity for race and gender and that was distributed to the colleges, based on the results of the study and given in a systemic way to the women in the colleges. That changed the results. You can see it decreasing from 2003 to 2006, and from 2006 to 2012 and from 2012 to now. There have been differences but the differences are in specific colleges when you look across the university."

*Senator Pearce:* So you had a 01 variable for distinguished faculty. Does that include the people who have won - who are distinguished teachers?

Mary Lelik responded that was one of the considerations but we looked at those groups where we had reliable data.

*Senator Pearce:* We have the data and the lists of all of those who have won the teaching awards; it's just a matter of doing it. It would be interesting to know if that coefficient is positive or negative.

Sheri Schwab responded that working on the dataset is its own task - wanting to think about how we partner with HR and looking through that and using the PeopleSoft tool that we have to be able to capture some of those things that are distinct to faculty to be able to do that well over time.

*Senator Barrie:* Is there any way you could measure how we are doing compared to other UNC system schools or are their datasets different than ours?

Mary Lelik responded that other institutions are conducting their own reviews.

*Senator Havner:* I saw that of all the male faculty listed there well over 50% were full professors. Of the women faculty listed there, significantly less than 50% were full professors. In my department of civil engineering, it's only been within recent years, a decade or so, that we have been hiring a significant amount of women, so they haven't quite advanced to that last rank. Is that the reason or is there some other reason?

Sheri Schwab responded that an in-depth analysis wasn't done, but thinks that is the natural assumption around where you see the pipeline effect. "When we see this in three, six, nine years, we'll maybe see some different variables."

*Senator Lubisher:* The literature on the pipeline effect, not specific to engineering, but the literature is suggesting that you cannot explain everything by the pipeline as you move through the ranks. There are enough students from under-represented groups and females that have moved into these fields now that that shouldn't be the issue anymore. It cannot be just pipeline constriction. So there are other factors around climate and competition and other issues.

Katharine Stewart responded that there are some departments here at NC State that probably did start hiring female faculty into full-time tenure-track lines only a few decades ago. Some of those departments have been very disproportionately made up of male faculty and not have a lot of these faculty. But there are data to suggest that women do tend to take a little bit longer to get to full professor, and that's a multi-factorial reasoning there. So there are fewer women in many departments and there is a time to full.

Sheri Schwab added that there is also the off-ramp where women and underrepresented minorities tend to drop out of the game altogether.

Marcia Gumpertz added that in the STEM disciplines there is not much difference between men and women, in terms of time to promotion; but there are some disciplines where there are differences in time to promotion and retention rates between men and women. If anyone is interested, there is a study of faculty retention that is available to review.

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

- a. Faculty Senate website – Faculty Assembly information and invitation.

Chair Bird reviewed the changes that have been implemented in meeting times for the UNC Faculty Assembly, as well as fall and spring dates that the meetings will be held. She invited the Senators to attend when they are available, as well as encourage their colleagues to attend as well.

Chair Bird stated that when the Faculty Senate voting is done in the spring, one delegate seat will be available and one alternate seat will be available. She added that while there have traditionally been three delegates, she wants to expand that pool to five delegates since there is no restriction on the number that can be identified.

Chair Bird added that if anyone is interested in attending one of these meetings, please contact Chair Bird or one of the other delegates so they can receive a meeting agenda prior to the meeting.

*Senator Parker:* Does someone have to be in the Faculty Senate to be a delegate?

Chair Bird responded that no they do not.

Faculty Senate Committee meeting dates and information from the website were also reviewed by Dr. Bird.

**9. Issues of concern**

- a. 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**

Chair Bird asked for a motion to adjourn the meeting at 4:09 pm. The motion passed unanimously.