

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
Executive Summary
January 21, 2020

1. Call to Order

Hans Kellner, Chair of the Faculty

Chair Kellner called the ninth meeting of the sixty-sixth session of the NC State Faculty Senate to order at 3:01 p.m.

2. Announcements

Hans Kellner, Chair of the Faculty

1. Chair Kellner provided an update regarding the status of the Faculty Senate group picture, which will be rescheduled soon.
2. The Faculty Senate elections are coming up in a couple of months. In order to plan, please indicate your status regarding your interest to run again, if eligible, or not. Let the Faculty Senate office know as soon as possible.
3. NC State has been named by the *Chronicle of Higher Education* as the 16th best University in the country in the hiring of tenure track faculty.
4. If you are interested in attending a graduate student mental health symposium on March 27, 2020 in Hunt Library, please let Chair Kellner know and he will provide additional information.

3. Approval of the Minutes, Regular Meeting No. 8 of the 66th Session, January 7, 2020

Phil Sannes, Associate Chair of the Faculty

Associate Chair Sannes called for a motion to approve the minutes for the eighth meeting of the 66th Session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved, with noted grammatical corrections.

4. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden brought information regarding the status of ongoing searches on campus, as well as the Strategic Plan task forces that have recently been named. He also provided an update to the Senate regarding the status of the state budget and the SACS five-year review.

5. Committee Reports

Faculty Senate Committee Co-Chairs provided updates regarding the issues of concern and topics their committees have been working on since the beginning of the academic year.

6. Issues of concern

Faculty Issues of Concern can be submitted at any time to a Senator, the Chair of the Faculty, or to Faculty_Senate@ncsu.edu

7. Adjourn

Meeting was adjourned at 4:35 p.m.

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
January 21, 2020
3:00 p.m.

Regular Meeting No. 9 of the 66th Session

Faculty Senate Chambers

January 21, 2020

Present: Chair Kellner, Associate Chair Sannes, Parliamentarian Funkhouser; Senators Ashwell, Aspnes, Bernhard, Berry-James, Boyer, Carrier, Carver, Cooke, Darhower, Feducia, Flinchum, Isik, Jordan, Kotek, Little, Lubischer, Lunardi, McGowan, Murty, Nelson, Pinkins, Rever, Thakur, Vincent, Williams

Excused: Immediate Past Chair Bird; Senators Havner, Kirby, Kuznetsov,

Absent: Senators Barrie, Bass-Freeman, Collins, Jacob, Fitzpatrick, Liu, Monek, Parker

Guests: Marc Hoit, Vice Chancellor, OIT; Allison Newhart, Vice Chancellor and General Counsel; Roy Baroff, Faculty/Staff Ombuds; Courtney Thornton, Associate Vice Provost for Academic Personnel and Policy, Office of Faculty Affairs; Coleman Simpson, Student Senate President Pro Tem

1. Call to Order

Hans Kellner, Chair of the Faculty

Chair Kellner called the ninth meeting of the sixty-sixth session of the NC State Faculty Senate to order at 3:00 p.m.

2. Introduction of Guests and Announcements

Hans Kellner, Chair of the Faculty

See the back of the agenda each week for committee activity and announcements.

3. Announcements:

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4. Approval of the Minutes, Regular Meeting No. 8 of the 66th Session, January 7, 2020

Phil Sannes, Associate Chair of the Faculty

Associate Chair of the Faculty, Phil Sannes, called for a motion to approve the minutes for the eighth meeting of the 66th 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 brought announcements from his office regarding the University Standing Committee Online Preference Survey. It will be open from January 13 through February 3 and the announcement will be sent out via email from the Provost's office. He encouraged the Senators to participate in the survey and to also encourage their colleagues to do so as well.

Provost Arden stated that just before Christmas, the nine task forces were announced for the next step in the strategic planning process. He added that they have notified those who will be populating those task forces, and stated that there will be opportunity to provide input widely across campus.

Provost Arden spoke about the status of the state budget and the many challenges that the current situation will have on the University. "Not sure where we go from here. There is some talk of breaking out small parts of the budget and trying to get some mini-budgets through. I think the problem is, quite frankly, irrespective of where you come down politically, each side thinks they're winning and thinks it's something they can blame the other side for and use in the upcoming November elections. So I have no clue how it's all going to play out; I just know it is creating significant challenges for us on campus this year. If we were to go into another year without a budget, that would be significant."

He added, regarding what this means for NC State, "For us, it means that we are continuing on last year's budget without adjustments. But adjustments included capital funds for buildings, R&R, operations and maintenance, enrollment funding, and pay raise funding. So it is significant. We will be keeping a very close eye on that and I will try to keep you updated to the best of my ability."

Provost Arden concluded, "Regarding SACS reporting, we are coming up on our five-year review, and getting very close. Last week, all of the site visit data was submitted to SACS, and it was hundreds of pages. The site visits will be occurring on February 10th." He added, "During the five-year reviews, unlike the ten-year review, they only visit off-campus sites. There will be some on-campus meetings; they will be meeting with me, and the Chancellor if he is in town, and one or two others. But mostly they're visiting off-campus sites. The sites they have chosen are all College of Education sites. The final report is due to SACS in March." He added that he feels the University is in good shape.

Questions

Senator Berry-James: Do you know if SACS will post any issues of concern about the University?

Provost Arden responded that he does not know. He referred Senator Berry-James to Duane Larick for an answer to that question.

Senator Carrier: Am I to understand that all of the task force members have been chosen?

Provost Arden responded yes. He added that he is pleased that this time there is a great level of enthusiasm around volunteering for the task forces. Some of the task forces are getting into the mid-20's in numbers, so it may be a challenge to manage those larger groups. He stated that there will be multiple ways of giving input; first, through the task forces by coming to any open panels that we have, online, etc. He added that their goal is to be very inclusive in this process. "I am asking for the task force reports by May, which will still give the task forces six months. They will be meeting every two weeks. The reason I'd like them before the summer is that we are going to take the summer to consolidate those nine task force reports into a concise overarching document. I am hopeful we can get the next strategic plan to the Board of Trustees by September or not too far into the next academic year."

5. Committee Reports

- a.** Governance-Communication-Recruitment Committee (*Natalie Cooke, Barbara Kirby, Co-Chairs*)
- b.** Academic Policy Committee (*Rajade Berry-James, Paul Williams, Co-Chairs*)
- c.** Personnel Policy Committee (*Jennifer Kuzma, Matt Rever, Co-Chairs*)
- d.** Resources and Environment Committee (*Jeremiah Feducia, Jane Lubischer, Co-Chairs*)

Report - Governance-Communication-Recruitment Committee

Natalie Cooke, Co-Chair

"The GoCore Committee is the newest Faculty Senate committee. We have been working hard to meet our new committee goals, one of which is to be able to create a new strategic communications plan so that we can help with recruitment, moving forward."

"We spent the majority of last semester looking at what has been done in the past, looking at our website, hearing from various speakers. We reached out to Staff Senate and heard from their Communications Committee; we heard from Joni about the history of what's been done in communications for Faculty Senate; we looked at different websites from peer institutions and saw what are the best practices associated with that; we pitched the idea of getting some help from University Communications and received a report, which does not fit within our very limited budget. So we had to get a little creative. Senator Pinkins suggested we use one of our greatest resources on campus, which is our student practicum courses. We are partnering with a communications graduate team and an undergraduate business and marketing team to look at creating a strategic communications plan and marketing plan."

"As we look forward, we have a statement of work for each of those student practicum groups. They will be meeting with us on a regular basis throughout the semester. We have a great group of students who have a great set of skills. We are excited to see what they are going to accomplish. Their first task will be meeting with Chair Kellner and Joni to hear about the history of Faculty Senate; they will be doing a needs assessment with our committee on February 11; they will be doing a focus group during that time and you will likely be getting a survey from them to hear what your perspectives are about what needs to be communicated and how that needs to be communicated. They will be looking for some creative solutions to make that happen. Then they will be creating that product, whatever that may be, from that point forward that will be a set of recommendations that we will be able to implement in the future with the hope that those student practicum groups will be able to continue that work in a future semester in order to implement those recommendations."

"We also have the election coming up, so we will be working on that. We have also been asked to endorse the faculty engagement survey, so we are looking at what that endorsement might look like."

Report – Academic Policy Committee

Rajade Berry-James and Paul Williams, Co-Chairs

“At our last meeting, we went over all of the issues of concern that we have discussed. Our minutes are available on the Faculty Senate website for you to consider.”

“In summary, we are offering suggestions and/or recommendations for the Faculty Senate to consider. In our first meeting in September, we were assigned two issues; resource allocation and student success (GPS advising platform). The issue around resource allocation dealt with budgets around the athletic department. We talked about how the athletic program has grown over the years and we looked at the growth of the program in relation to the size of faculty and related expenses. Representatives from Athletics attended one of the September meetings.”

“There is a common misconception that, somehow, resources pass between the barriers between athletics and academics; and that is not true. The athletic department is a separate, self-financing, self-supporting entity. The athletic budget has grown from about \$34 million ten years ago to about \$74 million now, but that is largely due to the success of the athletic program, the ACC network, and more revenue generated. If anything, there is more money that goes from athletics to academics than the other way around. This has been a misunderstanding as to how the budgeting works. The committee summarized that there is no further discussion needed regarding this issue.”

“We had a significant discussion about the student success GPS advising platform. This platform can be different, whether you’re in an undergraduate or graduate program. We made a suggestion that recognizing that best practices may differ by different colleges and majors at the University, as well as in some departments. We learned that the faculty advisement system is pretty thorough and intense. In other departments, they rely on the GPS advising platform for student success. Among those faculty that rely and/or use that system, the committee is suggesting that those faculty be informed on what is considered to be a best practice. Best practice is utilizing the “Notes” section during the advisement process. When you do so, it helps all people connected to student success to understand the decisions that have been made in regard to a particular student.”

“The issue that was presented as an issue of concern was the app that students could use to schedule their advising sessions. Faculty were concerned that they don’t know how to use it and they’re being forced to use it. We had someone explain to us that however you schedule your advisees, you can continue to do it that way; there is no requirement that any faculty member use this system, other than using the “Notes” feature on the platform so that any advice that a student gets goes into this “database,” so they can share the information about what the student was told. That is the only issue that they’re concerned about. The platform is really tailored for professional advisors, which many colleges do.”

“The professional advisors fully utilize the features of this platform, but many colleges and departments do not; they do it another way. That is perfectly fine; whatever works for you. So the issue was, “Do I have to use it,” and the answer is “no.” But they suggest and hope that people would use the “Notes” feature of the platform. So this issue, we feel, has been resolved.”

“The next issue was around the PhD Spring admissions. A faculty member submitted an issue of concern regarding constraints on faculty who received grants but were unable to admit students during the Spring semester. One of the recommendations that we made as a committee may be a

recommendation to implement some type of policy that advises the way in which the directors of graduate programs work with the graduate schools so that admissions are flexible in those departments that will allow Spring admission for new students. There may be some rules that there are decisions that are being made that negatively impact the ability of the faculty member to accept the grant. This warrants further discussion at the Faculty Senate level, as well as some support from you to ensure that faculty are able to continue to seek grants and admit students mid-year if necessary.”

The committee also discussed the self-selected gender identity and general pronouns, as was assigned to our committee. We reviewed a request from the University registrar to ask us to discuss a project that would allow students to self-select preferred gender identity and pronouns in My Pack Portal and subsequently display preferred pronouns to the faculty advisors and administrators through the class roster and advising center in My Pack. At the committee level, we recommend that the Faculty Senate, by way of a resolution, discuss whether or not to support the implementation of the Registration and Records project. Our committee definitely supports that and in order to move it forward, we need a motion from the full Faculty Senate.” *(After discussion, this issue was tabled due to comments indicating the policy has already been adopted campus-wide. An email was sent out on January 7, 2020 and was referenced in the discussion. Further research will be done regarding this issue and will be discussed in the February 4th Faculty Senate meeting).*

Other issues currently discussing:

- a. Graduate student fees and the fact that the fees are due even before the financial aid money arrives. The Provost indicated that he would put in a good word with the appropriate department for a resolution to be explored.
- b. We are falling behind our peer institutions in regard to graduate student support overall. The University needs to remain competitive for these students.
- c. A faculty member raised an issue regarding the arbitrary way that Department Heads make rules surrounding the rewarding of graduate assistantships. What is the power of Department Heads to set policy? There is not much information regarding this situation and needs to be explored.

Report – Personnel Policy Committee

Jennifer Kuzma, Matt Rever, Co-Chairs

“We have done several things in the past semester. We have worked with the Vice Provost, Katharine Stewart, on the progress toward the NTT, which are now Professional Track faculty, and that regulation. We have asked her if we could review the regulation, so we took a look at it and made sure that it incorporated the things that we discussed last year. Dr. Stewart has been very open and collaborative with us in reviewing and making sure the revisions that the Senate intended are incorporated into the Professional Track faculty guidelines. We have been an active part of that. We are satisfied with how things stand at the current time.”

“A recurring theme that seemed to be very important to the Senate was the issue of a minimum salary. This is going to happen, but we have been asked to let the Provost introduce this minimum salary concept to the administration who will move the process forward. The Provost is currently going through negotiations with the colleges about who is going to pay for it, who has the resources to help

pay for it, and whether or not the Provost is going to do more than half of it. If it doesn't happen by May, we will re-address it. We have just decided to allow more time for it to work through the process."

"The Personnel Policy Committee met with Vice Chancellor Marie Williams on January 14 about the health insurance exchange and data. We have not gotten a clear answer about what happens to our health data when it goes into these exchanges. There are special provisions for state employees on the state health plan and we have not gotten clarity on how much of our data is identifiable and how much is non-identifiable and whom it gets shared with. We are still working on that. This is something we should all be concerned about, and at the very least we want to develop some sort of issue brief, just for information and educational purposes. We have found out in our conversations with Marie Williams that we have virtually no control, and they have no control at the NC State level over what kind of health insurance we get. We have also discussed how our health insurance is not all that great at NC State; there are some issues with that, but that's really set by the state health plan and UNC and there's very little we can do with it, except for political action."

"Surprisingly, the data from the faculty and staff survey that was sent out showed that the faculty was, by in-large, satisfied with the level of coverage in the state health plan. One of the reasons that was brought up as to why that might have occurred is lack of awareness of what else is out there. It was mentioned that the majority of the respondents have been at NC State for most, if not all, of their career. So, as Marie Williams pointed out, it's very good for keeping those quality people that NC State employs, but it's also not good because there is no frame of reference to see if the grass is actually greener on the other side. For those of us who have seen the other side, there is a huge difference. The data issue is still very important and we do not have a clear answer on health information exchanges and where our data goes when it goes to the state."

"The committee also met with Marie on the faculty hiring process, because that was a faculty issue of concern that was brought to our attention, that it can be very slow and cumbersome and we often lose good candidates due to this issue. There has been a huge effort working on this issue for the past six months and we met last week and received a document that describes their process for looking at the faculty hiring process very carefully. They have come up with 52 recommendations to improve the process and they are working very diligently on that. We have asked them to provide any updated information as they move into the next steps. They are aware that this is an issue and they are actively working on it at a very deep level. Sheri Schwab provided the committee additional information regarding the waiver process related to the efficiency of hires and what does and does not qualify for the waiver."

"Another issue of concern we are addressing is around diversity, climate and inclusion. We are meeting with Sheri Schwab again on January 28th about this topic. In the UNC employment engagement survey, there was a big discrepancy between women and minorities and how they viewed the various categories of belief statements. In some cases, 21% to 34% less favorably than white people or males. So we really want to make sure that this information stays at the forefront of Personnel Policy, that people of color and women are less happy at NC State. We are also meeting with Duane Larick on February 25th about University College and the lack of tenure track paths, especially in the music department. The music department is going through accreditation, and they have no tenured faculty, nor tenure track faculty in their department. We want to understand why there's not a tenure track path in University College for Health and Exercise Sciences as well as Music. This doesn't seem to set them up well for accreditation or recruitment of students, and so forth."

Report – Resources and Personnel Committee

Jeremiah Feducia and Jane Lubischer, Co-Chairs

“The fall semester was relatively light in terms of issues of concern we were dealing with. We had one issue regarding transportation and traffic and pedestrian safety on Centennial Campus. We invited representatives from Transportation, as well as Campus Safety, to come talk to us about the current status, what they are aware of, what they can do with their resources, etc. At this point, there is not much that can be done because of the lack of resources. There are not enough officers to patrol and enforce speed limits. They are looking into doing a traffic and pedestrian analysis around Lake Raleigh and they have installed a second radar sign near the middle school on Centennial Campus to help with the speeding issues there. They said that the lack of resources keeps transportation and campus safety from being able to enforce much to deal with the traffic concerns. They mentioned that there were also competing interests on Centennial that are trying to raise the speed limit, while we are trying to keep it low.”

“The committee met with Mary Haskett and Sarah Wright regarding the call to action for Pack Essentials. We are currently working on drafting a Resolution in support of the call to action and will present that to the Senate very soon. There are some good places in the strategic plan for raising those issues and pursuing projects relevant to that, in particular the first task force that deals with inclusivity and student wellbeing.”

“This semester we met, along with the Personnel Policy Committee, with Marie Williams to discuss issues related to benefits and faculty recruiting and hiring. The co-chairs covered most of that discussion in the previous committee report.”

“In our upcoming meetings, we are meeting with Dave Rainer and Doug Morton about an issue of concern regarding classroom safety across campus and what is happening with facilities to assure safety within the classroom. The primary concern there is the need to have the ability to lock your classroom from the inside, especially the larger lecture halls, which is currently not possible.”

“We will meet with Duane Larick regarding resource allocations for the faculty vs. administration issue of concern that was raised. This meeting is scheduled for the end of February.”

6. Issues of concern

Faculty Issues of Concern can be submitted at any time to a Senator, the Chair of the Faculty, or to Faculty_Senate@ncsu.edu

7. Adjourn

The meeting was adjourned at 4:35 p.m.