

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**Executive Summary**  
**February 18, 2020**

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the tenth meeting of the sixty-sixth session of the NC State Faculty Senate to order at 3:03 p.m.

**2. Announcements**

*Hans Kellner, Chair of the Faculty*

**1. Engagement Survey**

<https://hr.ncsu.edu/employee-engagement-survey/>

**2. 2020 Sisterhood Dinner**

<https://cswomen.wordpress.ncsu.edu/sisterhood-dinner/>

**3. Hillsborough St. Community Service Corporation Annual Meeting**

<https://www.eventbrite.com/e/2020-live-it-up-hillsborough-street-annual-meeting-10-year-anniversary-tickets-93568849949>

**4. The MLK Project**

<https://www.wunc.org/post/virtual-mlk-project-uses-technology-recover-history> and  
<https://vmlk.chass.ncsu.edu>

**5. 100 Years of Technician**

<https://news.ncsu.edu/2020/02/technician> and  
<https://digital.technicianonline.com/02012020/C/-100-anniversary-student-journalism/>

**6. Wellness Fair**

<https://wellness.ncsu.edu/>

**7. Candidates needed for Chair of the Faculty (2021-2023)**

**3. Approval of the Minutes, Regular Meeting No. 10 of the 66<sup>th</sup> Session, February 4, 2020**

*Phil Sannes, Associate Chair of the Faculty*

Associate Chair Sannes called for a motion to approve the minutes for the tenth 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. Comments**

*Hans Kellner, Chair of the Faculty*

**5. Provost's Remarks and Q/A**

*Katharine Stewart, Vice Provost for Faculty Affairs (Representing Warwick Arden, Executive Vice Chancellor and Provost)*

Vice Provost Stewart provided updated information on current Dean searches, the RPT Process, SACS' five-year review and the Strategic Plan task forces, as well as instruction on where to find updates regarding the University's response and monitoring of the Coronavirus.

**6. Remarks**

*David A. Green, Chair, UNC System Faculty Assembly; Professor of Law, North Carolina Central University*

Chair Green spoke to the Faculty Senate regarding the importance of Shared Governance on the campuses of the UNC System and provided information about his role as Chair of the UNC Faculty Assembly and the challenges that it faces.

**7. Remarks**

*Janice Sitzes, Chair, Staff Senate, NC State University*

Chair Sitzes gave the Faculty Senate an overview of the Staff Senate in regard to their role on campus, including how they are structured, some of the issues they are faced with and the many activities and events it implements and sponsors across the entire campus.

**8. 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](mailto:Faculty_Senate@ncsu.edu)

Executive Committee member and GoCore Committee Co-Chair Barbara Kirby encouraged each Lead Senator to reach out to their constituencies and encourage them to run for Faculty Senate.

**9. Adjourn**

Meeting was adjourned at 4:35 p.m.

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**February 18, 2020**  
**3:00 p.m.**

**Regular Meeting No. 11 of the 66th Session      Faculty Senate Chambers      February 18, 2020**

**Present:** Chair Kellner, Associate Chair Sannes, Parliamentarian Funkhouser; Senators Aspnes, Bass-Freeman, Bernhard, Berry-James, Boyer, Carrier, Carver, Cooke, Darhower, Flinchum, Havner, Jacob, Jordan, Kirby, Liu, Kotek, Kuznetsov, Little, Lunardi, McGowan, Monek, Murty, Pinkins, Vincent, Williams

**Excused:** Immediate Past Chair Bird; Senators Kuzma, Lubischer, Nelson, Rever

**Absent:** Senators Ashwell, Barrie, Collins, Feducia, Fitzpatrick, Isik, Parker, Thakur

**Guests:** Boo Corrigan, NC State University Athletics Director; Roy Baroff, Faculty/Staff Ombuds

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the eleventh meeting of the sixty-sixth session of the NC State Faculty Senate to order at 3:03 p.m.

**2. Announcements**

*Hans Kellner, Chair of the Faculty*

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

Chair Kellner asked the guests attending the meeting today to introduce themselves.

**1. Engagement Survey**

<https://hr.ncsu.edu/employee-engagement-survey/>

**2. 2020 Sisterhood Dinner**

<https://cswomen.wordpress.ncsu.edu/sisterhood-dinner/>

**3. Hillsborough St. Community Service Corporation Annual Meeting**

<https://www.eventbrite.com/e/2020-live-it-up-hillsborough-street-annual-meeting-10-year-anniversary-tickets-93568849949>

**4. The MLK Project**

<https://www.wunc.org/post/virtual-mlk-project-uses-technology-recover-history> and  
<https://vmlk.chass.ncsu.edu>

**5. 100 Years of Technician**

<https://news.ncsu.edu/2020/02/technician> and  
<https://digital.technicianonline.com/02012020/C/-100-anniversary-student-journalism/>

**6. Wellness Fair**

<https://wellness.ncsu.edu/>

**7. Candidates needed for Chair of the Faculty (2021-2023)**

**3. Approval of the Minutes, Regular Meeting No. 10 of the 66<sup>th</sup> Session, February 4, 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 tenth 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. Comments**

*Hans Kellner, Chair of the Faculty*

**5. Provost's Remarks and Q/A**

*Katharine Stewart, Vice Provost for Faculty Affairs (Representing Warwick Arden, Executive Vice Chancellor and Provost)*

VP Stewart thanked members of the Faculty Senate who have been involved in the Reappointment, Promotion and Tenure process this year. "I think I've mentioned that it's a record-setting year in that regard. We have more dossiers under review this year than we have ever had. We have well over 150 that I have reviewed so far." She thanked many of the Senators for the time they have spent this year and in previous years doing this work. "For the faculty who are undergoing a promotion or tenure review, it is perhaps one of the most anxiety-provoking things that they will do. So all of you who do it thoughtfully and carefully really have their appreciation and the appreciation of the Provost's office as well."

VP Stewart announced there will be two RPT information sessions coming up; Wednesday, February 26 from 3:30 – 5:00 p.m. in Cox Hall, Room 206 and another session on Friday, March 20<sup>th</sup> from 9:00 – 10:30 a.m. in the Engineering Building 1, Room 1007. "Those are open to anybody who is involved in the RTP process. Most of the time, the people who attend are those who will be going through a review in the next couple of years, but there are often members of DBS or CRPTCs there. It is a good time to ask questions that you want to get answered."

VP Stewart announced that the two finalists for the Dean, College of Natural Resources, are on campus this week. “The first interview is going on right now, February 16-18 and the second interview will be going on at the end of this week, February 19-21. The open forum will be Thursday, February 20, 10:30 – 11:30 a.m. in Witherspoon, Room 201.” She added that both of the presentations from the candidates are being recorded and should be available by request to the Provost’s office on February 21. Find more information regarding the search at [go.ncsu.edu/natural-resources-search](https://go.ncsu.edu/natural-resources-search).

Regarding the search for the Vice Chancellor and Dean, DASA, the committee met on February 7 and will be doing first round interviews next week and will be inviting finalist candidates to campus in April. Find more information about this search at [go.ncsu.edu/DASA-search](https://go.ncsu.edu/DASA-search).

As a reminder, VP Stewart stated that the Strategic Plan Task Forces were posted last week and the rosters and websites are available at [go.ncsu.edu/SP-Task-Forces](https://go.ncsu.edu/SP-Task-Forces) for more information. She added, “All nine of those task forces are posted with their rosters. All task force meetings will be posted there and all meetings are open. Even if you’re not on a task force but you’d like to participate in the meeting, please attend and please speak up.”

VP Stewart added that there are ongoing updates for the University regarding Coronavirus. “University updates are being provided on the student health services webpage, <https://healthypack.dasa.ncsu.edu/>.” She stated that the last update on the website was on February 13<sup>th</sup> and there are currently no cases on campus and the situation is continuing to be monitored.

VP Stewart gave a shout out to the College of Education. “You guys did so great. SACs COC was here to do a five-year review. One of the things that they must do is a site visit for all programs that offer 50% or more of their credits off-site. All three of the sites that had to be visited this year were College of Education programs; the Master of School Administration and the Community College of Leadership program. Not only did we have no findings, we had no recommendations; meaning a completely clean report from SACs. Those of you who live in ‘SACs world,’ that is a lovely thing. The full report for our mid-year report is due March 16.”

## **Questions**

*Senator Carrier:* Is there an update on the Professional Track timeline?

VP Stewart responded, “The Professional Track faculty regulation revisions that were basically incorporating most of this body’s recommendations to the Provost, were taken to Cabinet this morning and my understanding is that the Chancellor has not signed the reg revision, but he will. It has passed. They will be posted on the PRR website very soon. We are very, very pleased about that.”

*Chair Kellner:* Will you remind us what the URPT does and who makes up the URPT?

VP Stewart responded that the URPTC is the University RPT Committee which is made up of full professors from each of the ten colleges, plus two appointees from the Provost and the Past Chair of the Faculty. She added that this committee is specifically charged with reviewing 14 randomly-selected cases that were under review that year, plus any case in which the dean voted no. That is typically from four to ten cases per year. She added that committee is specifically charged not with re-

adjudicating the case and they're not there to second-guess the DVF, the CRPTC, the department head and the dean; but they are there to look very carefully and see if any procedural errors that they believe may have affected the outcome of the case did occur, and document those for the Provost. She stated that any negative cases, meaning the ones that the deans voted no on, the URPTC writes an individual report about that process, puts it in the dossier of that candidate, and the candidate gets to see it and gets an opportunity to respond. She added that everyone involved in that review gets to see the URPTC report as well. The URPTC then writes a summary report to the Provost recommending any process issues they see as being systematically challenging for the campus. VP Stewart reported that one of the largest changes during her tenure that was triggered by the URPTC was the URPTC's finding that there were consistent inconsistencies in the SMEs, and the way the SMEs were being used in the dossier was problematic. That led to the Provost's creation of the SME Task Force, which led to several changes in the way the SMEs are used. She concluded by saying that the URPTC's role is a really critical one. They have a very strong voice in any negative cases to look carefully at those, and they also help to improve the process over time.

## 6. **Remarks**

*David A. Green, Chair, UNC System Faculty Assembly; Professor of Law, North Carolina Central University*

UNC Faculty Assembly Chair David Green brought greetings to the Faculty Senate and thanked them for the invitation to visit NC State. He stated, "My favorite part of this job is visiting the campuses. It is the best part of the job."

Chair Green continued, "I am convinced that someone at some point decided that my life was boring because they were concerned that as I retired, I would not have enough exciting things to include in my memoirs. So when I decided to serve as Chair of the Faculty Assembly, they said well we're going to kind of stir it up and make sure that his life gets interesting. So within the first few months of serving as Chair, the President resigned, we had an interim president, we had incidents on Chapel Hill's campus, on ECU's campus. We had a Legislature say we're not going to pass the budget, so work with the limited funds that we gave you before. So they wanted to make sure I had some excitement so they can turn my life story into a movie."

Chair Green stated that no one can believe that in 2020 we are dealing with some of these issues and that politics is playing a role that it is and the direct impact on Higher education. "One of the things that you know better than I do, I tell people I'm not a politician – I'm an academician, and my job is to be an advocate for students and make sure student success is what we say it is. I don't do politics, so when I'm at the table, I am an advocate for making sure that each campus has access, resources, assisting with the mission. The other joy of this job is the emails and suggestions. No one is short of suggestions; no one is short of what I should be doing and what I should be saying. But my most important role is to be at the table and being part of the process."

Chair Green continued, "I told President Margaret Spellings and I told Bill Roper, I will not criticize you publicly. If I determine that I cannot get along with you, I will resign as Chair. In exchange for not criticizing you publicly, you will agree that we will have candid, honest conversations behind the

scenes. I don't care what the issue is; if it's diversity in faculty or on the campuses, or it's diversity within the system, if a policy of minimum admission requirement that has disproportionate impact on certain campuses of students of color, or if we have an issue with gender identity and making sure every student, staff or faculty feels comfortable on our campus, we will have candid conversations about that in private. In public, I do not criticize. If I cannot work with you because our viewpoints are so different, then I will resign. In exchange for that, they said they appreciate that. I can tell you, my colleagues all agree with my approach."

Chair Green stated that as a practicing lawyer, he had never heard of a Resolution until he joined the Faculty Senate. "I didn't know what it was. What is this document and what are we supposed to do? I spent five years as an Assistant US Attorney, so I'm used to motions, making legal arguments, asking the Judge to do something, which the Judge either grants the motion or denies. That makes sense to me. Resolutions didn't quite make sense to me. Who is reading this Resolution? Who are we sending it to and what do we do with them? Is it effective for change? When I meet with and talk to members of the Board of Governors, particularly during my time as Chair, the BOG incoming Chair said let me make something clear to you; we do not read Resolutions. Oh, well that's not going to be effective advocacy. I think the most important thing is looking at the governing body and how is it that you communicate with them to effectuate change. I'm not the type of person who is very symbolic. My response when someone wanted me to take more of a stance with respect to Silent Sam was while I think that is an important issue, from my personal perspective, it's more symbolic. It is more important to me personally that someone that looks like me can get admitted to Chapel Hill than the presence of the statue."

He continued, "Education and access for my community is crucial; it's not a theoretical conversation. So to me, what is it that we need to do? When I look at the system's minimum admissions requirements and the impact it has on Elizabeth City State, the impact it's having on Winston-Salem State, let's not miss that. Let's do editorials to address that, let's make sure we are vocal on that. For some young folks in different communities, this is life-changing. But for education within this system, they're not able to move and progress as we hoped. To me, let's talk about the statue and let's talk about where it should be, but most importantly, let's not miss what access means to families and not just the student who comes here, the statement that's being made to that young cousin, to that sibling. We can't miss that."

Chair Green stated that the number one issue is that we don't know on July 1<sup>st</sup> who will be the President of the System. "As Katharine and I were talking in the back, I'm trying to be as active as possible in the process, and I know nothing. It's almost clear to me that the Board of Governors doesn't know. We do know that Bill Roper said that he's not going to continue in that role. We do know what's going on with the legislators and their inability to reach a budget; we do know the impact that it's going to have on the Promise Schools; we do know that the High School for Science and Math was opening a new campus and is promoting it and has a building but has no instructors, has no staff, has no resources to put anyone in the building to invite students. And they were scheduled to start this fall. I want to be able to sit back and say where are we going to be in six months? I can't tell you the answer to that."



He continued, "It's not even clear to me who will be in charge of the Board of Governors. So on July 1, 2020, we do know that my term will come to an end, and I will wish Tim well and will send him prayers everyday as he continues to struggle. We don't know who the Chair of the Board of Governors is, we don't know who the President is, four or five campuses with different Chancellors and the number of vacancies of Provosts. That is major." He added that at Western Carolina for faculty positions; they had 12 failed searches within the last year. "They had problems with selecting Chancellors, they had problems with funding. Twelve failed searches. These are not just philosophical discussions; these are impactful things."

Chair Green stated that we are in an extremely important and unique time. He applauded the members of the Faculty Senate on their agreement to participate in shared governance. "One of the things that is so important to stress is shared governance comes with hard work. If you're engaged in shared governance, you have to be the most educated, you have to be the most balanced and confident in expressing advocacy, and you've got to know the key players. It's not always easy because at the same time, you've got your students out there who want to knock on your door, you've got some grad students or PhD students, you've got advising, you've got your scholarship, your grants. The Board of Governors doesn't realize how time-consuming it is. It's not just about what we do in the classroom; it's so many other things and then we add to that. Shared governance is crucial. If you don't have the most informed people at the table pushing policies, then the impact it's going to have on our campuses is going to be less. I applaud you for your willingness and agreement to participate in shared governance and I urge you to get more folks to agree to get involved on the campuses and on the system level." He added that the Board of Governors does not necessarily think about the impact it has on accreditation issues, the impact on recruitment, the impact on student success. "It is most important that folks like you are the most informed and are at the table. I applaud those who are willing to stand as Chair. In this day and age, it is crucial."

He concluded, "To me, coming from New York where everything is different, everything here is in fact, political. You're talking about whether or not you're Democrat or Republican is going to affect the policies for student success? That is the challenge that we have and is something that I have enjoyed being an advocate for because I now find that the Faculty Assembly has three roles; to advocate, to educate on behalf of students and faculty, and to advise. To me, what the body looked like when Bill Friday started it in the early 1970's is different than what it looks like now."

## **Questions**

*Senator Vincent:* I have two questions. Of the failed searches at Western Carolina, was that budgetary? What is the biggest challenge you think we face? Is it the budget or is it something else?

Chair Green responded that at Western Carolina, he does think it is salary, healthcare benefits and all of that. Western has a particular challenge because of where it is located and also the challenge of uncertainty with respect to the transition in their leadership as a Promise School. "I think it was all of that, but I think one of the things was the competitiveness of the salary and the healthcare benefits attached to it, being able to not just recruit for faculty members but also for spouses and partners. I don't think as a system we do a good job of doing that. In other places, it's not out of the ordinary, when you're applying for a position and they're about to make the offer, they also look after the

partner in your life and what impact that could have. I think that was probably one of the biggest indicators, as well as the location as well. To me, the biggest issue is politics interfering with policy. I think the State has to change how it makes decisions; it has to have members of the Board of Governors that are not political appointees. There are so few members of the Board of Governors that understand educational institutions while at the same time they want to play an active role in micro-managing Chancellors and dictating policies on campus.”

*Senator Berry-James:* I have a question, or just want to get your thoughts on not so much accountability, but definitely transparency and how do you feed into the system of shared governance that exists?

Chair Green agreed this is a problem as well. “What we see now with members of the Board of Governors, too many of them are coming from the Legislature and bringing how they do business in the Legislature to the members of the Board of Governors. There are members of the Board of Governors who will take texts and calls from Legislators in the middle of deliberations, who will get up and walk out of the room and come back and express that viewpoint. It’s not even subtle. So I think we have to get to the point where that is not the normal. We need to make sure the members of the Board of Governors are more informed. You cannot have a policy that is driven by 5% of the population and potentially have a negative impact on most of the students coming to our campuses. I think that’s a challenge; lack of transparency, lack of candidness, and making comments. The other thing is that of the 24-member Board of Governors, only five, or a very small percentage, that speak up. They vote consistently, but they do not say enough. They need to talk about their thought process and how they arrive at decisions. Most of the members of the Board of Governors are Legislative appointees. So while I think they are committed to the state, I would question the skillset that they have to make sure they can make the most informed decisions.”

*Senator Aspnes:* You have painted a very dismal picture of the Board of Governors. How can we, as faculty, change anything?

Chair Green responded that he is convinced that as a body, they struggle; but as individuals, he is convinced that despite the political differences, that most of them are committed to the system. “I find the most effective way is to have one-on-one conversations to help educate them. I can catch them in the hallway and talk to them. I think they are committed to it, and they are not even sensitive if you do it in a respectful way. To me, I think that one of the things that I will try to do more is when we have committee and board meetings, is to bring an entourage. There is more coverage with more people there to have that dialogue. That is why I continue to stress that shared governance comes with extra work and it comes with finding a way to effectively educate that body in a way that is respectful. That is always a challenge that we have; at times our tone as academicians, is more critical, but it is not going to have the impact on them. I find most impact with breakfast meetings with members of the Board of Governors, one-on-one hallway conversations in respectful ways. Having said that, I do think that individually they are committed. They have different priorities, but they are committed to the system, and I think that we, as educators have to find a way to respectfully educate them in a way that gets them to respond.”

*Chair Kellner:* You mentioned access and the MAR. Can you explain the and/or details? I don't think the group has been through that drill.

Chair Green responded that in regard to the minimum admissions requirement, a few years ago, the Board of Governors changed the policy. "It used to be a 750 or 850 SAT, \_\_\_ ACT, or GPA. The Board of Governors policy a little less than ten years ago changed it to an "and." That had a negative impact on Elizabeth City State, with their location, their limited numbers of students they can reach outside of the state. Changing that "or" to an "and" impacted its enrollment. They had other some other issues going on in terms of the facilities. So the Board then approved a pilot policy that allowed you to have a lower SAT score with a higher GPA, which lasted about three years. So the Board of Governors is supposed to vote next month and hopefully approve by May, a change in the minimum admissions requirement. They put together a working group and got data and I think they are now persuaded that the GPA is a better indicator than the SAT and ACT."

*Chair Kellner:* This particular issue doesn't have much impact on NC State or Chapel Hill, but in terms of the System and minority institutions, it's very important and access is an important thing.

## **7. Remarks**

*Janice Sitzes, Chair, Staff Senate, NC State University*

Chair Sitzes greeted the Faculty Senate and thanked them for the invitation to speak. She reported that the Staff Senate is celebrating their 25<sup>th</sup> anniversary this year and provided information regarding the role and make-up of the Staff Senate. "We have 78 Senators. Each Senator is required to sit on one of eight committees; Communication, Community Service and Engagement, Computer Loan Program, which provides computers to employees who cannot afford computers, Diversity and Inclusion, Employee Experience and Relations, External Affairs, Governance and Elections, and Resources and the Environment."

She added that the Staff Senate is governed by Executive Officers, which is comprised of the Chair, which is a one-year term, the Chair-Elect, the Past-Chair, the Vice-Chair, and the Parliamentarian. The Executive Committee is made up of the Executive Officers, plus the Chairs of each of the eight committees. "The Staff Senate meets the first Wednesday of every month and are open to anyone who wishes to attend. All meetings are viewable online as well. The Executive Committee meets the third Wednesday of every month, and each committee meets once per month, usually just before the general body meeting. Most of the work is achieved through the committees."

Chair Sitzes continued, "We have a number of issues confronting the Senate; lack of budget and raises has been a topic in every meeting, transportation and parking are always hot topics. Unique to us is the challenge of making staff aware of what Staff Senate does and who staff should contact if they do have an issue. We also have had a number of incidences this year where supervisors are telling Staff Senators they have to use annual leave to participate in the meetings or do any activities, supervisors who are literally coming and watching to see how much time staff Senators are spending doing activities. So this is something we are trying to figure out how to resolve. Our liaison is Associate Vice Chancellor for Human Resources, Marie Williams, so we are working with her to try to come up with solutions to these issues and others that are currently challenging the Staff Senate."

She added that the Staff Senate is also looking at a number of initiatives, including researching and possibly proposing bereavement leave, which would be similar to leave without pay due to adverse weather. Another focus is trying to be more inclusive, both physically and other demographics. “We are holding more programs on Centennial Campus, trying to make people on Main Campus more aware of what our extension agents do. We also focus in our monthly newsletter on a different county and talking about what is going on in a particular county. Staff Senate strives to look at employees as a whole person, and tries to provide them with programs and activities addressing that, such as “learn at lunches,” lawn maintenance, non-traditional parent chats, which have been very popular. There is a program coming up for male staff of color, as well as working as a person with a disability at the University. We also partner with athletics, offering Employee Appreciation events, and we also try to support the student teams other than football and men’s basketball. We have had an event at wrestling, at women’s basketball games, at gymnastic meets, etc.”

Chair Sitzes reported that In the fall, Staff Senate held three different drives; a food drive that benefitted both Feed the Pack pantry as well as the Food Bank of Central and Eastern North Carolina; a mini-drive within Staff Senate at the January meeting, and another is planned for the spring that recognizes food insecurity as a major issue on campus. “The Staff Senate held a Toys for Tots drive in the fall, which had overwhelming response, and we also did a coat and warm clothing drive which were distributed on the Brickyard. Staff Senate will work with the student body next year to figure out the most effective way to get the word out to students so we can get the coats into their hands. They also held several arts and crafts events across campus during finals week and at other times.”

Chair Sitzes concluded her remarks, stating that Staff Senate would welcome the opportunity to work the Faculty Senate and partner with you on activities or any other initiatives.

## **Questions**

*Chair Kellner:* How large is your voting staff body?

Chair Sitzes responded that she would have to look at the total number of votes but roughly there are 6,000.

*Chair Kellner:* You said that represents all staff, except for the temporaries?

Chair Sitzes: Yes.

*Chair Kellner:* There is a huge difference in background among the Staff. Far more so, I would guess, than among the faculty. You have a wide span. Is this a challenge for the Staff Senate?

Chair Sitzes responded that they try to get representation of everyone, and we do have specific Senators for facilities. We are also making a concerted effort to make sure that Housekeeping was represented as well. One of the concerns is that there is a non-response bias because people have to fill out surveys and vote online. Those people who do not have access to computers are not voting. So we are not hearing all of the voices.

*Chair Kellner:* And a number of them are not English speakers.

Chair Sitzes responded yes, that is another issue.

*Senator \_\_\_\_*: I am amazed that there are 6,000. How many of those are temporary workers?

Chair Sitzes responded that she does not have that information but can find out.

*Chair Kellner*: What can the faculty do for the staff? What can the Faculty Senate do that you would like to see happen?

Chair Sitzes responded that communication is always a key. We have had a good relationship with you over the last few years. Maybe having some sort of mixer-type thing where Faculty and staff can get to know each other and get to understand the issues better. We all have the same mission and goal here, but how can we take advantage of each other's talents and resources and be most effective. We often want the same things but are coming at it from multiple sides. If we combined, we may have more impact.

*Chair Kellner*: As Chair of the Faculty in the past, I worked with a number of Chairs of the Staff Senate, and they've all been outstanding. It has been a pleasure working with you as well. Who will be your successor?

Chair Sitzes responded that this year's Chair-Elect is Ms. Pat Gaddy. She is over in OIT and has been with the University many, many years. She is very passionate about serving the University. The Staff Senators are all there because they care about the University and helping the staff.

## **8. 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](mailto:Faculty_Senate@ncsu.edu)

Executive Committee member and GoCore Committee Co-Chair Barbara Kirby encouraged each Lead Senator to reach out to their constituencies and encourage them to run for Faculty Senate.

## **9. Adjourn**

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