

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
January 22, 2019
3:00 p.m.

Present: Chair Bird; Chair-Elect Kellner; Parliamentarian Ash; Senators Argyropoulos, Berry-James, Boyer, Cooke, Eseryel, Fath, Feducia, Fitzpatrick, Havner, Hayes, Hergeth, Huffman, Kathariou, Kuzma, Liu, Lubischer, Martens, Orcutt, Pearce, Perros, Rever, Sannes, Smith, Thakur, Vincent, Williams

Excused: Associate Chair Ange-van Heugten; Senators Bykova, Carver, Hawkins, Kirby, Kotek

Absent: Senators Barrie, Lim, Parker

Guests: David Rainer, Associate Vice Chancellor, Environmental Health & Public Safety; Jack Moorman, Chief of Police, NCSU; Marc Hoit, Vice Chancellor, IT and CIO; Mike Mullen, Vice Chancellor and Dean, DASA; James Withrow, Student Senate Representative; Roy Baroff, Faculty and Staff Ombuds

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 3:01 p.m.

2. Introductory remarks

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

3. Announcements

1. Ken Kretchman, CIH, CSP, Director, Environmental Health and Safety invites colleges, departments, research programs/labs and other units to contact him for a safety review of equipment, experiments, or department operating procedures, including but not limited to on-boarding and training of new employees and students, aimed at reducing the risk of injury, illness, property damage and subsequent negative consequences including interruption to research. Contact Ken at email: kwkretch@ncsu.edu or phone: 515.6860

2. “Embrace Diversity” Diversity Day event on February 18, 2019 at UNC Charlotte will feature a keynote presentation titled “Judging or Joining: Conscious Actions for Inclusion.” Mark Puente, of the Association of Research Libraries, is the keynote speaker. Free registration required by February 15, 2019. Visit: <https://sites.google.com/uncc.edu/diversity-day-2019>

4. **Approval of the Minutes, Regular Meeting**

Chair Bird 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 - Warwick Arden, Executive Vice Chancellor and Provost**

Provost Arden brought the following announcements from his office:

- The University Standing Committee survey is open through February 4th. An announcement will be sent out via email and will also be in the Provost’s newsletter. He encouraged everyone to participate in the survey and to encourage colleagues as well.

He stated that there are plenty of places on these Committees for everyone who is interested.

- There are informational sessions on the RPT process available on:
Wed. 2/20, from 3:30 p.m. – 5:00 p.m.
Park Shops
- Fri. 3/1, from 10:30 a.m. – 12:00 p.m.
Engineering Building I – Room 1007
Centennial Campus

In reference to the RPT process, Provost Arden stated, “As you know, we have hired a lot of faculty over the last few years, which means there are a lot of people going through the RPT process. There are 185 dossiers in the process this year, which is a lot. That includes 69 faculty members seeking re-appointment, 38 promotions from assistant to associate with tenure, 8 conferrals of tenure for non-tenured assistant professors, 46 promotions to full professor, and 24 promotions in the non-tenure track rank.” He added that this will be a busy year but he is optimistic that we will have some very positive outcomes, given that we have recruited a lot of extraordinary individuals over the past several years.

In reference to Dean searches, Provost Arden gave the charge to the Poole College of Management Dean search committee earlier in the day and that search committee is Chaired by Dean David Hinks. He added that the Vice Provost for Continuing Education search will be kicked off soon as well, with Leslie Boney Chairing this search.

In regard to the Federal Government partial shutdown, Provost Arden stated, "At the moment, we are not seeing a lot of on-campus consequences." He stated that the grants and contracts folks were smart enough to draw a month in advance so we did that for December and we are being funded as normal throughout January. "It really won't be until the end of February if this were to drag on, that we would start to see some significant impacts." He added that even if this partial shutdown were to go on past the end of February, we have the internal resources to continue to fund operations through the end of the semester and we would then be reimbursed by the Federal Government.

Provost Arden reported that there will be a Board of Governors meeting later in the week. He explained that in terms of the formal agenda, budget and finance will be discussed. He added that the new budget that he saw reflects the fact that we have a new President in office. It is a markedly different budget. He added that there are no huge surprises in the budget for us. "Funding is also provided for enrollment based on actuals and not projections, which means there will be a gap in enrollment funding in the next fiscal year."

Provost Arden added, "What is being proposed, even in this current budget, to make up for that, is funding for summers." He explained that is funding just for undergraduate students on campus in the summer. He stated that this will benefit us in the long-run, particularly if they include graduate students in a summer funding formula. "So it could be good."

Provost Arden reported that there will also be another preliminary look at tuition and fees, but this topic will not be voted on until the March meeting so significant discussion is not expected. He explained that NC State is in a pretty good place. "We are 0% for in-state undergraduates, a low increase for the other categories, and we do not have much in the way of premiums going forward; zero on fees. So I do not think we are going to be on the target at all for tuition and fees." He spoke to the Senate regarding additional topics that are on the agenda for the Board of Governors meeting later in the week, which included a couple of program eliminations. "Often our eliminations are just when we consolidate a degree. For example, we have three degrees in STEM education." "The College of Education is consolidating those into one degree, STEM Education. To do that, they have to change the name of one of those degrees, from Science Education to STEM Education, and eliminate the other two."

Provost Arden also reported that we are not actually eliminating the undergraduate degree in Biomedical Engineering, which you may have seen. "You will remember that we have long-standing had an accredited undergraduate Biomedical Engineering degree but we have now developed one together with Chapel Hill. We waited until the new combined degree with

Chapel Hill was up and running and accredited, and now the time is here to abolish the old stand-alone NC State degree. We will have one combined degree with Chapel Hill.”

This information can be viewed at the following link:

https://www.northcarolina.edu/apps/bog/index.php?mode=browse_premeeting&mid=7070&code=bog

Questions

Senator Hayes: Regarding the joint program with UNC Chapel Hill, whose University goes on the degree?

Provost Arden responded, both. It is truly a joint degree, not a dual degree. He explained that the way it started out was that we had joint graduate degrees but only an NC State-accredited undergraduate degree. He added that we are now moving with a joint accredited undergraduate degree. “You will literally get one diploma with two seals on it.”

Chair-Elect Kellner: I noticed that in the Committee on Budget and Finance presentation, there was a slide in their PowerPoint about a \$30 student fee for campus security. It says on the slide that it is a \$5 rebate from System that comes to the institution for policing and so forth. I am just wondering what you know about that campus security fee.

Provost Arden responded that this fee goes back about four years.

AVC Rainer added that the campus security fee was implemented by what was then General Administration, and it was supposed to supplement dollars that we received on campus for security-related items. “So Mike and I actually partnered and tried to figure out how to allocate that fee across our campus.”

Chair-Elect Kellner: Is it an across-system fee?

AVC Rainer responded that every student in the system pays this fee. Five dollars goes to Central Administration, but on our campus, we use it to hire security guards and environmental safety and police. Mike used it to hire psychologists and counselors.

Chair-Elect Kellner commented that is a fairly small percentage of the fee.

AVC Rainer responded that the other problem with the fee is that they do not increase it. “So now we have people on salary who now we are subsidizing. So the fee, in theory, was a good idea and it helped us a lot, but it’s going to constrain us in the future.” He added that they tried to make strategic hiring decisions using the fee and it had good intentions.

Provost Arden added that overall, it had positive impacts but it probably wasn't enough money to do everything we wanted to do with it.

Chief Moorman added that the other part of it was that General Administration was very specific in how we could and how we could not use it. "So it didn't come with 'this is your money for you to do with as you see fit,' but it specifically said it would be for hiring Clery compliance officers for the BAT Team or a case manager and things of that nature. You could only use it for very narrowly-defined purposes.

6. **Campus Physical Security**

Dave Rainer, Associate Vice Chancellor, Environmental Health & Public Safety
Dr. Jack Moorman, Chief of Police, University Police Department

This discussion will introduce a matrix of activities, organizations, and efforts to advance a comprehensive approach to campus safety. NC State's Clery Act information was discussed.

AVC Rainer provided a broad overview of Campus Safety, including topics related to strategic security planning, University police, violence prevention and threat management, emergency management and continuity, and wolf alert messaging.

Please see the presentation here:

<https://facultysenate.ncsu.edu/files/2019/01/Rainer-Faculty-Senate-Presentation-Jan.-2019.pdf>

Questions/ Discussion

Senator Huffman: So that is 55,000 calls for service per year?

AVC Rainer responded that this number is last year's total, for a 12-month period.

Chair-Elect Kellner: With regard to certain kinds of emergencies-- for example, an explosion in a steam tunnel or a massive power outage on campus -- you would be involved, as would be facilities and a bigger campus group there.

AVC Rainer responded yes, and in that particular instance and the most recent one, we did send out a campus communication. "Campus communication is only as good as the information, and sometimes we do not have a lot of information. The most recent emergency was the one that occurred right after the holiday. When this occurred, we sent out a message. The message we had received was it was going to be three or four hours before power is restored, so as soon as we hit the button, the power comes on but we do not know where the power came back on. In that case, we split up and called Deans' offices and had to ask their power status. We were able

to figure out pretty quickly where the power had come on and where it had not. So yes, there is a communication component for our emergency plan, but assimilating and getting good information at times is difficult.”

Chair-Elect Kellner: What kind of a periphery plan do we have now?

AVC Rainer responded, “Identifying campus borders has helped quite a bit because people generally know that if you come on campus and commit a crime, there’s a good chance we’ve got you on video or we may get a call. That has really helped. The campus access points have a lot of our blue light cameras.” He added that we have security guards out at night who walk Hillsborough Street, Dan Allen Drive, Pullen, and are located out between the Hunt Library and the residential community. “We have good visibility at night. We’ve got a pretty good presence out there.”

Senator Hayes: You said that some number of your staff are retirees.

AVC Rainer responded, “From other police departments.”

Senator Hayes: So I have questions about if you’re able to hire - or you’re competing against a standard police department because you cannot pay as much, or something like that, so you’re not getting a standard police force and if that might also be related to your qualification criteria. Some police departments require a college degree in order to serve; it didn’t sound like that’s what you are requiring, and you make it sound like you have a lower threshold to get people.

Chief Moorman responded, “Actually, we are one of the most difficult police departments to get hired by.” He explained, “There are a lot of states like New York, which has 20-year retirement. There are a lot of individuals who have obtained their retirement from New York, but they still want to work. They come to us wanting to continue their career. They still have to go through our process, which in many ways is above and beyond what many municipalities do.” Chief Moorman added that our pay is competitive and they start their officers at a higher rate of pay than does the City of Raleigh. “Being state employees, we often do not get the raises that they get. We have a career advancement plan also, where dependent on testing and taking certain training courses, the officers have an opportunity to move up to different ranks within the police officer spectrum.” He added that each advancement is accompanied by a pay increase. He also added that every six months, a physical fitness test is administered to the officers and is required that this is passed each year; otherwise, officers will not work here.

Senator Hayes: When I look at the statistics that you placed online, which I think the latest is from 2015 – there are really only two categories of crimes that you listed; some form of stealing and rape. Those are the only types of crimes that are on the report. How much of this is student on student, versus other kinds of interactions are taking place. “I assume that most of the stealing taking place, when I look at the numbers, the biggest one is petty theft so you would never know if it’s another student or another kind of person. But I wonder if there is further

statistics on this that might be considered when we look at our entry criteria that we have for students, to try and calibrate them on not participating in these kinds of things. That's the only thing we can control – is what we say to students when we accept them.

Chief Moorman responded that he brought a copy of the annual security report and passed it over to Senator Hayes for him to review. It is also distributed on an annual basis and is required by the Department of Education. He added that all the crimes are reported here and it was issued in October of 2018. "Every year, larceny is the number one crime. The sexual assaults that you will see, often they are not reported to us. As a Clery requirement, we coordinate with OIED and student conduct and other entities on campus. Sometimes it will be a sexual assault that is reported and it is handled through the Title IX office but that individual doesn't come forward to report it to us as a victim or a survivor. In that case, we do not have anything to investigate because that victim remains anonymous."

Senator Hayes: "These statistics are consistent with what I had assumed I would see if I was to look at these, and again they come into two groups; there is some form of sexual assault ... and then various forms of larceny." To what extent would it be safe to say that the sexual assaults are overwhelmingly, if not exclusively, male on female?

Chief Moorman responded, "Predominantly, yes they are." He added that you will see statistics – and we know that they are drastically under-reported, regardless of what institution you're at.

Senator Hayes: And it is, again, males assaulting females.

Chief Moorman responded yes, the majority of them.

Senator Pearce: I am assuming that every campus police department has to file something like this. So how did we do? We are in an urban environment. What if we were in a small college town. Can you look to see how you're doing or how this program compares?

Chief Moorman responded yes, we do comparisons. "Every University is required to have that available. You can go to most Police Department websites or HR websites, because it is also required to be available not only to employees, but to prospective employees." He stated that we do fairly well compared to our peer institutions.

Senator Pearce: Do they also include expenditures? As an example, the University of Chicago claims that it has the second-largest private police force in the country. There is somebody in every intersection. They're not in a great part of Chicago, but it seems like you want to evaluate not only how you're doing but also how much resources you're given.

Chief Moorman responded, "Being a state institution, there is a formula where we get funding for police officers based on the percentage of square footage of state appropriated buildings. So what has happened here at NC State is because so much of our growth is not through state-

appropriated funding, that there is additional construction, additional building, additional people on campus that the state doesn't give us funding for because if it's not funded by the state, we do not get funding for it." He added that they are constantly comparing themselves to peer institutions. "We are constantly evaluating and making sure that we have the proper amount of personnel."

Senator Williams: You talk about the minors and all the groups that come to campus like cheerleader camps and basketball camps. That ups your responsibility. Do we charge those individuals?

AVC Rainer responded, "Not always."

Senator Williams: Do we make sure the fee that we charge then covers the additional cost or are you subsidizing all of these additional things?

AVC Rainer responded that in effect, we are subsidizing them, but hopefully we will get around this. "We do not have a good handle on how many camps there are and where they're located. So part of our goal is to understand who's coming to campus and then staff it appropriately. "The other thing we are doing now is working with the Centennial Real Estate Development group with regard to tenants on campus. Even though we are the first responder to third party tenants, our police department is not getting resources to respond to those entities. We are working with them to generate additional resources.

Senator Berry-James: At what time of day are more crimes committed on campus?

Chief Moorman responded that they base their response not only on crimes but on accidents. We have graphed them over a timeline, and have found that the majority of our events, whether it's traffic accidents or larcenies, happen anywhere from mid-morning to mid-afternoon.

Senator Berry-James: What about crimes against persons?

Chief Moorman responded that typically, crimes against persons took place at night, from around 8:00 p.m. until approximately 1:00 a.m. "This is why we have the safety escort program that we advertise that runs throughout the night until 4:00 a.m."

AVC Rainer elaborated, "A lot of person on person events in the evening do involve drugs and alcohol. That is another problem that we have on a regular basis."

Senator Berry-James: I am a member of the faculty and I teach at night from 6:00 – 8:00 p.m. I have taught here for 8 or 9 years and in all of that time period, I have only seen a police officer three times in my building while teaching at night. At one point I called the safety escort service and they would not come inside the building to get me, so I called the police to say I'm in the

building but they would not come in the building. I guess I am wondering that for those of us who only work at night, what other kinds of protection are available for faculty and graduate students who are on campus at night attending class or working?

Chief Moorman responded that we do periodically do walk-throughs in buildings but as far as being a deterrent and being able to respond, each time that officer is on foot walking through the building, the only people that would see that officer are those in the building. An officer walking through campus is more effective than an officer walking through the buildings. I certainly understand your concern, but we typically have six officers on duty at night and each officer has a zone. They will typically patrol in their zone to be able to respond.

AVC Rainer added that at night, they have security guards out and they are walking the Dan Allen corridor, the Hillsborough Street corridor, the Pullen corridor and between the Hunt Library and Wolfridge.

Chief Moorman stated that they also have building lock-up. "With the exception of the one security guard who is driving the safety escort vehicle, the other security guards are on foot."

Senator Huffman: So that's 14 people at any given time, pretty thin across campus.

AVC Rainer responded, "We are in a constant battle for resources." This is a topic of discussion on a regular basis.

Chair-Elect Kellner: We are still accredited, correct?

AVC Rainer responded yes.

Chief Moorman responded that yes, to his knowledge, they are the only department that is accredited by both CALEA and IACLEA. "I am on the IACLEA Board of Directors, in my second term."

7. Old and New Business

- a. Faculty Senate Elections (Hans Kellner, Chair-Elect of the Faculty)
- b. Review of current representation by College for Hearing (603) and Grievance (607) and Non-Reappointment Committees (604) (Carolyn Bird, Chair of the Faculty)
- c. Topic suggestions for the General Faculty Meeting (March 5th) are still being accepted.

Chair-Elect Kellner announced that there are several Senators who will not be up for re-election, and so will continue: Senator Carver, Cooke, Kirby, Barrie, Eseryel, Smith, Havner, Liu, Martens, Berry-James, Kuzma, Feducia, Hawkins, Lubischer, Kotek.

There are 10 senators who are cycling off the Faculty Senate.:

Senators Kathariou, Ange van-Heugten, Perros, Argyropoulos, Bykova, Huffman, Hergeth, Sannes, Pearce, Fath

There are several Senators who will complete their first term in 2019 and are eligible for re-election: Senators Hayes, Lim, Boyer, Orcutt

Chair-Elect Kellner asked that if you are eligible and running for a second term, please let him know your intention.

Chair Bird reviewed the current representation by College for Hearing (603) and Grievance (607) and Non-Reappointment Committees (604) and vacancies that are needed to be filled.

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

Chair Bird asked for a motion to adjourn the meeting at 4:31 p.m.

The motion passed unanimously.