

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

Attendees: Jane Lubischer, Steven Vincent, Paul Williams, Donna Carver, Darby Orcutt, Angela Smith, Phil Sannes

Guest: Stephanie Helms Pickett, EdD, Associate Vice Provost for Diversity Engagement, Training and Education, Office for Institutional Equity and Diversity

Discussion: Faculty Diversity from Multiple Points of View

The following topics/issues were entertained:

- Joining OIED has proven to be a dramatic identity and culture change in moving from student services (Duke) to academic affairs (NCSU), especially the connectedness and ideals of the communities they represent
- Focusing on future faculties and professional development will be key endeavors
- Learning outcomes and measurements were discussed – how do they translate into bringing diverse groups and cultures together.
- How can efforts to improve diversity be packaged in the context of cultural growth?
- Can we improve diverse faculty recruitment by making better use alumni and current faculty?
- How does cultural competency fit into these efforts? There will soon be a rollout of the follow-up to the pilot done last year.
- Bias and power are key in influencing the process.
- The neuroscience of social justice was discussed and how should the data that exists be exploited, and what more is needed? Could it lead to better support and even cultural enlightenment?
- How can the NCSU story be sold more effectively? Are we where we want to be? Metrics show undergraduate NCSU is finally at a 50/50 gender balance – can this be maintained and do we have the necessary approach for doing so?
- Leadership drives diversity through training, development, and success.
- Can NCSU ever become a destination school with its current college/department centered identities? Or are we too compliance driven, and will that get in the way of changing existing culture(s)?
- The answer may be found in development of institutionalized values that often grow from strategic planning. Perhaps this could be incentivized by adding “value check boxes” to course action forms?
- Strategic plans should be designed to cross borders rather than building them.
- Too much competition between colleges and not enough building communities that cross borders.
- Does the arrival of community college admissions in the Spring disrupt the common experience of the first year student culture?

- What is the gold standard for the climate/culture of the university and how can it best be measured?

The meeting closed with a short discussion of recruitment and retention in the context of growing/expanding diversity within the student body and faculty ranks. There's much work to be done.