

NORTH CAROLINA STATE UNIVERSITY

Minutes of the Faculty Senate

March 19, 2019

3:00 p.m.

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

Excused: Senators Cooke, Hergeth, Martens, Orcutt

Absent: Senators Argyropoulos, Hawkins, Kathariou, Liu

Guests: Mary Peloquin-Dodd, Interim Vice Chancellor for Finance & Administration; Gareth Washington, Director of Benefits; Courtney Thornton, Assoc. Vice Provost for Academic Personnel and Policy; Roy Baroff, Faculty and Staff Ombuds Office; Marie Williams, Associate Vice Chancellor for Human Resources; Marc Hoit, Vice Chancellor, OIT; Allison Newhart, Vice Chancellor & General Counsel; Cathi Dunnagan, Lead Instructional Designer, DELTA; Britt Hurst, Manager, Wellness & Recognition, Human Resources

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

Chair Bird called the twelfth 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. Faculty and Staff Appreciation Events, J. W. Isenhour Tennis Center, *Free Admission:*
Women's Tennis vs. Virginia Tech at 1pm on Sunday, March 24th
Men's Tennis v. Florida State at 5pm on Friday, March 29th

2. Available Syllabus Statement – Student Basic Needs Town Hall Event *Co-facilitator with Jess Erico, SBP:*

Students Facing Food Insecurity or Lack of Housing

Any student who has difficulty affording groceries or accessing sufficient food to eat every day, or who lacks a safe and stable place to live, and believes this may affect their

performance in the course, is urged to contact the Dean of Students for support. Furthermore, please notify the professor if you are comfortable in doing so. This will enable her to provide any resources that she may possess. The Pack Essentials website features information about Campus Basic Needs Resources: <https://dasa.ncsu.edu/pack-essentials/>. Additionally, an on-campus food pantry is located at 2221 Dunn Ave. For more information, please visit: <https://feedthepack.dasa.ncsu.edu/>

4. Approval of the Minutes, Regular Meeting

Associate Chair Ange van Heugten called for a motion to approve the minutes for the eleventh 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, Executive Vice Chancellor and Provost

Provost Arden reported that Greg Raschke, Senior Vice Provost and Director of Libraries, gave a presentation to ALM, the leadership meeting, and did a phenomenal job. "I think people were really excited to see what the Libraries are doing and what's ahead for the Libraries. So I think everybody joins me in having a lot of confidence in Greg's leadership as we go into this next era. When you've had somebody in place in a leadership role for 30 years, there are big shoes to fill. Greg worked with Susan for ten years and has stepped in very ably. I think folks were very excited about his vision.

Provost Arden spoke about the ACC Men's Basketball Tournament and the NCAA Tournament, as well as noting that the Women's Basketball Team received a third seed in the Women's NCAA Basketball Tournament. He stated that so many of our teams at NC State were doing a fantastic job. He added, "As Debbie Yow closes out her tenure as Athletics Director, we should thank her for what she has done. NC State is in a really different place than it was ten years ago. There is some great stuff happening."

He provided an update about the Poole College of Management Dean search, with airport interviews occurring currently, and stated that this search should be narrowed down very shortly. Dean David Hinks is heading up that search.

Provost Arden stated, "I think I mentioned to you that we have appointed other honorees to the University Faculty Scholars Program, bringing it up to 146 honorees over the past seven years. This has been both an honorary and retention tool and has been extraordinarily successful. Only around seven of those 146 individuals have moved on from the University over the last

seven years, so I am very pleased with that.”

Provost Arden also gave kudos to Dr. Katharine Stewart from Faculty Affairs for giving a presentation to the Board of Trustees on the Professional Faculty Track, called “Complementing the Tenure Track,” which was a brief presentation, but an excellent presentation. “I think the Trustees really started to get a feeling for what Professional Track Faculty bring to NC State.”

Questions and Discussion

None.

6. NCSU Sponsored Childcare

Marie Williams, Associate Vice Chancellor, Human Resources

Mary Peloquin Dodd, Interim Vice Chancellor for Finance and Administration

This discussion will provide an update on the transition plan to accommodate families utilizing the services at the Dorothea Dix Childcare Facility. Plans for additional locations, increased capacity to serve families, and expanded services will be discussed.

VC Peloquin-Dodd greeted the Faculty Senate and reported that in her role as Interim VC for Finance and Administration, she and AVC Marie Williams have spent a lot of time over the past few months working on this issue and are both prepared to answer questions following the presentation. She provided some context and historical background regarding the Child care issue. She stated, “We are not done. We intend to continue to search for additional enhancements for the program. But you will get a feel for that as Marie goes through the presentation.”

AVC Williams thanked the Faculty Senate for the opportunity to speak to them regarding this very sensitive topic. “We certainly received lots of comments from impacted families, as well as many of the people around this table. We look forward to talking to you about the chain of events, background, and then some of the things we have been doing. We will also share some of the lessons learned that we had going through this particular project.”

Please see the presentation here:

<https://facultysenate.ncsu.edu/files/2019/03/Child-Care-Meeting-Pres-Faculty-Senate-3-19-19-Final.pdf>

Questions and Discussion

Senator Hayes: What would it take for us to make it a formal policy to provide this service, and what would it take in terms of subsidies to be able to offer this benefit to people we are trying to recruit? Saying that we've subsidized to the point where if a person takes out the maximum pre-tax allocation for child care, that the subsidy will cover the rest? That would be a very powerful recruiting tool.

AVC Williams responded, "With the policy, I am not sure what would be required for that, but I will have to take that away and research it and find out what the other peer institutions are doing and have they made that a formal policy. I don't know but it's something that we can look at. I'm not sure. Normally what we find is that there isn't a formal policy around childcare but like what we are describing, they're developing robust programs. That is not what we had; we did not have drop-in daycare facilities, we were not increasing capacity, we were not establishing meaningful partnerships with providers across campus. For those of us in the Faculty meeting last week, we heard the Chancellor say that it was important for us to continue to do that. We are focused on creating a robust program and that is typically what you see, outside of policy. I am happy to find out about that."

VC Peloquin-Dodd added that in regard to what would it cost, Marie's team did research how many people at the University now have dependent care through their FSA.

AVC Williams reported that number is about 335.

VC Peloquin-Dodd added that it could get expensive, because where do you draw the line? "Do you make it an issue only for low-income people? Is it an issue for anybody with any income? So as we started thinking about it, it could be quite expensive to offer a blanket policy but it is something that we have thought out."

AVC Williams stated, "These enhancements are a step in the right direction, because now it allows us to compete. But we've got to still do more. Analyzing a lot of these things and analyzing a little bit of the data and figuring out the cost components is something we will need to do. It doesn't mean that it's going to happen, but we will need to do that."

Senator Hayes: I would suggest that you look at it as an investment rather than just an expenditure. I would say that's what it is.

AVC Williams responded that the University isn't looking at it as just an expenditure. "If you see what we are doing here, the University is putting more dollars into what we are trying to do now,

and there will be a continued commitment to do that. We always have to analyze and do cost/benefit analysis, but the University gets it. The reason why it gets it is why we understood that we needed to increase capacity in the first place, which is an important part for us to really see that we are recruiting. When you are recruiting a faculty member or you are recruiting a post-doc, you can generally say that I feel confident that there is a good chance that they will be able to get a space at a childcare facility if they are interested.”

Senator Pearce: So 100 would be less than one-third of the amount. So we just hired somebody who has a four year old. I can't really say that the chances are good. Are they, with less than one-third?

AVC Williams responded that once they have finished negotiating the contract with Bright Horizons, the chances should be very excellent. “Because now we are creating all of this capacity and we are getting ready to build a waitlist for those. There's no better time, frankly, than now. This is the benefit of what we are doing. I don't want to minimize the impact that this has been on the impacted families, but I genuinely believe that we can use this very unfortunate situation of not being able to be in this facility to turn it to try to find ways to make a robust program, and in your case, now when you can really generally say you'll be able to find a spot if you have a child who needs childcare.”

Senator Huffman: So it seems like the solution you've put together is heavily skewed toward western Raleigh, and there's nothing that's to the east of Raleigh. So apart from The Goddard School, really that subset of population that work here have no other option. Is that correct?

AVC Williams responded yes. “We are working on that. That isn't by design. Bright Horizons is already our provider. If you look at a map, most of their locations are located on sort of the northwest and a little bit to the south. Our plan, and working with the advisory group, is to now look at developing more partnerships and also other providers. It has typically been a practice at the University that we would pick only four-star or five-star providers. But what do you think it does for a large subset of our employees? They are not able to use that because they cannot afford it. For those families where cost matters, we want to also be able to provide them an option. That option might be in east Raleigh or it could be wherever. So we are looking at trying to find some partners that have more locations.” She also added they are seeking partners that may offer services at a lower cost.

Senator Huffman: So how many families are displaced because of location now? If they live in Garner, this is convenient; going to Morrisville is not convenient.

AVC Williams responded, “Some of those families are actually picking a location that is closer to

them. For some of them, they are thinking maybe The Goddard School may be a solution for them because it's close to campus." She added, "Remember, we are on a journey of our childcare and making it a robust program, so we are planning to make some leaps and bounds to where we were. We aren't standing here to say it's the best plan. We've got a lot to do but I am excited about where we are going because we are really trying to focus now on increased accessibility and capacity for our faculty and staff, as well as affordability."

Chair-Elect Kellner: Are there other campuses of The Goddard School?

AVC Williams responded yes. "That is a good point. What we have had to do, which is slower process, remember these are franchises, and because they are franchises, we have to negotiate with every location individually." She added that they will continue to do this. "That's what we will be doing from an HR standpoint and working with an advisory group, is really trying to create a lot more meaningful negotiations and partnerships with our providers."

VC Peloquin-Dodd added that if people know of other facilities that the University can contact, we are willing to consider additional capacity through individual contracting.

Chair-Elect Kellner: We appreciate your efforts.

7. Spring 2019 Delta Grants Showcase

Cathi Phillips Dunnagan, Lead Instructional Designer, DELTA Instructional Innovation Services

Please see the presentation here:

<https://facultysenate.ncsu.edu/files/2019/03/Delta-Grants-031919.pdf>

For additional information, please see the website at:

go.ncsu.edu/dg-showcase

8. Old and New Business

a. Elections Update *Hans Kellner, Chair-Elect of the Faculty*

Chair-Elect Kellner reported that Chair Bird has had great success in recruiting candidates. All of the positions are at least filled with someone. Most of them are

competitive. It was not an easy task. He stated that on Monday, March 25th, the elections will open. Everyone will receive an email notification, along with a ballot for his/her unit and College. There will be two reminders to people who have not voted. The elections will close on Friday, April 5th. On April 9th, we will get the election results and those who have been elected and those who have not been will be notified. On April 16th, during the last Faculty Senate meeting of the year, we are hopeful that the newly-elected people will join us.

Chair-Elect Kellner also spoke about the elections for the Associate Chair, the Athletic Council and Faculty Assembly. We have multiple candidates for the Athletic Council but need candidates for the other seats.

He encouraged the members of the Faculty Senate to run or to recruit their peers who are interested in running.

b. Faculty Senate Bylaws Proposed Revisions, *Sarah Ash, Parliamentarian*

Parliamentarian Ash reviewed with the Faculty Senate proposed revisions to the Faculty Senate Bylaws. The proposed revisions will be voted on in the next Faculty Senate meeting on Tuesday, April 2, 2019. Please see the proposed revisions at the following link:

<https://facultysenate.ncsu.edu/files/2019/03/By-Laws-changes-ASH-031919.pdf>

c. Elections to be held April 2, 2019, *Carolyn Bird, Chair of the Faculty*

1. Faculty Assembly Election: Election of Delegates and Alternate Delegates
2. Associate Chair Election: Faculty Senators can each nominate one person from the current Faculty Senate membership to be on the ballot for Associate Chair of the Faculty.

d. Elections to be held April 16, 2019 (our last meeting), *Carolyn Bird, Chair of the Faculty*

1. Executive Committee: Calling for nominations/self-nominations to serve on the Executive Committee of the 66th Session of the Faculty Senate.
2. Council on Athletics: Two candidates to be elected.

9. Issues of concern

Faculty Issues of Concern can be submitted at any time to a senator or to Faculty_Senate@ncsu.edu. Faculty Senate committee meeting minutes are posted on the Faculty Senate website.

10. Adjourn

Meeting was adjourned at 4:00 p.m.