

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
November 6, 2018
3:00 p.m.

Regular Meeting No. 6 of the 65th Session: Faculty Senate Chambers

November 6, 2018

Present: Chair Bird; Chair-Elect Kellner; Associate Chair Ange-van Heugten; Parliamentarian Ash; Senators Berry-James, Bykova, Cooke, Eseryel, Fath, Feducia, Havner, Hawkins, Hergeth, Huffman, Kathariou, Kirby, Kotek, Kuzma, Lubischer, Martens, Parker, Rever, Sannes, Thakur, Williams

Excused: Senators Argyropoulos, Barrie, Boyer, Orcutt, Pearce, Smith, Vincent

Absent: Senators Carver, Fitzpatrick, Hayes, Lim, Liu, Perros

Guests: Courtney Thornton, Associate Vice Provost for Academic Personnel and Policy; Marc Hoit, Vice Chancellor for OIT and CIO; Jane Harrison, North Carolina Sea Grant Coastal Economics Specialist; Jonathan Champ, DELTA Business and Technology Applications Specialist; Leah Sauerstrom, DASA Technology Service Desk Analyst; James Withrow, Student Senate Representative

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

Chair Bird called the sixth 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. **Fall General Faculty Meeting** was held on Tuesday, October 30th. Panel members discussed Student Well-Being presenting national and NC State trend data. Faculty learned about a range of student support programs and received information about how to assist students to connect with on-campus programs and resources. Seventy-five people attended in-person; webcast attendance is not yet available.

2. **Spring General Faculty Meeting** will take place on Tuesday, March 5, 2019. Location to be determined.

4. **Approval of the Minutes, Regular Meeting No. 5 of the 65th Session, October 23, 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 fifth 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**

Warwick Arden, Provost and Executive Vice Chancellor and Provost

Provost Arden brought greetings to the Faculty Senate and spoke about Red & White Week, which occurred the week of October 28th. He spoke specifically about the naming ceremony honoring Irwin Holmes and the significance of this event to campus. "Irwin Holmes was one of four African American students admitted to NC State in 1956, which was the first class of African American students." He continued, "Four years later, he graduated from Electrical Engineering here at the University." He added that in those days, the Electrical Engineering degree was 156 credits, so it was a rigorous program and very few people finished it in four years. "Not only that, but he was the first African American to play on an ACC team and the first to captain or co-captain and ACC team. He then went on to have a prestigious career, first with RCA, then with IBM. He participated in the development of the color television, all the way through to the generation of the computers that first ran and brought together the internet." He added that he had a remarkable career and is a remarkable man. Mr. Holmes was present for the dedication ceremony. Provost Arden encouraged the Senators to read a little more on Mr. Holmes and his legacy to the University.

Provost Arden reported that a Board of Governors meeting would occur this week and that he is hoping that a resolution on enrollment funding would result from the meeting. He added, "As you are aware, resources are being put aside in the office of State Budget Management so it will end up being a recommendation that comes from the Board of Governors to the Office of State Budget Management. Whether or not they will release those funds as recommended is yet to be called."

6. **Paid Parental Leave**

Council on the Status of Women, Paid Parental Leave Working Group -

Jane Harrison, North Carolina Sea Grant Coastal Economics Specialist; Jonathan Champ, DELTA Business and Technology Applications Specialist; Leah Sauerstrom, DASA Technology Service Desk Analyst

The Committee on the Status of Women at NC State University has formulated and proposed a paid

parental leave policy. The discussion will allow the Committee to gain feedback on the policy and faculty-specific considerations and gather feedback on how to promote this policy among NC State University and UNC System leadership. Lastly, determine if and how the Faculty Senate can support the implementation of paid parental leave at all 17 UNC system schools.

Presentation can be viewed here:

https://facultysenate.ncsu.edu/files/2018/11/Leave-Presentation_Faculty-Senate_11-06-18.pdf

Questions/Discussion

Senator Feducia: Are other schools in the UNC system having these same discussions?

Ms. Harrison responded that they learned a lot when they went to speak to the UNC system staff and assembly, so there were a number of interested representatives from all the different institutions that are starting to think about this. “It kind of varies, depending on the size of the institution where they’re at – there is a little bit of a mix of policies out there in the system – but that’s where we kind of decided that the task force was what was needed to bring together players from the system. The interest is there, certainly from the staff side.”

Senator Berry-James: Do you have any data on how much the policy change will cost NC State, for example? Like a cost-benefit analysis looking at the unpaid leave before and proposed?

Ms. Harrison responded that it really depends on how the policy is written. She stated that they have been waiting to do this kind of analysis until we have a more clear policy put together. We have our recommendations but really this has to be working in conjunction with Human Resources. She added that they can better do that kind of economic analysis. She added that when they presented to the system office this was one of the points of interest for them as well and they indicated that they could help provide some of the expertise once we’re at that point and as we move forward.

Senator Berry-James: Do you know how many people had to use unpaid leave last year because of maternity or because of new children added to their family?

Mr. Champ responded that he thinks it was half a million dollars. “It’s hard to balance exactly what that number would be but HR gave us the half a million dollar number.” (NC State number)

Ms. Harrison added that in regard to how many people took unpaid leave, their group will have to double back with HR since it was difficult for them to parse that information out.

Senator Huffman: We are always tied to the State of North Carolina system. Is there any movement to de-couple us or the University system from that?

Provost Arden responded that yes, there is often a movement at General Administration to have more independence from the state HR system, which is important for SHRA; for NHRA, we already have authority and the Board of Governors have authority over that. "Yes, for EHRA, there is a constant churn. I have not seen anything specifically this year coming along."

Senator Williams: Do you have any data on the frequency with which fathers use their accumulated leave days and take parental leave versus mothers? Do they avail themselves equally?

Ms. Harrison responded that she doesn't know that HR will be able to determine that, since when sick leave is taken there is no way to say whether you and your spouse adopted or had a child. I'm not sure that is data that could be obtained.

Mr. Champ responded that anecdotally there are a number of fathers who aren't as encouraged to take the leave when really there is that bonding time with the child.

Ms. Harrison added that they are definitely advocating for parental leave.

Chair Bird: Have you thought about or considered what the relationship of taking regular annual leave in conjunction with that and the policies around that and how it might work? "So if a person had 12 weeks of paid leave, so they didn't have to tap; annual and sick leave, have you thought about policies and how that might work? Because that could impair the workplace if someone took 12 weeks and then they added on another ... "

Mr. Champ responded that it has to be approved. "They only have the 12 weeks of not being here. If they are sick for that time period, they can still use the sick leave part of it, but FMLA is only going to cover them for that 12 weeks. The rest of the time, it has to either be approved by their supervisor, or they can be out of a job."

Senator Rever: Are there any more organizations in the state, say a school district, which has a similar policy? If you're trying to do the one that breaks the ice, you've got a tough road ahead of you, but if you have another model that you can follow along that same path or at least have a little bit more guidance.

Ms. Harrison responded that both Durham and Wake Counties have a parental leave.

Senator Rever: I know it's not a great comparison, but if someone else has done the steps ahead of you, then obviously there is a pathway to try and solve the issue.

Ms. Harrison responded that some of our peer institutions are some of the best examples to look at, but at the same time, we have to think about systems that are more similar to ours because a lot of those peer institution can make decisions for their members, whereas we have to go through a system.

Senator Parker: If Wake and Durham County can do it, then surely the state of North Carolina can too.

Mr. Champ added that Virginia and Virginia Tech have implemented something.

Parliamentarian Ash: Is there a way to get data on how much it costs and what kind of money they set aside for that?

Ms. Harrison responded that it depends on how the policy is designed. It kind of is a mixed bag on how it's done but when we get the task force running and come up with a more clear mechanism of how it would be paid for, then we can do that fiscal analysis.

Mr. Champ added that one of the interesting things that they had discussed was the idea that retention would reduce costs related to recruitment.

Senator Fath: Along the lines of how much it costs, and thinking that maybe down the road, helping to develop best practices for departments with nine-month employees on how to deal with costs and covering courses. She has heard many different stories about how this could work, but I think it would be helpful.

Question posed to the Faculty Senate: *Can anyone tell us what is the proportion of nine versus twelve month faculty at NC State?*

Provost Arden responded that the vast majority of colleges are on nine-month employment for faculty. "There are a couple of colleges in a couple of areas that have twelve month employment; Veterinary Medicine and Agriculture and Life Sciences have historically had a number of twelve month employees. If I had to guess it's probably at least two-thirds."

Dr. Stewart responded that she wouldn't be surprised if it is two-thirds nine months.

Question posed to the Faculty Senate: *Are you interested in this? Is this something that you feel like is*

something faculty would want to be participating in?

Senator Kuzma: I know the logistics seem overwhelming, but I personally think that this is a very sad conversation that we are having that we can't argue for 12 weeks of leave after you have a kid. To me, it's just a travesty. I wanted to express that. It is daunting, because you've got the state that probably wouldn't support it, you've got the system that's probably not going to support it. So then what can you do? To me, I think the best thing is to lobby for a state law, eventually. It is so daunting. I know at the University of Minnesota I had one child there and got four or six weeks paid leave, back in 2004. I think what NC State and the UNC system is doing is horrible.

Ms. Sauerstrom responded that it is a daunting task and basically we have been doing this for two years. The recommendation that was given to us was to make it a grassroots effort and to work with the other Staff and Faculty Senates across the UNC system to get everybody on board so we have numbers. "As much as I'd like to think we're in the thick of things, we are still at the very beginning stages of things and we know that."

Senator Berry-James: At my other institution, I did not have maternity leave. I wonder, if in the campus climate survey, we could add a few questions for faculty and staff as well, that really talk about maternity leave or paid leave for both mother and father. This would help you get good data and then kind of grow from there.

Provost Arden: Were there any questions related to this in the recent system-wide survey?

Ms. Sauerstrom responded that no. She added that they had done a very small local focus group at that time and one of the things she came away with was that any given employee's experience will be completely different, based on their supervisor. "Even though there are official policies, it all depends on your supervisor and what they will allow or not. So it is very different for everybody."

Senator Williams: You mentioned SAS as the comparator here; how extensive is parental leave in the private sector? This might be something you can use since I imagine most major employers try to offer some type of paid parental leave and this may make it a more persuasive case.

Chair Bird: Along the lines of suggestions that came from here, some of these examples you have given that have had a policy in place for a long time might be a good place to look for their cost/benefit analysis is. Our current Board of Governors is very business-oriented, and they will ask for a business case. You will need to have some quantifiable information to be able to point to institutions that have documented and reported how this has served the mission of the organization.

Senator Parker: It would be interesting to find out or hear about faculty retention and other things and find out how many times family leave or something like this is mentioned in the debriefing or exit survey. That might be very telling. Was this an influence leaving here?

Mr. Champ responded that it is very difficult to get access to private data like this, but perhaps they could obtain a general number.

Dr. Stewart: Has there been any discussion these discussions you've had with how any of these proposals would apply to same-sex partners of birth parents? In North Carolina, the wife of a birth mother does not have presumptive parental rights, whereas the husband of the mother does. The wife of a birth mother must actually go through the adoption process before she has parental rights. So my concern is that the wife of a birth mother would be able to be excluded from parental leave on the grounds that she is technically, by North Carolina law, not a parent.

Mr. Champ responded that he had a conversation with HR regarding this topic and learned that even not married, but a domestic has "in local parentis" status, and even that qualifies for our policy here. So those elements apply.

Senator Berry-James: I am also interested in creating alternative policies. For example, at NC State, the current practice is that maybe it depends on what department you're in, if you're a faculty member. Maybe some departments would have a "no teaching semester," knowing that he or she is going to have a baby. So those on the surface seem really unfair, but we could have alternative assignment so that people would have an opportunity to work at home if they have run out of leave, or different kinds of things that we could do in the university environment to help out our colleagues.

Senator Huffman: What about comp time? How can that be applied here?

Mr. Champ responded that it is their understanding that they still have exhausted all leave, and that may fall under the same bucket. Some not eligible for comp time.

Ms. Sauerstrom added that it comes back to depending on the department.

Chair Bird: I don't think that EHRA can build up comp time. That would only apply to SHRA.

Ms. Harrison asked that if this body is in favor of this kind of policy or maybe needs to have more discussion on this, what would be the next steps? We are looking to get support from our faculty and we would like to know if there is a way to go forward with that and what would make sense on your end?

Senator Williams: I would suggest that we take this to Faculty Assembly.

Chair Bird: We can take this to the Chair of the Faculty Assembly and provide them with the prospectus, along with your contact information so it can be considered by the Executive Committee as to if and when to invite you to the Faculty Assembly. I think you will hear at Faculty Assembly the same thing – to build a case with quantifiable information. If we say it's the right thing to do and it helps families, that won't carry any weight. The stories are compelling but you're still going to need the data.

Ms. Sauerstrom responded that the task force is where we will develop more of the detail. We welcome any support of that effort.

Senator Berry-James: People need to know what happens to faculty and staff when they are having a baby. These stories are important. This is really hard. I think you could quickly put out a Qualtrex to get stories as a back-up to the data. The stories are important as well. Moves me in a meaningful way.

Chair Bird: You might also want to look at military policy. They have alternative duty assignment and have a strong emphasis on family-friendly policy. Perhaps look at the Department of Defense for that information.

Senator Williams: Show them this is an important recruiting tool as well.

Parliamentarian Ash: Chair Bird, do you think it would be appropriate to consider a resolution of support from the Faculty Senate?

Senator Havner: The Executive Committee should prepare a resolution in support and then bring it to the Faculty Senate, which would likely have a strong vote in favor of this before going to the Faculty Assembly.

Chair Bird: We will take it to Executive Committee regarding the resolution

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

a. Faculty Assembly Update – Synopsis of activities

Chair Bird provided an update and points of interest, as well as a broad overview of some of the things that are happening with the UNC Faculty Assembly:

- There is no additional information regarding Margaret Spellings departure other than what has been seen in the media.
- There is a new Chair of the Faculty Assembly and we are approaching things a little differently. With the first meeting in September, we talked about the role of the Faculty Assembly and how the Faculty Assembly could have more meaningful communication efforts. Those efforts will include letters to the president, the chair of the Board of Governors, as well as members of the Board of Governors, and requesting meetings with appropriate leaders. The use of resolutions and letters to the editor will be used more sparingly.
- The Chair of the Faculty Assembly now presents to the Board of Governors at every other meeting and serves on the Educational Planning and Promotion and Tenure Board of Governors Committees.
- We also have various Executive Committee members who are attending Board of Governors committee meetings and participating in various capacities with those committees.
- Additional items of note include the further reduction of the membership of the Board of Governors from 28 to 24 in spring 2019. The legislature will decide who will stay and who will leave.
- President Spellings noted that the number of meetings for the Board of Governors has increased from six to ten meetings and that they are also working on Chancellor searches and how to have more faculty engagement in that process.
- In the October meeting, it was announced that the new Chancellor search process has been approved. "At the Search chair's discretion, faculty would be involved with the final three candidates and would have to sign a confidentiality agreement to be a part of that process." Additionally, it was noted that there is to be less involvement by the Board of Governors in the Chancellor selection process.
- The Board of Governors is looking at delegating more responsibility to the Board of Trustees on the campuses, and one of those items is the policy related to faculty appeals. Currently those go up to the Board of Governors and they are looking at having that process stop with the Board of Trustees at each institution.
- Harry Smith, Chairman of the UNC Board of Governors, spoke to the Faculty Assembly and stated that the Board of Governors is "a policy machine, but not a management machine." He stated that they are going to pull back from being involved in the day-to-day operation of the University and their focus will be on how can the UNC system be positioned for long-term sustainability and success. He noted that we have several issues we need to look at, such as repair and renovation of facilities; a lot of campuses have boarded-up buildings. Additionally, developing a robust online presence is a focus as well. He acknowledged that the 17 institutions have distinct strategies and educational purposes in the system.

- The Board of Governors would like to know where they are doing well and where they can improve. It was noted that the system cannot move forward without the faculty.
- President Spellings mentioned that there are a lot of operational interests on the Board of Governors in terms of closing the achievement gap and time to graduation rate, and that the Chancellors have selected five of the nine benchmarks and were doing well in proceeding towards accomplishing those benchmarks.
- The Faculty Assembly talked to President Spellings about ways to advance some of the initiatives that they are interested in. President Spellings suggested that the Faculty Assembly may want to develop White Papers and to include data, since that is the best way to communicate. Additionally, President Spellings stated there is a small pile of recurring funds and those funds would be easier to use for proactive faculty retention.

Questions

Chair-Elect Kellner: Who is Chair of the Faculty Assembly?

Chair Bird responded that the Chair is David P Greene.

- b. Reminders – committees 11/13 (unless otherwise notified)
- c. Canceled 11/20 meeting – next meeting is 12/4

8. 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.

9. Adjourn

Chair Bird asked for a motion to adjourn the meeting at 4:12pm. The motion passed unanimously.