

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
Executive Summary
March 31, 2020

1. Call to Order

Hans Kellner, Chair of the Faculty

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

2. Announcements

Hans Kellner, Chair of the Faculty

Announcements:

3. Approval of the Minutes, Regular Meeting No. 12 of the 66th Session, March 3, 2020

Phil Sannes, Associate Chair of the Faculty

Associate Chair Sannes called for a motion to approve the minutes for the twelfth 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. Chancellor's Remarks and Q/A

Randy Woodson, Chancellor

Chancellor Woodson provided an update to the Faculty Senate regarding the campus response and operations during the Covid-19 pandemic.

6. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden and members of his staff provided specific information relating to the University's academic response and operations during the Covid-19 pandemic. Information regarding Summer sessions and Summer camps was also discussed, as well as addressing specific questions and concerns from members of the Faculty Senate.

7. Athletics and Academics at NC State University

Joel Pawlak, Associate Professor and Faculty Athletics Representative; Katie Graham, Assistant Dean and Director of ASPSA; Boo Corrigan, Director of Athletics

The Athletics team presented information regarding the status of the academic performance of our student athletes and the transition to online and remote classrooms and tutoring. AD Corrigan addressed questions regarding recruitment and budget concerns.

8. Old and New Business

- a. Elections update
- b. Introduction of candidates for Faculty Assembly
- c. Election of delegate and alternate for Faculty Assembly

Faculty Assembly delegate and alternate delegate were elected by the Faculty Senate.

Delegate - David Berube - College of Humanities & Social Sciences

Alternate Delegate - Richard Spontak, College of Engineering

9. 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

10. Adjourn

The meeting was adjourned at 5:05 p.m.

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
March 31, 2020
3:00 p.m.

Regular Meeting No. 13 of the 66th Session

Faculty Senate Chambers

March 31, 2020

Present: Chair Kellner, Associate Chair Sannes, Immediate Past Chair Bird; Senators Ashwell, Bass-Freeman, Bernhard, Berry-James, Boyer, Carrier, Collins, Cooke, Darhower, Feducia, Fitzpatrick, Flinchum, Havner, Jordan, Kuzma, Lubischer, Nelson, Kotek, Kuznetsov, Little, Lunardi, McGowan, Monek, Thakur, Vincent, Williams, Carver, Kirby, Rever, Aspnes, Barrie, Isik, Jacob, Liu, Murty, Parker, Pinkins

Guests: Roy Baroff, Faculty and Staff Ombuds; Katharine Stewart, Vice Provost, Faculty Affairs; Courtney Thornton, Associate Vice Provost, Academic Personnel & Policy; Louis Hunt, Senior Vice Provost, Enrollment Management & Services; Duane Larick, Senior Vice Provost, Academic Strategy & Resource Management; Sheri Schwab, Vice Provost, Institutional Diversity & Equity; Marielle Pohan, Communications, Office of the Provost

1. Call to Order

Hans Kellner, Chair of the Faculty

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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.

3. Approval of the Minutes, Regular Meeting No. 12 of the 66th Session, March 3, 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 twelfth 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. Chancellor's Remarks

Randy Woodson, Chancellor

Chancellor Woodson brought greetings and thanked Provost Arden for the heavy lifting he has done throughout this time. He also thanked the faculty. “No, there’s no book or chapter on pandemics, but there wasn’t a very big chapter on athletics either. It’s sort of like becoming a professor; you haven’t taught a lot of classes until you start teaching classes. So we are doing the best we can and I am very, very proud of this University and all of you and all the faculty for all you have done to quickly transition to continue to educate all of these young people.”

I think the Provost wants to engage in more details about issues coming up, but this is a difficult time and we will somehow muddle through and get through this. Let’s just hope that we can return to some level of normalcy in the future. Online education is a wonderful thing, but we are not the University of Phoenix, and I don’t think any of us want to become the University of Phoenix.

I have all kinds of things I could say in the normal context, but there’s nothing normal about what we are going through now. I am spending a lot of my time trying to interact with people via Zoom. I’ve been on conference Zoom’s all day and I’m getting a little stir crazy from it, to be honest. But I thank you all for everything you are doing. The Provost will have some conversations about our preparation for the summer. I will be here throughout the meeting because I want to be responsive if you have any questions for me.

There are a lot of you on here; I will try to respond to any specific questions you might have. I will say that I think all of us have to be braced for the budgetary impact of this. We are treating our employees very well, and I’m grateful for that. I hope we are able to continue to do that. But in a lot of areas of the university, their revenue is significantly impacted by the pandemic. The Vet School is not one that you might think of, but the Vet School has had to reduce or almost completely eliminate all of its elective procedures, and a lot of the revenue associated with the Vet School is down tremendously. Our extension service around the state is significantly impacted by the pandemic. We just have a lot of various functions at the university that are going to be impacted financially by this

We are looking at some relief from the Federal Government. The CARE bill that recently passed Congress has some block grants for universities, based on the number of students that we have that are Pell-eligible, that is, students who have the greatest financial need. We will get some funds there. You will see in the announcement that we are refunding unused housing and dining receipts, which is the right thing to do. Students are not benefitting from that, so we need to get those funds back in their hands. But that is \$16 or \$17 million. The expense associated with those organizations doesn’t go down dramatically, and we still have to pay the utilities. All of the expenses associated with student housing, the majority of them remain. So we have some serious issues that we have to address financially. That’s not even taking into consideration what the state could do, because revenue, as you might imagine, is down tremendously within the state. We also have the single largest filing of unemployment in history in our country last week. That is going to have a significant impact on the revenue of the state.

We hope the rainy day fund is used for the rain that’s falling on us now, and that we don’t have a significant budget rescission – that is to call back money we have already received. But we have to be prepared for that as well. The good news is that we are operating; people are working hard, the faculty have been phenomenal to address the educational needs of our students.

Questions:

Chair Kellner: Thank you and the Provost for the way you're handling these matters. There are faculty impacted by this, but more the staff in particular. Years ago when we were starting the Strategic Plan process last time, we had a get-together in the early morning, and we were asked to come up with one word that defined the university. Everybody else was coming up with entrepreneurial and so forth, and I came up with the word humane. I hope that is still the case, and I feel confident in you both.

Senator Sannes: Anything in the way of feedback or sentiment from students, obviously lots of issues and problems out there, but have you received much in the way of feedback from them at all?

Chancellor Woodson responded, yes, it's actually been overwhelmingly positive. "I mean, initially, a lot of the feedback was from parents, related to students having to leave residence halls, were they going to get their money back. But the students have been incredibly understanding. There have been some glitches with online instruction but we are learning that it doesn't matter that if you're online, people can still be snarky with one another. So snarkiness is still in our world. So Sheri Schwab and her colleagues in Institutional Equity and Diversity still have work to do. But overwhelmingly, I'd say that the response has been very positive. It was very positive, too, with our announcement that we would someday, when we could do it safely, hold commencement. Students did not want to lose the opportunity to go through commencement exercises. And virtual just wasn't cutting it. So now that we told them that we fully intend to have a full slate of commencement exercises when we can do so safely, they're happy.

Provost Arden added that this is a very good representation. Overall it's been positive. There have been some individual questions from students who were having difficulties getting online for one reason or the other. People have very complex lives. For example, a student may be home, they may live in an area that has a low bandwidth internet. It works fine other than when the younger sibling is also home from K-12 is also online. So there are all kinds of issues. We have worked through those; we encourage faculty to make sure that they record, for example, their Zoom so they are available asynchronously. It may be difficult for a student to always login and watch a presentation at a specific time. So we are working through those, but overall it's been very positive. Folks know that we are dealing with a very unique and different situation and I think they are appreciative that as an institution, and as a faculty, we are responding so quickly and appropriately.

Chancellor Woodson added that one of the things that he is working very hard on, and knows that many others are, is keeping this community of scholars together. "Almost every day, I have two or three Zooms with a variety of constituents. When I get off of this Zoom, I'm going to get on another with the student athletes that Director Corrigan has asked me to join. I think it's very important for you as faculty and for me as Chancellor, and others, to do everything we can to stay connected to the people who are in our professional lives. I am encouraging faculty to reach out to students when they can; check in with them and make sure they're doing well. I am doing it with constituents, with alumni, with donors. I have weekly Zoom meetings with donors around the country. So anything that we can do to keep people connected to the community that is NC State, will make a difference long term in the way people feel about this great university.

Senator Nelson: I know that we have all had a lot to deal with lately, but rather than us thinking about being able to rush back to being exactly like we were before all of this started, does this situation provide possible opportunities for us to start thinking about what we should look like on the other side? Like more technology for the students. We have been doing a good job at providing those students that haven't had technology, and then all of a sudden, we've been really great at stepping

up and making sure those students have technology. Maybe even providing more distance education courses where we have not been able to provide those to start with?

Chancellor Woodson responded that this is such an important point. “What I have encouraged, and Warwick has and all of us have, is in all of this, as we go through this crisis, that we make sure that we are capturing everything that we’ve learned. I don’t think that there’s any question that when we get through with this we’re going to be different. And I hope that that’s a better different. More people are more comfortable with technology, so your point is well taken by me. I was just on a Zoom meeting with the development officers, and we all know that the world of philanthropy is going to change as a result of this. People are going to think differently about how they want to support the university. The money flowing into our student emergency fund is phenomenal; it’s over \$750,000 today. So yes, we are going to be different, but I hope we never lose the human touch and the relationships that a residential university experience provides to people. I think it will be different, but again, I don’t imagine that we will become the University of Phoenix. But your point is super well-taken. We are kind of in the middle of the crisis right now, and it’s going to get worse; we all have seen the projections. If the University of Washington models are correct, we are in the early stage of the impact in North Carolina, which is scary as hell. So I just hope that as we go through this, we are taking stock in what we are learning and using that when we come out of this. I know Warwick and others are thinking about that in the context of the Strategic Plan.

Associate Chair Sannes: I’ve got a question from Sheri Schwab about our task force on diversity and inclusion and well-being, as well as others. We will try to take these things into consideration and alter the contributions to the task force from faculty and from the Senate.

Sheri Schwab: The question is more just letting people know that’s exactly the kind of question we are trying to take those things into consideration on the task force, and welcome your input. It was less of a question and just letting folks know that that sentiment is front and center, and we’d love your input and thoughts on that as we move forward.

Associate Chair Sannes: It is an important point. I think the idea of how this does impact now on the Strategic Planning task force, the possibility, if not the likelihood, that we could have a second bump of this thing in the next six to eight months.

6. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden spoke, first of all, to topics requested by Chair of the Faculty, Hans Kellner.

Provost Arden thanked Dr. Kellner and the faculty for responding to this situation so positively. “I think to go from a campus that is 90% face-to-face and 10% online to being almost 100% online within a two-week period, is incredible. I know that faculty have put an enormous amount of work into that. They have been very innovative in getting studios and labs online. So enormous kudos to the faculty and we will be continuing to rely on your innovation as we go forward.”

The first question Provost Arden addressed was what exactly are the conditions of the S/U grade? I think some students are hazy about this, and feel a stigma. Provost Arden asked Louis Hunt to address this question.

Louis Hunt responded, "I'm going to put a URL in the chat, which takes you to an FAQ on the student services center page. <https://studentservices.ncsu.edu/your-resources/covid-19/spring2020-sat-grading/>

Basically, the S/U grade is a new S/U grade that we are treating differently. We've changed it behind the system. At the surface it looks the same, but internally, we are calling it 'enhanced S/U grading.' Marc Hoyt's team has done a great job really responding very quickly and helping us out, as well as Faculty Senate and Associate Deans had great input to help us get to where we are now. A student has the option of changing any or all courses to this new S/U grade. It can be graduate or undergraduate. It will fulfill degree requirements, though an undergraduate, for example, was limited to 12 hours of S/U grade, typically that had to be applied to a free elective or something of that sort. This could be applied to any course. We are going to put the system in place next Monday. We did that deliberately; we delayed it so that students would not act too quickly. We wanted them to try to take their courses in this new environment and not make any hasty decisions. So they can do that. It will fulfill degree requirements, it counts as C-wall course."

Dr. Hunt continued, "So if you get an S, that counts for a C-wall and it will also fulfill prerequisites. Things of that nature will be used for CODA requirements. That's the gist of it. We put it in place and we are giving the students until May 8th to change to S/U grade if they want. They can do it as of Monday, but they can also wait. They can wait till their grade posts, so I could be a student that typically has about a 3.5 GPA. I find out I got a C and I'd rather have an S. You can do that until May 8th. We are going to come back with a recommendation to say maybe we need to push that a little bit further. That is based on some guidance from the office of the President. I don't think it makes much difference.

Questions

Dr. Hunt stated that there had been questions about could faculty opt to put everyone on S/U or could a department? We've kicked that around a good bit; at this point, the prevailing thought has been to leave it up to students to make that choice. We've looked at medical schools and things of that nature, and many of them will not take the S as a grade unless the entire campus went to the S/U grade. So if I'm applying to medical school, I'm taking organic chemistry you may want to take that grade. So again, the student has until the grades have already posted to make this change. I think we have been about as flexible as we can at this point.

Provost Arden added that we do want to put this in the hands of the students as much as possible. I did an independent and non-scientific survey of my own college-aged kids around the dinner table, and what I can tell you is that the answers vary very much, from "yep, that sounds great, S/U," to "Heck no, I've got straight A's this semester and I want my grade." So it's going to vary very differently from student to student, and I think as much discretion as we can give them. In general, I would say, the faculty have been very good about this, saying this is a difficult and stressful time for our students; let's try to be as open and generous as we can, not lowering our standards, but to try and put things in favor of our students as much as possible to try and help them stay on track towards a timely graduation. So the faculty have been really extraordinary at doing that.

Dr. Hunt added that there is a question being asked "Will the S/U grade continue into the summer since now we seem to be heading in that direction? I don't want to speak for the Provost, but I would assume we would continue this. There is also a question, "Will students be able to change an individual course in My Pack portal?" The answer is yes, as of next Monday we will be able to do that.

Associate Chair Sannes: Will the student be able to change an individual course through the My Pack Portal?

Dr. Hunt responded that if I go in and look at my schedule next Monday, if I'm a student, I can take a single course and change that to S/U grading at that point. There is no approval required or anything else. We do have a new late drop functionality built in there too, but that requires a workflow of approvals, dependent on the student, either undergraduate or graduate.

Associate Chair Sannes: Is there a website that offers any additional guidance to students making this kind of decision?

Dr. Hunt responded that the Student Services page does have some guidance out there for them: <https://studentservices.ncsu.edu/your-resources/covid-19/spring2020-sat-grading/>

Senator Lubischer: The website says that an "S" will fulfill CODA requirements, but students are worried that it will be held against them, such as a C. Can we somehow reassure them that it will not be held against them in CODA?

Dr. Hunt responded that Jane is referring specifically to the College of Engineering's CODA process, which uses a calculated engineering success score. Faculty in the College of Sciences have expressed some concern that the S will be treated as a 2.0 in that calculation. The College of Engineering is looking at that to see if there's a better way to handle it.

Provost Arden thanked Dr. Louis Hunt and his team who have been working very, very hard in this dynamic situation.

The next question the Provost was asked to address: "How many faculty, staff and students have been diagnosed with Covid-19? The answer is that we have about 10 students who are off campus who are presumptive. If you look at the current guidelines, unless you're moderately severely ill and go to the hospital, you're not going to get a test. So if you're just self-isolating and staying at home or just mildly or moderately ill, you may not be tested. None of these students are or have been on campus; these are students that have been diagnosed during or after spring break, many of them returned from overseas trips. None have tested positive, so we have no students that have tested positive on campus and we have about ten students who are presumptive positives off-campus. To Dr. Casani's knowledge, we do not have any reports of faculty or staff who have tested positive."

Provost Arden added, "There's a memo going out today, our campus update memo, that will tell you that we are establishing a couple of voluntary portals for faculty and staff to volunteer the information as to when they've been tested positive. That's just so we can keep track of it and see if there are clusters associated with that data. That may change over the next week as we start to actively collect that data. It is voluntary, as opposed to just folks calling in and letting student health know, which is kind of random at the moment. So that is the data on who has tested or is presumptive positive."

Provost Arden stated that the next question is, "How independent is NC State from the system in its decision making?"

He responded that we do have quite a lot of independence, but there are certain areas where President Roper and the system want to have some level of uniformity. And that's understandable, particularly in the areas of HR decisions. It is very important, in terms of what is being processed

centrally and what's not, how we are treating people, how we're classifying people who are mandatory, how we are paying people who are mandatory, how we are classifying people who work at home, or folks who are on administrative leave. There is also some independence there. For example, you will recall that under the current guidelines, till the end of March, we are all under a directive to pay temporary workers and student workers that are neither mandatory or on permanent assignment through the end of the month. The directive gives us flexibility on that, assuring April. So we will be working hard to employ as many of those individuals as we can. But the reality is that many of the revenue sources, such as auxiliaries that support those students or temporaries, no longer have revenues coming in. So we have to be very careful as well. So those decisions will be made, not just at the university level, but pushed down to the individual divisional level. There's an announcement that I'll be talking to you shortly about regarding summer school. The system guidance is uniform on summer school; we will be following that guidance. In terms of things such as building closures, that's largely left up to us. So the answer is, it's a combination; it depends on what the issue is. If it's an HR decision or a decision on refunds for students, then there's a lot of system guidance on those issues.

Provost Arden stated that the next question he was asked to address is: Will professional faculty be let go? He responded that at this stage, we don't intend to discontinue any permanent employees, if possible. That isn't to say that as we get deeper into this and the financial impacts of what's happening become real, that we may not be making decisions either later in the current fiscal year or next fiscal year. This is a rapidly moving target. Perhaps next Faculty Senate we should have Charlie Maimone come talk to us a little about the fiscal challenges that we are facing and that we are potentially facing next year. The Chancellor has alluded to some of them; everything from enrollment, tuition and fees, reimbursements for housing and dining, potential budget cuts from the state due to potential state shortfalls in revenue. So we will be working hard, certainly throughout this calendar year, not to let anybody separate from permanent employees. We are working hard through at least the month of April to keep as many temporary and student workers employed as budgets will allow us to do. But we also need to be fiscally responsible as we go forward, to make sure that we don't end the year in a heavily negative position.

Senator Rever: About the professional track faculty not being retained without contract renewal. Any information on that at all?

Provost Arden responded that every unit is going to have to make decisions, depending on its budget next year. Because the budgets are so much up in the air. We don't even have a budget this year, so next year's budget – who knows? We know that we're going to have to deliver instruction. We know that there's a big part of who we are and a top priority and I would imagine the vast majority of contract professional faculty will be hired again. But we do have to stay within our budgetary constraints. So if, for example, we have a state decision – if we are not able to carryover funds, if we have a decrease in enrollment funding and if we lose, for example, international graduate students in the STEM disciplines, that's tens of millions of dollars. If we don't have tuition and fee increases, then we are going to be in tough budgetary shape and we will have to make the appropriate decisions at the divisional level.

Chair Kellner: About rolling over funds, I think I understand the issue in general, but do we have funds to rollover, and how would that impact us at this time?

Provost Arden responded, "If we do, and it's a little bit of an irony, normally under the current budget directives, we would be allowed to carry over 2.5% of our state appropriation, which for us is about \$10 million. This year, because so many things have shut down, including purchasing and so forth, we

may actually have more than that on the table. The problem is, we are limited to 2.5%, and we may not even get that if the state is finding itself in bad shape. Remember, they have delayed tax revenues until after the end of the fiscal year. If they are finding themselves in tough shape, they don't have to allow us to carry over anything. They can literally take that carryover, or whatever is left on the table, of state appropriated funds. So it's a bit of a guessing game at the moment. At the moment, we would aim to carry over 2.5% or \$10 million of state appropriated funds; we would like to have an F&A carryover front balance, which is pretty generous at the moment. But once again, the state has the authority to come in and look at those front balances, and if they feel the need, to not let you carry over that 2.5%. We will work very hard to keep all of our faculty employed, certainly through the end of this academic year. As we go into next academic year, it's very difficult for us to assess at the moment the financial situation. So each unit is going to have to make decisions, dependent on their individual budgets.

Senator Monek: In some cases, the amount of work for a part-time faculty member to convert their classes to online might have been significant, compared to their regularly expected workload. Where funds allow it, what are your thoughts on units or departments providing additional funds for that kind of work?

Provost Arden responded that this will be difficult. [inaudible] ... instructional faculty played a role in converting classes to online. I would doubt that in most cases, our departmental budgets can adequately take the challenge of paying folks extra for doing that. So it doesn't mean we cannot make some allowances through DELTA and other means and helping folks where appropriate. At this stage, I don't think our budgets are able to sustain that.

Senator Kuznetsov: Could faculty serve as mandatory workers?

Provost Arden responded that at this stage, I don't believe the designation extends to faculty. The Chancellor may want to correct me on that.

Senator Kuzma: Is there any possibility of moving budget lines from building construction or higher level administration to keep faculty and others working – core mission activities, such as teaching, research and extension?

Provost Arden responded that in general, what folks know is that construction is a completely separate budget line. It's a capital line; it's one-time money. And the answer is, in general, no. Maybe some things that we can look at scaling back on and say okay, we were going to spend a certain amount of state money on this or a certain amount of F&A. Part of the problem is that once you've already capitalized state appropriated funds, you can't pull it back out. With F&A, we may have a little bit more flexibility than that. But in general, with respect to capital projects, big picture, the answer is no. With respect to administrative functions, you know, we are not a heavy administrative university and everybody that I know of in administration is working their butts off, quite frankly, right now. So you tell me which part of "administration" you want to cut; you want to cut HR and we will not have paychecks for folks? Let me know.

Chancellor Woodson added, "Let me take a shot at that a little bit, Jennifer. First of all, we are not intending to let anyone. So you can talk about faculty, but if we find ourselves in a budgetary situation because we've had a permanent cut to our state budget, as we've experienced before, then I think history will say that generally those cuts affect the administrative function of the university more than downsizing permanent faculty. There's no question that if colleges and units are constrained, they may be more limited in the ability to have more short-term faculty. The overall

point is we haven't received a budget cut. What we've got is a temporary challenge with revenue, associated with returning money that students paid for housing, paying people that there's no longer a revenue stream associated with paying them. And that's not faculty. The revenue that we use to pay faculty is state and tuition dollars. Those are still there and we hope they'll be there next year. But we don't know. We don't know if we're going to get a permanent cut to erase budgeting. If we do, then we will have to look hard at how we manage that at the university."

Provost Arden added, "At this stage, financially we are very focused on closing out the current year. There are enough challenges with that, and there's a question I'll get to in a minute on that. With respect to the next fiscal year, yes, I think it's going to be very challenging for a number of reasons. But I'm not going to get obsessively worried about it at this point in time. As we get into the summer and things start to shake up, maintaining our faculty and delivering [inaudible] instruction is and always has been our top priority."

Senator Feducia: How is this affecting undergraduate admissions decisions? Are we at the same place that we were last year?

Provost Arden responded that all of our admissions decisions have gone out. The question revolves less around admission decisions as it does what we call ratio.

Louis Hunt added that things are looking very good there. We've got about the same number of admits as last year. Our deposits are almost identical to last year at this same point in time. So we are optimistic about that. We have challenges with international students returning. [crosstalk – inaudible] related to a survey we are going to put out to all admitted students to find out what are the stresses they're dealing with and how can we alleviate those. So it looks like we are in good shape right now, with undergraduates.

Provost Arden stated that our big issue will be international graduate enrollments. That has a huge financial impact on us. I am far more concerned about that than I am about undergraduate enrollment at this point in time.

The next question is with libraries, offices and labs shut down, what adjustments may be made to the normal promotion process? He responded, "Yes, we are considering tenure rollbacks due to Covid-19. We are going to be very generous on that front, because there is absolutely no doubt that this is having a significant impact."

Katharine Stewart added that we announced that we will be adding a category of automatic approvals for tenure clock extensions, and that will be the Covid exemption. Faculty must apply for it. Some universities have just across the board extended every pre-tenured faculty member's clock by one year. NC State decided not to do that; we decided not to do that. We felt it was important to give faculty the choice about whether they felt ready to go up for re-appointment in their original year or for promotion and tenure in their original year. So faculty do need to apply for this, but we are working with department heads and deans, making it clear that we want to be very generous in granting these. They will be automatic approvals. I have had several questions from department heads and faculty about the deadline to apply for clock extensions. My sense is that it may be difficult for faculty whose re-appointment or tenure decision is a year or two out to know exactly how the effects of Covid will play out on their scholarship and their teaching. We will be accepting applications for clock extensions for at least the next two academic years, which will give faculty an opportunity to evaluate whether they're going to need that extension or not. However, I am reminding faculty and department heads that if a faculty member gets a tenure clock extension for any reason, not just

Covid, they don't have to use it. They can go up for re-appointment or tenure review in their original year, and that is not considered an early review. We are proceeding, wherever possible, with annual review and post-tenure review. We did provide guidance that for departments that have not initiated their post-tenure review processes, the dean always has the ability to grant a one-year extension for post-tenure reviews that had not already been started. So there may be some post-tenure reviews that need to be delayed by a year as well. Those are the big things we're doing. Right now, we do not anticipate any delays in the promotion or tenure review process for academic year 2020-2021. As we go forward into the summer, I will be working a lot with department heads and deans and with you all, to get feedback about where we are seeing any challenges in running the RPT process and how to manage any hiccups in the process, particularly with regard to DVF deliberations and the like. But my hope is that by the time most DVF meetings are scheduled to be held in the early- to mid-fall, that we will be able to do that. If not, we will figure it out so that we are able to proceed.

What is the financial impact of moving online and shuttering buildings?

Provost Arden responded that we know that there are lost revenues, particularly for our auxiliaries. College of Vet Med is one. They are down to just running, for example, an emergency service, which dramatically impacts their hospital income. We also know that in addition to lost revenues, there are additional costs associated with this and we also know that we are going to make certain reimbursements to students who had already paid housing and dining. What we are estimating, at the moment, is that the lost revenues will be over \$20 million in the current fiscal year. The additional costs will be \$2 or \$3 million in the current year, and the cost of reimbursing students for unused housing and dining will be about \$16 million. So we are keeping a running total. A lot of it is projections at the moment, but yes, that is one of the things that is going to be financially challenging in closing out this year.

What plans have we made for reopening and when do we know when it's appropriate to do so?

Provost Arden responded that most of the epidemiologic studies suggest that this will peak in North Carolina either in late April or early May. There will be a tail to this, which means there will still be cases through May and early summer. President Roper made the statement yesterday that we will not have on-campus summer classes. There will be a memo going out from me very shortly, within a couple of hours, confirming that NC State will not be holding on-campus, face-to-face classes for Summer I or Summer II. But we hope to have a strong online presence throughout the summer. The other thing that we are probably going to announce, although it's not finalized yet, is that we will be [inaudible] not be holding summer camps for K-12 students this summer, either Summer I or Summer II. That applies to both academic camps and athletic camps, as well as 4H. Part of the reason for that is not that we might not be in a position to hold some on-campus classes or even camps in Summer II, but what you don't want to do is get out there and hold out hope for folks that there's going to be a class or a camp in Summer II, and so they don't make adequate plans or decisions. Then you're canceling or readjusting at the last moment. You're really better to go ahead and say that from everything we know at this stage, that it is unlikely that we will have on-campus summer classes or on-campus summer camps. We will do our best to offer what we can online through the summer, and we expect to be back in business as usual this fall. That is our objective; to come back strong in the fall, have a normal Wolfpack Welcome Week and get off to a good start in the fall, and make alternative plans in the summer. As such, I'm going to be reaching out to faculty asking for help in converting on-campus summer offerings to online. It is very important that we have a robust fleet of offerings to try and keep our students on course toward timely graduation. So I think we have learned a lot about our ability to deliver content online and I think it will behoove us to plan that way for the summer.

How do we know when it's appropriate to get back to business as usual?

Provost Arden responded that we have to look at the epidemiologic data, the case data, at where we are. Everybody wants to get through this and get back to normal as soon as possible. The worst thing that we can do is be overly-optimistic and plan to be back in business early in the summer, only to have to cancel and re-shift at the last moment and not give folks the opportunity to plan for a productive summer. So that's our plan at the moment. Obviously, we are open to change and open to changes in case numbers as they proceed over the next weeks.

Senator Williams: Is the decision to declare financial exigency a system or campus decision?

Provost Arden responded, "I hope it's not something that we are dealing with. I've been through some pretty rough financial times here over the last 16 years, and at other universities over the last 36 years. I have never seen a university, including this one, have to declare financial exigency. So I honestly don't know. I think it would not be something a campus would do without a lot of discussion with the system office. I think the likelihood of that, particularly for flagship institutions in the system, is pretty remote.

Immediate Past-Chair Bird: Is there opportunity for the summer camp programs to invite its applicants to next summer's program?

Provost Arden responded that we have to be flexible and innovative. First of all, there is an opportunity to offer some summer camp experiences online. If I've been sitting home with my kids for several months, I might be ready for them to leave and go to campus. Another alternative is if the kids could be online or occupied, playing something other than video games and doing something productive, I think that would be very positive for families. So when we get to that, and please don't take that as an announcement yet, until we get a little bit further into it, but that is certainly the direction that we are headed. I would like to couple that with a message to the faculty to think innovatively about what they can put online, or about inviting students to camp the following summer.

7. Athletics and Academics at NC State University

Joel Pawlak, Associate Professor and Faculty Athletics Representative

Katie Graham, Assistant Dean and Director of ASPSA

Boo Corrigan, Director of Athletics

Dr. Pawlak thanked Chair Kellner and the Faculty Senate for the invitation to speak to the Senate about the athletics program, along with thanks to the Chancellor and the Provost for their leadership in this extraordinary time. "I know these times are very trying for the university and for our leaders. They have been doing a lot to try to guide us through this, and they've been doing a very good job. We are lucky here at NC State to have some folks at the top that have had long tenures here at the university and have guided us through this with a steady hand. So much appreciation to them."

Dr. Pawlak stated that before this meeting, Katie Graham and Director Corrigan and himself had three meetings preparing for this meeting. "And then we had a pandemic hit, which kind of set our plans into an apple cart and tipped it over. So with that, we kind of adjusted on the fly. Everyone should have received our academic update before this, as well as the Title IX update as well. My understanding is that we don't do presentations at the Faculty Senate anymore, so I'm not going to

go through those presentations point by point. But I did want to highlight a few things in our academics and Title IX situation in athletics.

Afterward, Dr. Pawlak stated that he would hand it off to Athletics Director Boo Corrigan to share some thoughts about what's been happening in athletics, related to the pandemic that we are experiencing, and then to Katie Graham to talk what the impact this has had on our student athletes and their academics and the things they are doing to address those issues while they're away from campus and in other locations.

"With that, let me start off by going over some highlights from our academics. If you start going down through the presentation, you will see that our athletic department GPA for this past year was 3.07, which I think is a really strong GPA. I know of at least one college-wide GPA that is the same. So if you're thinking of athletics as just a department, it's sort of on track with what we see across the university for certain educational units on campus as well."

He added, "Within that, we've had about 9% of our student athletes with a 4.0 GPA, so that's about 47 student athletes with a 4.0 GPA for the semester, and we have roughly 550 student athletes. About 30% of our student athletics made the Dean's List; 147 athletes. So you can see that the students are doing fairly well within their academic programs. I should also point out that the GPA department-wide is the highest GPA the department has had and it continues to go up every year." Dr. Pawlak stated that one of the things they are always concerned about and look at is what are the students' majors across campus. "This past year, we have students in all of our different colleges, except the College of Design and the College of Veterinary Medicine. If you look at the distribution of majors, you will see that out of the top ten majors for our regular student body, and the top ten majors for our student athletes, there are six majors that are in common between them. The four that are not in common, you might be able to understand; two of them are sports management and nutrition sciences. So you might understand why our student athletes are more interested in that. Then the two other majors that are not in the top ten of our regular student body are criminology and accounting. So essentially, what we are seeing is that majors for our student athletes and where they're going to seek their degrees is pretty similar between our regular student body and our student athletes. To me, as a faculty member, I think this is really good because it's pointing to our student athletes are really able to enroll in the majors that they're interested in."

Dr. Pawlak pointed out two other reports, related to academics, on the presentation. "One is APR and one is GSR. I just wanted to talk a little bit about those. You'll see for our APR, we're projecting for a 990, which is one of our best APR scores that we've seen. It's really important when you look at that information, the APR score is particularly sensitive to small squad sizes. Those squad sizes for APR, the students that are counted in that cohort, are only the student athletes that are on scholarship. So if the student athlete is a walk-on and not receiving any athletics aid, they're not counted in that cohort. If you look at some of our small roster sizes, you see something like men's basketball might only have 9 or 10 student athletes on that particular roster. So once you lose a student to transfer or doesn't come back, you can have significant impact on your APR relatively quickly with those small sizes for those particular sports. "

Dr. Pawlak added that they monitor this very closely. "The APR is actually tied to post-season competition in the NCAA. We have to maintain a 930 APR to continue postseason competition, so we're always watching this very closely. Katie's group does a great job at really focusing on trying to improve these APR scores across all teams. Part of this is really strengthening the fall semester, having students start off the school year strong. She is constantly working and looking at her structure within ASPA to see how you can support the current student athletes best, which could

mean hiring additional people or reallocating different resources in particular ways. One of the things that we found that really helps us is 8-week classes in the spring semester. When student athletes are engaged in competition, they tend to be more focused on their academics as well, at the same time. So having classes early in the spring really helps us to get those students through and graduated.”

Dr. Pawlak continued, “From a GSR standpoint (graduation success rate), we are seeing an all-time high in these numbers. You will see these GSR scores are projected to be 90%-91%. These scores are hard to move, and take time to move because this is a four-year rolling average. For last year, we had students who started in 2013 and would have been included in the rate you’re seeing here. You’ll see two projected rates of 90%-91% for the upcoming year. That is really based on what we know, and students that we know who have already graduated or will be graduating very shortly. Things are trending in a positive direction there as well.”

Lastly, Dr. Pawlak talked about Title IX compliance. “You may be aware of the federal legislation Title IX as it relates to athletics, which looks at our recent providing athletic programs for our student athletes related to the demographics of our student body. One of the challenges that we are experiencing here, from the athletics side at NC State, is historically we were a heavily male-weighted population. Every year, we are moving closer and closer to a 50/50 balance in our demographics of our regular student body. So this keeps putting pressure on our athletics side to be able to meet the needs of our students in terms of having the proportional amount of student athletes, as related to the demographics of our student body. There are actually three ways that we can go about complying with our Title IX. One way is having proportionality. In other words, meeting the same percentages in athletic participation as you have in your regular student body. Another way is to look to see if you’ve met student demand and to see if there are any unmet needs out there for certain populations. A third way is really to show a continuous history of adding sports to try to meet that demand. Over the years, the sports that we’ve most recently added are all female sports. So we essentially are addressing this in two different ways; one, by the proportionality and two, by looking at how do we continue to offer opportunities to our female student athletes.”

Questions

Where do the funds come from if a new sport is to be added?

Athletic Director Boo Corrigan responded that you need to make sure that it fits within the context of what our overall offerings are, what do we have from a facilities standpoint, what do we need from a facilities standpoint, what’s the total number of women (or men) that would be added to the cohort, and make sure that it fits not only in a three or five year window, but preferably, over a longer term so you’re adding one sport and not adding one sport and then five years add another sport. “The funding will come from within our budget, from fundraising, hopefully the idea of creating an endowment that would help offset the sport itself, and try to be as creative as we can.”

Chair Kellner: What do you have to say about the situation that you’re facing - that we’re all facing - right now? What is the general impact of the closing of the university in so many ways, for athletics?

AD Corrigan responded that they have talked about a lot of different things and those things are moving so fast. “It was 17 days ago, we were in the Greensboro Coliseum celebrating a win over Pittsburgh in men’s basketball, and about 20 days ago we were celebrating an ACC women’s basketball championship. To go from that to where we are today, sending essentially 550 student athletes home, 21% of which were on Pell Grant, and making sure they have everything they need to succeed academically and make sure the situation they’re going back to is a situation in which they

can succeed. Whether that's with technology or access or space or food insecurities or whatever else we're all worried about. Clearly, we are in the people business above everything else that we do, and that's really where our focus has been is on the people. Not only the students, which is 550+, but also the coaches and staff that we have. One of the first things that we did, from an athletics standpoint, was cancel all overtime, put in a hiring freeze, put in a spending freeze across the board within the department to try to see whatever we can do to save any dollars that we can in our budget, knowing that at the end of it, I think the number is \$6.2 million comes from student fees that we receive. Everything else is generated. There's been a lot in the press about the NCAA and the cancelling of the men's basketball tournament. We are going to receive approximately 32% of the dollars that we would normally see from the NCAA, which is a cut from approximately \$3.6 to \$1.2 million. The hat that I'm wearing now is you've got the revenue side of the ledger and the expenses side of the ledger; ultimately we don't want to change the overall experience - I don't think any of us do - of the students that we are responsible for and making sure they have the resources they need. So what are we doing from that standpoint, as well as what are we doing to try to hold on to all of our fulltime people and make sure that we are meeting payroll and doing everything that we need to do there. So in a lot of ways, we are sharing similar problems, similar opportunities, similar concerns, similar worries as we're going through this right now. I just don't have the release of going to games and watching all of our great students compete on a regular basis."

Chair Kellner: Well what are your plans? How far down the road are you looking for the leagues that we are part of, and what kind of provisions are being made there?

AD Corrigan responded that one thing that he learned from his time at West Point is that he's more worried about the 50-meter target than he is the 200-meter target. "Right now, I think it's about getting through FY 20 and being able to come as close as we can to balancing our budget; knowing that we're not going to compete, knowing that we're not going to have summer camps, and whatever we can do to set ourselves up for success in Fall of 2020. Certainly there's a lot of modeling that can go on right now in relation to 'football does happen/football doesn't happen,' but again, everything that's happened in the last 18-20 days I think it's really hard to project out five months on exactly what we're going to do and the value of doing that right now. Getting our students through this semester is really what I'm most worried about and making sure that they have what they need to be able to succeed academically. Then as we go into Summer I and Summer II, and then not being on campus. I would like to again shout out to Katie and ASPA and Lisa Zapata and all the incredible support that we've had from the Provost and the Chancellor and Marc Hoit and everyone. It's been a group lift to get to this point as an institution, and obviously athletics is benefitting greatly from that, as all of our students are. I worry about people is really what I worry about."

Dr. Pawlak added that he thinks AD Corrigan and his entire leadership team have done a great job in working with the coaches and staff to get everybody through this as best they can. "I have had the privilege to be in on a number of their meetings as they have been navigating through these uncharted waters, and it's not been easy. One of the things that, as instructors, we all know is that we have the pleasure of being able to get back and start teaching, even if it was online and doing those sorts of things. But a lot of the coaches, we've really shut down their ability to interact and have a lot of contact with their students and try to do some of these remote distancing things." He added that it's not just us, as a university, that's us a league that has done that. He continued, "So this has not been easy on a lot of people as we've gone through that, but AD Corrigan has done a great job in helping to lead us through this."

AD Corrigan added that anything normal they can create for our students and for our coaches is what they've been trying to do. "We really encourage them to be in contact and not ask how strong are

you, how much do you weigh, but ask how are you doing and making sure that they're doing okay." He added that he really worries in regard to the mental health of our students and staff. "Everyone here is kind of built for high-speed; to be going and to be on, and to be engaged and to be so much a part of everything. And everyone has been sidelined. That's not just from an athletics department, that's everyone on this campus. They want the engagement and they want to teach and they want to mentor and do those things. Finding those opportunities has been tougher and tougher."

Dr. Pawlak asked Katie Graham to speak about the students' transition.

Katie Graham stated that they were incredibly grateful to have the extended spring break time to really help prepare their students for completing their coursework remotely. "As AD Corrigan mentioned, almost all of our population has gone home, so that's around the globe right now. We have a very small population that's in Raleigh, and not everybody was set up to go home and, just like our regular students, complete courses remotely. So we spent that week really helping upfit our students with the technology that they might need; we have loaner laptops, getting the confirmation that they had internet, etc. Not all have broadband internet, so we have worked through hot spots and different things like that, and really tried to focus on that side of things through that extended spring break. Once we were back into classes last Monday, we moved our entire operation online, just like all of you have had to do with your courses. So we are utilizing Zoom to tutor our student athletes. We are averaging 170 tutoring sessions per day, Monday through Thursday. So it has been no small lift for the staff to get that moving. I have been honestly inspired by how hard they have worked to get everybody what they need to be successful at home, and then get the support structure in place to support them as similar as we could here remotely and online. So that's up and running; we are in week two of that operation. I really have liked the Zoom technology. I literally had never used it until this pandemic, but we are able to "drop in" to sessions, so we do get some of that student contact, even if it's over the computer."

She added that when students have questions, they invite them into their sessions, and that has been working quite well. "So there are things we will learn from this that will change us as an institution. I can tell you first hand that there are things that our unit has learned through this that will make us better. I'm kind of excited about that. There are a few things that I never thought we would be able to move virtual, but when your back is against the wall and you have to do it, we've done it. So there are some things we will keep this way and never look back. We are trying to keep a healthy perspective, as we all are, that even during challenging times there can be some things that are real victories. So that's how we have shifted for the past couple of weeks."

Chair Kellner: What does recruitment look like in these circumstances?

AD Corrigan responded that everyone is on the same playing field. "This is what we call a dead period, which means that the only communication that we can have with them is via text, phone call or email. John Westover and Louis put together some flythroughs of campus and some virtual tours, and I know our coaches are utilizing that as a way to show off this great institution, as well as any information we can share about Raleigh and everything about it. Everything right now is electronic. There is no travel, there is no face-to-face. I think they can Zoom. So again, I think they're trying to make those connections, but nothing is face-to-face, they said, through April 15th, which was the original mark on the wall. It's not going to be April 15th. This will be extended to whenever, and we will deal with whatever it is at that point. The good thing is that the young people who are choosing to come here in the Fall of 2020 are very excited about it. We haven't seen anyone decommit from coming to NC State and they're all really excited about being part of the Wolfpack."

8. Old and New Business

- a. Elections update
- b. Introduction of candidates for Faculty Assembly
- c. Election of delegate and alternate for Faculty Assembly

Chair Kellner gave an update regarding elections, saying that results will be coming in later this week. He also announced the candidates for delegate and alternate delegate for the UNC Faculty Assembly. Neither candidate was able to join the meeting, but the candidates were announced by Chair Kellner and were named as delegate (David Berube) and alternate delegate (Richard Spontak).

9. 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

10. Adjourn

Meeting was adjourned at 5:05 p.m.