

**Governance and Personnel Policy Committee of Faculty Senate**  
**Tuesday, February 26, 2019**  
**Faculty Collaborative Conference Room, D.H. Hill**

Attendees: Paul Huffman, Barbara Kirby, Jane Lubischer, Steven Vincent, Paul Williams, Marina Bykova, Phil Sannes

Discussion: Revisit last two discussions on Faculty Diversity from last year.

Minutes from the January 30 and February 13, 2018 meetings from last year were distributed and reviewed by the committee in order to establish the key points of discussion on Faculty Diversity as they were left last year. This would help frame future discussions on this topic going forward.

The following topics/issues were entertained:

- How to best reduce or breakdown borders/barriers?
- How do we truly establish an interdisciplinary culture that grows from the residue of the cluster hire strategy? Are the disciplines targeted sometimes too distant from those established at NCSU?
- Is the interdisciplinary culture approach well-intentioned but misguided, especially without definitive guidance for effective integration?
- What role does comfort level play in the integrative process?
- Do members of our culture tend to tolerate or be tolerated, and does this really represent a state of power and no power among individuals and groups?
- Is a true sense of community an illusion or challenge to be met, or do we simply gravitate and interact with those who are most like us?
- The bigger picture seems to suggest that local climates are discipline centered while larger/broader communities are more interdisciplinary.
- Does increased diversity in culture actually lead to increased isolation?

The meeting closed with a short discussion of resource allocation strategies, as recent statistics indicate a disproportionate increase in the growth of administrative positions compared with new faculty hires (19 vs 11%, respectively), and the rising influence(s) of and the CEO mentality on college campuses. Should these be considered as future topics of committee focus?