

Governance and Personnel Policy Committee of Faculty Senate
Tuesday, February 12, 2019
Faculty Collaborative Conference Room, D.H. Hill

Attendees: Paul Huffman, Barbara Kirby, Jane Lubischer, Darby Orcutt, Jennifer Kuzma, Donna Carver, Steven Vincent, Paul Williams, Marina Bykova, Phil Sannes

Discussion: Complete work on proposal on Status of Non-tenure Track (NTT) and part-time (PT) faculty at NCSU, and restart discussion on Faculty Diversity from last year.

Our January 29 meeting centered on the finalization of a draft document for identifying and developing guidelines aimed at improving the status and well-being of non-tenure track faculty at NC State. Further suggestions since for edits on the final draft document were offered and changes made. These related to clarification of wording affecting library and field faculty, credit hours and full time status, and funding sources for the proposed changes. See attached document.

The meeting then moved on the Faculty Diversity issues. Sheri Schwab, Interim Vice Provost for Institutional Equity and Diversity, was invited to attend and shared with us updates from OIED activities and concerns. We discussed:

- Problems that recently surfaced on racially insensitive photographs in yearbooks at various institutions that have been in the news. Nothing so far at NCSU.
- Recruitment challenges and unconscious bias
- Problems with retention and culture
- Revisited assessment measurements, such as the Coach Survey
- University Diversity Advisory Council (UDAC) recommendations were discussed. Communication, diversity links, cultural competency, and factors influencing inclusion. How does this influence current evaluation of general education/course requirements and cultural competencies?
- Impending strategic plans
- Where do we go with recommendations?

This may tie in well with where Committee discussions temporarily ended last year when our faculty diversity discussion began to focus on its impact on faculty retention and culture.

We will look into who from OIED or UDAC might be invited to our next meeting.