

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**Executive Summary**  
**September 1, 2020**

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

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

**2. Announcements**

*Hans Kellner, Chair of the Faculty*

**3. Approval of the Minutes, Regular Meeting No. 1 of the 66<sup>th</sup> Session, August 18, 2020**

*Phil Sannes, Associate Chair of the Faculty*

Associate Chair Sannes called for a motion to approve the minutes for the first meeting of the 67<sup>th</sup> Session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved.

**4. Chairs Remarks**

*Hans Kellner, Chair of the Faculty*

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

*Katharine Stewart, Vice Provost for Faculty Affairs*

Vice Provost Katharine Stewart brought information to the Faculty Senate from the Provost's office regarding the move to all-online classes at the end of August, Covid-19 responses and campus statistics, current personnel searches, the status of Strategic Plan task forces work, as well as class evaluations and grading questions.

**6. NC State University Police**

*Daniel House, Chief of Police*

As the new NC State Chief of Police, Daniel House provided information regarding his background and experience to the Faculty Senate. He spoke about the University police, the experience of the officers, and their commitment to the safety and well-being of the NC State campus community.

**7. Institutional Equity and Diversity Updates**

*Sheri Schwab, Vice Provost, Institutional Equity and Diversity, NC State University*

Vice Provost Sheri Schwab brought information to the Faculty Senate regarding the upcoming NC State Racial Equity Summit on October 15th, as well as university-wide efforts to address and respond to racial equity and diversity issues within the NC State community.

**8. Old and New Business**

**None**

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

**10. Adjourn**

The meeting was adjourned at 4:30 p.m.

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**September 1, 2020**  
**3:00 p.m.**

**Regular Meeting No. 2 of the 67th Session**

**Via Zoom**

**September 1, 2020**

**Present:** Chair Kellner, Associate Chair Sannes, Chair-Elect Berry-James; Parliamentarian Funkhouser; Senators Ashwell, Bass-Freeman, Bernhard, Boyer, Carrier, Collins, Darhower, Duggins, Erdim, Flinchum, Gerard, Gunter, Isik, Jacob, Jordan, Kirby, Kittle-Autry, Koch, Kuzma, Kuznetsov, Little, Lunardi, McGowan, Nelson, Nicholas-Parker, Pinkins, Reiskind, Riehn, Taylor, Thuente, Vincent, Williams, Yoon, Zagacki

**Guests:** Roy Baroff, Faculty and Staff Ombuds; Katharine Stewart, Vice Provost, Faculty Affairs; Courtney Thornton, Associate Vice Provost, Academic Personnel & Policy; Daniel House, Chief of Police, NC State University; Sheri Schwab, Vice Provost, Institutional Diversity & Equity; Marc Hoit, Vice Chancellor, OIT; Paula Gentius, Chief of Staff and Secretary of the University

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the first meeting of the sixty-seventh session of the NC State Faculty Senate to order at 3:01 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 made the following announcements to the Senate:**

1. For those of you who are concerned about athletics and not attending athletic events. I just wanted to tell you that it's my understanding from the special meetings I get to go to that's possible to buy a cardboard cutout of a fan that they will place in the stands that can be your surrogate. And I thought that this definitely showed the think and do spirit of NC State and we might all consider that, purchasing a fan like purchasing a substitute during the Civil War.
2. Some of you who are new to the Senate have confronted the daunting reality of committee assignments and I just want to say a word to you. You are automatically well not automatically because I do it, but that's about as automatically as you're going to get, placed on a Senate standing committee, one of the four; Academic Policy, Personnel Policy, GoCore, or Resources and Environment.
3. But most of you will also be called upon to serve on one of the university standing committees or academic advising committees, they are somewhat different in the way they are handled, but they proliferate and they almost invariably require someone from the Senate and so many of you have participated, will participate, or be assigned, suggested,

coaxed to sit on these. Some of them, the ones I was always fortunate enough to sit on, meet rarely and don't have the most momentous agenda. But some, I confess, are real work. I hope I've chosen well in suggesting your names for these committees, so that's part of your service. It's too bad we can't do cardboard cutouts to send to the university standing committees, but we're working on that, I guess.

4. One of the things that I'm certain the Provost was going to talk about today, and maybe Dr. Stewart will at greater length, is the Strategic Plan. We have reached that moment in the strategic planning process when the committee's having turned in their reports, I believe the beginning of this month, beginning of last month, are ready to have what they call a reveal in the arts world, and put them out there for your Strategic Plan committees are always somewhat questioned by the faculty in that there always seems to be too few faculty and too many other things on these committees and why couldn't I get in.
5. To be fair, most of the meetings were open. But in the world of Zoom, what does that really mean? So now's the time to read what was written and to comment. Nothing is carved in stone yet, I don't think, and there'll be lots of pushing, pushing, and taking when the whole thing goes behind the curtain, as I recall the expression was 10 years ago, and what comes out will be probably unrecognizable. Anyway, so take a look any of these things that are of interest to you, even if it's lifelong education and credentialing, which is the committee I sat on.
6. Today we're going to hear comments from the racial equity summit, which is, as I understand it, a process that will be rolling and moving for a good long time. The Chancellor is very interested in this, and it is overseen by Sheri Schwab, who will be speaking later today. Just this morning, a guidance coalition, which is a phrase I've never come upon before, has been named or requested to join, to acknowledge that they've come. So that's the group; the guidance coalition of the racial equity summit.
7. Some of you, including me, will have gotten a letter quite recently quite strategically timed, about the creation of a North Carolina State chapter of the American Association of University Professors. I just wanted to mention that in passing, we won't be taking it up, certainly at this meeting, maybe not in any meeting but there it is; you should be aware of that.
8. The issue of testing medical testing, we talked about. A lot people who are really concerned about the health situation on campus as who is not, and who is not? Thinking of testing, I've been struck by what's been said about the testing situation. Now I'm no authority here and I haven't pulled in Amy Orders or Julie Casani to talk about this, but I'll just say that an awful lot of testing is going on, and it is very expensive. When I heard the cost, I did a double take. But the university is working with a surveillance model of groups who are going to be followed through time; staff groups, faculty groups, age cohorts, dorm cohorts, and so forth, to keep checking to find out where further interest might be. At least that was the plan as of this week.
9. One more thing. I suppose I should mention the PEER process that Jade Berry-James has been leading the way on for the faculty, with the Chair-elect of the staff senate, Helen DiPiertro. This is a process by which they hope to set up some sort of an internal lending bank for staff and faculty who are temporarily financially challenged; not a gift, not a bank or of any of that sort. So when this was explained to the Chancellor, who would not exactly understood that

this was a lending situation, he was a little less wary. It is a significant thing. It was inaugurated by Roy Baroff, and I thought I would have to mention it here.

10. One more final matter, we have a 603 case. I can't say anything about it as a 603 case, **but** this is about the most important and serious kind of case that there is. And I just wanted to say a word or two about the involvement of faculty governance in the 603 and 607 kind of cases. It is an engaged, serious multi-level, not in terms of any of the outcomes but in terms of overseeing inaugurating the process and making sure that all of the regulations are properly followed. This is very important, perhaps one of the most important things that we do. Don't overlook the 603/604/607 stuff when it comes time to elect individuals for the pool of people who may be picked for hearing or grievance panels.

**3. Approval of the Minutes, Regular Meeting No. 1 of the 67<sup>th</sup> Session, August 18, 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 first meeting of the 67th session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved.

**4. Chair's Remarks**

*Hans Kellner, Chair of the Faculty*

While looking for something and not finding what I was looking for in the minutes in my office, I did come upon something from 2009 that I found interesting and I thought I would mention it here. In 2009, there was a whole, I thought an endless, series of PowerPoint slides on washing your hands, on social distancing, on not doing this, not doing that and so forth. We've been here before. It was all about H1N1, and I found that very interesting. I found that very interesting because that was the year when I was off the Senate for just a year. But then it occurred to me just now flipping through the almanac of the *Chronicle of Higher Education*, that the great turning points of the creation of the consolidated University, 1960, the creation of the system and so forth. But we are here right now, in one of the great turning points. And I'm not talking about the pandemic or anything like that. I'm talking about the first years when the majority of our undergraduates are female.

It strikes me that this is a, I dare not say a turning point, but this is truly a momentous thing for this university. And now, of course, it's true throughout the country; 55.4% of the students at four-year research, public institutions are female. The fact that NC State, which even when I got here and I consider myself something of a newcomer at 16 years, was so different, so different and had such a different tradition. It's really remarkable, in my opinion.

At this point I was about to say some things meant to secretly harangue the provost, but it won't do any good because the provost isn't here right now and Katharine knows very well what I'm having to say because she's already heard me say it.

We've got another semester coming folks and we don't have a calendar yet. And we have people who are working very hard in the committee, one of which contains a former senator, who are in my opinion stuck in neutral on this. It seems to me that the variables are either we go to a kind of tightened up late- starting semester with no vacation days, like the one we're in now, or we go for the regular old posted one. The other variable is the method of instruction. If we're going to go full

bore face-to-face, and normal, then either one will do. If we are not going to do that, if we're going to go remote, only the compressed one will do. But we don't know which method of instruction will be using because we don't have any of the evidence that will be needed to make that decision.

So it seems to me, as the poor old Chair of the faculty, that it makes sense to go with the one calendar that can accommodate either possibility and that seems the logical thing to do. That is an opinion that has no weight at all. Well, that's not true, but I'm expressing my opinion here. Rather, rather than interrupt the meeting I was in yesterday, I'll just say it out here and the provost can't hear.

Senator Kittle Autry provided an update from those of us who are on that calendar committee: We met today for two intense hours of discussion, and the report from Louis Hunt was that we would get a decision on the spring calendar probably next week they understand of course the fact that we all want to have that information as quickly as possible, and so they do anticipate us getting that quickly. That's probably the most salient summary. We did make some other decisions and voted to approve a few things. But since it's not an agenda item, I don't want to take up too much time.

There are concerns among the staff, and I gather that the staff is at times reluctant to be too forthcoming about them. I infer this from comments from the staff Senate Chair and from comments made by the head of facilities, that there are concerns and the about health matters and security that they want to address. I think we ought to be aware of this. I don't think we have any particular role in it but they're making themselves known.

I've been interested in how many students are on campus, were on campus, should be on campus and might be on campus. So it's my understanding that the normal full number on the campus is 9,500 or so. By a week and a half ago, attrition had taken it down to about 6,000. The number that would lead towards a situation where there would be no roommates would be 3,000 to 4,000 students on campus,. You can do that and spread them out so that no one has a roommate, but that's not the goal. The goal is to get things down to a situation where no one has to share a bathroom. And that number is about 2,000, which is approximately the number that they're aiming for on campus. That's what I've heard recently. I don't know, sending many students home, how that affects that because there are a lot of students here who can't go home, shouldn't go home, and aren't going home. But those numbers are numbers that are of interest to me.

One thing that the Chancellor asked, and I gather is asking other people in the administration, is the question, what are we learning from this situation that we find ourselves in. What are we learning about remote learning, for example, what what's good about what's, what's not good about it, how can we improve it, what parts should we keep? What about remote administration? What about offices, do they all need to be staffed on campus all this time? That kind of technical stuff.

And they'll figure that out, I'm sure, but I was thinking about something from a faculty perspective. What does this do to faculty life? What is lost when you don't have a department? A physical department? I'll tell you what's lost when you don't have a Faculty Senate; about 80% of what you can do is right there in the room. There's a lot there that is lost when you are physically dispersed and displaced. My opinion, and maybe there are positive things as well, but I haven't come upon them too much. Collegiality, for example; the personal. Since I consider the Faculty Senate to really function on personal relationships and the meetings and the people you meet in your committees and so forth, I think it's a great toll.

I wanted to conclude my comments with I will just note, thank you to the Chancellor and thank you to the Provost for their time and for their inclusion of me and Chair of the Staff Senate in deliberations of all sorts. I never know what's coming my way, but it keeps coming and it is important to us all, in my opinion, and much appreciated.”

## 5. **Provost’s Remarks and Q/A**

*Katharine Stewart, Vice Provost for Faculty Affairs*

“Thank you, Hans, and thanks everybody for being here. Thanks for your time. It's good to see you all.

I will run through the announcements that I was provided in my role as Provost substitute. I'll run through those fairly quickly; I think most of them you're familiar with, and then I'll do my best to answer questions that you may have to the best of my ability.

It's been, as you all know, an absolutely chaotic two weeks, or at least it has felt that way to me. Maybe it hasn't felt that way to all of you has felt pretty chaotic, to me, and many of my colleagues. We have moved to remote instruction for our undergraduate courses, we extended our census date until August 28<sup>th</sup> after a period of time where we hoped we would not see the rise of COVID clusters in our residence halls. We did begin to see those clusters arise and we began reducing the presence in residence halls, requiring move-out unless an exception was granted. Then on Thursday of last week, we announced that we would be providing a two-day break in classes. Those classes will be made up on Monday, November 16 and Tuesday, November 17. That delays the first day of exams until Wednesday, November 18 and we will conduct exams over a five day period, excluding weekends, continuing through Tuesday, November 24.

So all of that has been sent out in a flurry of memos, as you are no doubt aware. I'm going to post in the chat, a link to the university's testing and tracking website. This is what some people refer to as the dashboard. This is where we track cases of COVID that are reported to us, or that come through our testing center. I'm just sharing that with you for those of you who haven't spent time on it.

We have, since August 11, identified more than 800 individuals from testing and self-report, and over 25 clusters. You'll also know that we track the number of people who are in off-campus isolation or quarantine as well as the proportion of our on campus quarantine rooms that are available. You can see that right now we have about 40% of our quarantine rooms that are available, which is down pretty significantly from the start of the semester.

I do want to also remind you that the search for the Vice Chancellor and Dean for the Division of Academic and Student Affairs is ongoing. Again, I'm trying my hand at Zoom magic here, and posting another link. If you copy that link into your browser it will take you to the web page for the search for the Vice Chancellor and Dean for the Division of Academic and Student Affairs. That search resumed recently after postponing in the spring.

We will have three finalists on campus in September, the first Lisa Zapata, will be here starting tomorrow and Thursday. The open forum is tomorrow from 10:15 – 11:15 a.m., and a link to that open forum will be on the web page. For each of the other two finalists, their information, their names and CVs will be posted on the search website two days prior to each of the next interview dates. The next interview dates are September 21st and 22nd, and September 29th and 30<sup>th</sup>, for those of you who are following that search closely. We certainly encourage your participation in the forum and providing feedback.

I will also share the link to the Strategic Plan task forces. As Chair Kellner mentioned, all of the strategic planning task forces have posted their reports to this website. You can read them at your leisure, for entertainment and or enjoyment, whichever you wish. And I really do want to join with Chair Kellner in encouraging you to do so. There is a feedback form available on this website and through Monday, September 21<sup>st</sup>, feedback from the entire campus community is welcome. It can be on multiple reports or just one report. But the steering committee would especially like to hear from you about if there are elements of any particular report that strike you either particularly positively or particularly negatively, let the steering committee know why. If there are elements of a report that you think would have a particularly powerful effect on the university, let the steering committee know why. And if you see things that, in your opinion, are cutting across multiple task forces and you feel may need to be highlighted as cross-cutting themes or especially high priority themes, please point that out to the steering committee. That last one is I think especially important because that's what they're going to be looking for when they, as Chair Kellner says, go behind the curtain. They'll be looking for cross-cutting themes, and I think if you see them and you point them out, that's one way to kind of steer the steering committee. So I would encourage you to do that.

The timeline for the strategic plan after campus feedback is received on Monday, September 21<sup>st</sup>, they will bring that together and they will then share a draft of the new plan. I'm not sure exactly when that new plan will be shared, but it will be shared with plenty of time for review and comment. The plan is to finalize it in time for the February Board of Trustees meeting. So we will spend most likely the rest of this semester working on the strategic plan. So you'll see another iteration of it.

Those were the big announcements that I had from the Provost. If there are other questions or concerns, I would be happy to do my best to answer them.”

### **Questions and Discussion**

Hans Kellner: I asked you to give us some information about matters of grading and some other technical things, the sort of things that the Associate Deans get concerned about. One of the things had to do with pass/fail, and whether, in general, the kinds of flexibilities that were put in place when we went suddenly online last March remain the norm, remain the way we're doing it now.

Dr. Stewart responded, “Yes, so let me address a few of those items. And if I don't hit all of them, please nudge me. A few things that I can say will be very similar to the way that last spring went is that we will have options for students to elect an S/U grade for their courses. That is posted on the website. I do believe there is an extended drop period. I'm not sure what those deadlines are again they're on the website. I saw Courtney join the meeting. So I might ask Courtney to see if she can use her Google mastery and maybe post some information in the chat about that. But yes, we will allow students to do pass/fail, as you say, or S/U as it's called here. The other thing I will remind all of you is that Class eval, just as we did in March, we took the quantitative items, those 12 items that are scored one to five on the student course evaluation instrument class eval, we took those off of the spring evaluation and just had some qualitative questions for students to answer. We will be doing the same with the fall, and we will also be doing with the fall report what we did with the spring class eval reports, which is for faculty who are downloading a class eval report for their RPT dossier next year, the Fall 2020 results will not appear in their RPT class eval report. There's a summary report that you have to print for your RPT dossier. And the spring 2020 and summer 2020 and fall 2020 class eval reports will not appear in the reports that go into the RPT dossier.



In lieu of that what we are encouraging, and there's a link on the provost website I'll link to when I'm finished with this, we are encouraging faculty to use section 2B of their promotion dossier, which is the teaching section of the dossier called Instructional Development, and it's an open section. Faculty can do with it what they will, and we're encouraging faculty to use section 2B of their dossier to describe what they have done in terms of curricular innovation and development in response to the pandemic if they wish. That is up to them.

Similarly, I'll take this point of privilege while I have the virtual lectern to remind you to remind your colleagues that tenure clock extensions will be automatically granted for a faculty member who is on the tenure track, pre tenure, and wishes to request a clock extension for the reason of being affected by the pandemic. All they have to do is complete a clock extension request form, get it signed by their department head and their Dean, and write COVID-related in the reason, and it will be automatically approved."

Senator Kuznetsov: So there were some serious violations of nine months contracts in our department, nine months faculty contracts in mechanical and aerospace engineering. These include - we were given a deadline for the annual evaluation in June 2020 and we were required to submit by that date and have a meeting with the department head. We were given a deadline in July for preparing a draft of our statement of faculty responsibility. We had faculty meetings the whole summer, every week or every two weeks, and participation was required. We had a faculty search in June and we were required to take part in the seminar by a candidate and then we were required to vote on that in June. So my question is how the Provost office views that.

Dr. Stewart responded, "Yes, it has certainly been a chaotic summer and there certainly has been a lot of movement in the summer, much more so than we would expect. In general we would not expect routine duties like annual reviews or regular faculty meetings, things like that, to be a requirement in the summer. We would expect routine duties to be fit in in the nine month contract as much as possible. There may be an urgent reason for a search. There may be a candidate that people are trying to get and the time is running out, that candidate has a competing offer. So there may be a compelling reason to pull faculty in wherever possible for things like that. But I agree with your implied comment that routine activities should, as much as possible, be pushed into the nine month contract. I agree with you about that. I can follow up with you about your specific concern in your department so that we can follow up specifically on that. I'd be happy to do that."

Senator Kuznetsov: My second question is about including teaching evaluations into our annual report. So in my annual report, the department head included the spring teaching evaluation.

Katharine Stewart responded, "We did say that the teaching evaluations would be available and provided to both the faculty member, the class eval part of the class evals, even for spring and summer and again for fall 2020, that they would be provided to both the faculty member and the department head. So, for purposes of formative evaluation and conversation, they would be made available. They just weren't being put in the RPT dossier report. What I would say is that to the extent that your departmental practice is to include student evaluations as part of your annual review, those evaluations would be allowed to be included in your annual review. I would expect department heads to recognize the rather, shall we say, unusual circumstances of the spring, where we had to convert courses, very, very quickly in the middle of the semester, and use that context for evaluating student evaluations."

Chair Kellner also responded, stating, "And I have to say that this is not the place for individual cases to be discussed or individual departments or areas. However, if we have a situation here that can be

turned into something having to do with academic policy for the university, it is very appropriate to bring it to the Academic Policy Committee. I'm thinking at this point of the first point there, what is an acceptable and appropriate, a permissible kind of claim to make on the time of a nine month faculty member in the summer? This is the sort of thing that I think academic policy could well take up."

**6. NC State Police**

*Daniel House, Chief of Police*

"Thank you so much. I really appreciate you asking me to come in and talk with everybody. We definitely live in unique times. As you can remember my first day walking in the door was pretty much the first day that we went into full COVID mode. So it's been, needless to say, a very interesting time trying to re-acclimate with the university. It's been an interesting time.

I thought I'd start with just kind of giving a little bit of my background so people know what I've done, and where I'm coming from. Again, my name is Dan House. I'm originally from upstate New York. I've been living in North Carolina for 26 years. I started my career at the Wilson police department in Wilson, North Carolina. I worked there in investigations, I was on their SWAT team for a few years, worked as an investigator and a supervisor. I was, ironically, one of their polygraph off operators at one point. I left there and came here to NC State. So I was hired in as a patrol sergeant and worked my way to lieutenant and watch commander and then later operations manager. I left there and went to the town of Wrightsville Beach, and became their police chief. I was there just shy of nine years.

When this opportunity came up, I jumped right on it because it was like coming back home. So I'm very happy to be back here at NC State. Like I said, I wish it was more to a full campus and being able to meet everybody in person. But we're actually moving through it quite well. So some of the things I'm involved in; last year I was the President of the North Carolina Association of Chiefs of Police. I've been on their Board for about eight years. This is my last year and I finally rotate off as immediate past president. I am also a member of the Governor's Crime Commission and just found out yesterday that I've been reappointed, so I'm back on there for another three years. I work with different entities like the School of Government on changes and policing statewide. Right now we're working on a project called Citation in Lieu of Arrest, especially for those types of crimes that you actually can't even get an active sentence for anyway so why are we incarcerating people pre trial? So those are some of the bigger things that have worked on. I am a graduate of the FBI National Academy, which is basically a senior level management school for police executives. I'm here and very happy to be your police chief.

The Chair asked me a few questions and I thought I'd go ahead and try to answer those to kind of give everybody some a little bit of a perspective on our police department and what we do. I was kind of amazed through some of the events that have gone on here lately, with civil unrest, how little a lot of people actually knew about the police department and what we do. So I think it's important. If we didn't do a good job of advertising that in the past, we certainly need to do it now. But we're a relatively good sized agency, as police departments go, for universities. So we have 67 full time sworn officers, and we have 16 dispatchers. So we have our own 911 center here on campus, 16 dispatchers and the supervisor that run that. Then we have different support functions within the police department. So we are nationally accredited by two different entities. CALEA, which is the Commission on Accreditation for Law Enforcement Agencies and then \_\_ CALEA, which is the campus law enforcement version of that. We are duly accredited, so we have an accreditation manager that

goes over all those accreditation standards, and there's quite many, so that's a pretty much a full time job.

We have a Clery compliance officer that's here that looks at all those things that we have to report notifications for. We have a lot of computers because of the technology and we have two gentlemen who do our IT stuff for us. And the rest are police officers that work here. We are kind of a unique department. A lot of departments out there, you either have a really good mix or you have the weighted, usually on the younger side, when it comes to police officers. We are very fortunate in that we have a lot that have a lot of experience. So a lot of the officers we have here are very similar to me, in that they started at other agencies and had a fair amount of experience and then they came here. That was great because not too long ago we had the homicide that was on Centennial Campus. When we had that there was some concern if we have people here that are able to handle a case of that magnitude. And the answer to that is absolutely. We have a lot of people here that have worked in investigations with different agencies, and like myself, working homicides in different agencies as well. So we're very well-equipped to be able to handle those type of things. Most of our other officers here usually have somewhere around about 5-8 years of experience. We only have a small amount that come directly out of the police academy. So my point there is that you have a lot of very good, well-experienced police officers that are here to serve the campus.

Another question that was asked is about the uniqueness of campus policing and is it different. Absolutely. It's a completely different animal. Municipal policing, a lot of things that get called in that maybe do not get heightened attention in a municipality, we do a very good job of addressing those here. So it's very similar. So I've had campus experience and I also have, when working at Wrightsville Beach, a resort community, which is very similar to a campus community. So it's definitely different. On the flip side to that is the amount of resources that we have to tap into. So there's a lot of very professional, intelligent people here that have a lot of experience in different disciplines. So we utilize that to tap into that experience as we police the campus.

In our agency, we are full service; we have a full investigation division, so all they do is work cases. We have a threat assessment unit, so when we have people that potentially pose a threat to the campus, we have a whole unit that works on that. As I mentioned before, we have a full 911 center, 24 hours a day, seven days a week. Some of the things that people would like more of is our mounted unit. We have two horses. If you haven't seen our new ones, they are absolutely gorgeous. They look like mini Clydesdales. We have two canine units, and they're both bomb trained. They're not drug dogs, but bomb dogs. Since we have so many special events, it's much more important to have a bomb dog than a drug dog.

We have a traffic unit, so they monitor traffic and do traffic programs. We have hiring, including hiring recruiting and training, which is highly important and so we have a whole unit that works on that. We have a crime prevention unit as well. Those are the units we have and what we cover here on campus.

One of the other questions was, what's it like policing on an empty campus. Well, it's been very interesting. Much like many of the meetings that we've had, talking with people and trying to have conversations to solve problems. To me, it's just a whole lot easier in person and right now it's very difficult to do that. We are doing our best to maintain as much social distancing as we can for obvious reasons. But that does take away from the interaction that we have with the public. So it's been kind of crazy.

And the final question that was asked was about our crime and had crime been in uptick. Just my experience with working here in the past, every time we have a new semester we have new crime because we have new clientele. So much like a resort community, we had kind of two different groups – the residents and the people off-season, and then you had the vacationers during the other time of the year and then all the students came back too. So every time it would switch over, crime would change. The same thing happens here; just about every semester and even in the summer, the beginning of each one, you get a little bit of an uptick. What we've had here lately was a lot of bicycle larcenies, a lot of vehicle break ins. But most of those have been crimes of opportunity. So they were either bicycles unlocked, vehicles unlocked, and that type of thing. The other one that we've had is we had a couple vehicles that were actually stolen. So those were the three things that have popped up. Just to kind of put your mind at ease, we know who they are. We have caught some of them doing them. Unfortunately, some of them are juveniles and the juvenile laws changed, so that's made it a little bit more difficult to prosecute. We are working on both of those cases. So we know who they are and we're on top of trying to make sure we bring them to justice.”

## Questions

None

### 7. Institutional Equity and Diversity Updates

*Sheri Schwab, Vice Provost, Institutional Equity and Diversity, NC State University*

“Thank you so much. I'm really glad to be here today on I think what you described very aptly as a really important topic and something that is one that I am excited to be working with all of you and many, many people across campus for NC State on to really spend some focused, engaged, intentional time in community engagement around what will NC State do on this topic. So I am excited because I get to use PowerPoint today. I don't know if Hans had a moment of weakness or what exactly happened, but thank you very much.

Over the summer, there was a lot of activity. Many petitions, demands, and conversations with identifying concerns. So at NC State, we wanted to go beyond just responding to demands. We didn't want just to be this, okay checkmark, done. But really we wanted to think about how would we accelerate our strategies and put them into our system so it becomes our culture. Then through that, have real sustained progress, which is what Hans was alluding to, that this will be an ongoing thing, not a one and done, and not one conversation and we think everything is hunky dory and okay and we can just put it on the back burner. But really keeping this topic at the forefront, as it is what the moment calls for and it has for a long time.

And the reason I want to bring this up is that this is not just about this summer. You can refer to this one when we share the slides out to you. But really, the topic of racial equity at NC State and truly across the nation has been one that there's been lots of conversations about. This summer is perhaps different in that everyone seems to be on the same page at the same time, but it's certainly not something that is new or that we haven't attended to before, but it is certainly one to stay on the forefront. So I share that with you, just in terms of a little bit of history, which I know, Hans, you like to weave in as well so people remember context. So really what I want to draw your attention to, and part of the reason why I wanted a slide deck to share is because this summer, one thing if you have not had a chance to really dial in on it, is the Chancellor's memo of July 31<sup>st</sup>. You can find that on the webpage, [NCSU.edu/diversity](https://www.ncsu.edu/diversity), which you see listed here on the slide.

But in this memo of July 31<sup>st</sup> – and there had been a memo earlier in the summer denouncing racism in response to George Floyd, Ahmaud Arbery, Breonna Taylor, and many other names. But going beyond just declaring a value statement, what was the action we were going to take as a university? Not just a statement saying something is bad, but what are we going to do. So, the memo July 31<sup>st</sup> announced the actions that we were going to be taking. There are many actions - your departments and your colleges are all doing some very strong work at that level as well. And these are just part of the institution's responses. You can see here, we announced – and this came out recently, that we are one of three charter members of SEA Change, which is what the American Academy for Advancement of Sciences, which I will talk about in a minute. We are one of three at the research one level.

We also put into place diversity, equity, and inclusion (DEI) learning goals for the employee work plans and we are continuing to focus on inclusive teaching and faculty cultural competency as ways that faculty can continue to explore their own individual level cultural competency and build on that as well as put that into their classroom experiences for students. There are mandatory baseline DEI Learning Modules for everyone; faculty, staff, students, graduate students and everyone across the board. So if you are faculty, or an instructor of record of any kind, you would have received an email already that directs you to that learning module. As noted by the Chancellor, this is something everyone will be expected to participate in.

I know Dr. Stewart talked about the strategic planning process. And one of the items we are going to engage in as well is that the senior leaders and the steering team for the strategic plan will work through a racial equity awareness training so that we have those tools and those lenses, much more primed, much more at the forefront as we begin thinking around the strategic plan goals. Not just for the diversity and inclusion task force report, but all of the reports need to be looked at and all the goals and priorities need to be looked at with the racial equity lens.

The Chancellor's memo pointed to the landing page, the diversity landing page, where we're going to do a much better job of communicating, being transparent, being able to let folks know what is going on, and what progress we're making. And this is where anyone can find the responses to the student petitions that were commissioned this summer. So we want to be very transparent with what those responses were, what the progress on them is, and that anyone can find those on our page. This is where the summit was first announced, so let me move to that.

The NC State Racial Equity Summit date is October 15, 2020 and I want to just tell you a little bit about the summit. We are having a guiding coalition, and just this morning we were able to get that memo out. Hans and Jade are both part of that, so we have faculty representation, the staff Senate Chair and Chair-elect, the student body president, some additional undergraduate students, the graduate students, we have some community members and some alumni members. So this group of folks will help us in shaping what is it that we're going to talk about at the summit itself. And so that work will be going on in September, leading up to the October 15<sup>th</sup> event. Again, the intention is to not just have this be a one and done, but to continue to do it and infuse this kind of continuous engagement around equity issues for all groups, as well as track improvements and communicate our progress over time.

Now, another reason I wanted to use a PowerPoint, because while this is going on, in addition, the UNC System, the Board of Governors has also tasked a racial equity task force. So, these activities and initiatives are going on at the same time. I wanted to make sure folks sort of had a map to understand and hear that there is a difference. One is the one we're doing at NC State and there's

one at the System office. This task force will be looking at three specific areas around the student academic experience about faculty, staff and administrators that are equity-minded and how do we recruit and retain and reward folks on that side. And then also, what does it look like to have a safe and inclusive campus in our communities.

Their work will culminate in a report that goes to the Board of Governors due on December 16<sup>th</sup>, and they are going to have recommendations and action steps for the Board to consider. How can you get involved or help your colleagues get involved? Well, right now, anyone can go out to this web page here in North Carolina printed at the bottom of this slide. You can send an email if you'd like, with your input or thoughts or ideas or suggestions whenever you'd like, to the email address or just yesterday they actually created a new way to share your ideas through an anonymous form. So you can go to that web page and click on the form. They thought that might be a good way to get some participation.

And then there will be two other elements to this community engagement part for the task force. One is that there will be a survey that goes out to all faculty, staff, and students. This is from the systems office. That will be in the field approximately September 14<sup>th</sup> through October 2<sup>nd</sup>. That is the timeframe they just communicated. Then after our racial equity summit on the 15<sup>th</sup>, the systems office will be holding virtual town halls October 18<sup>th</sup> through November 2<sup>nd</sup>. So that's another way folks can get involved and share their ideas, thoughts and experiences.

The other part I wanted to be sure to talk about here was the SEA Change initiative, again one of three institutions Research one institutions. And this is SEA, which is an acronym for STEMM Equity Achievement, and is a way to increase access to inclusion in STEMM education specifically. So this is a self- assessment type of activity through the American Association for the Advancement of Sciences, peer reviewed, and one of our very own faculty members was part of the group that put this together, Dr. Christine Grant of the College of Engineering. So we have a home tie to it and it is also something that we're just very proud to be one of the charter members, along with the University of Illinois Urbana Champaign and UC Davis. So again, this is just going to help us look not only at the individual level, but at the systemic level, the department level, the college level and the university level to help address our culture, programs, processes and policies, and hopefully to be seen as a member of a global higher education community really dedicated to equity, inclusion, and diversity.

And last, I'll leave you with just a few resources. If you're looking for information, you can certainly go to our OIED resources page. I encourage you all to subscribe to the Diversity Digest, you can keep up to speed with everything that's going on. And again, I really encourage you to look at the landing page, University's diversity landing page. We just launched a brand new refresh of it yesterday and so it looks really good. It has a lot of information, and we're really going to plan to use it much more often to communicate what is going on. So thank you and I'm happy to answer any questions."

## Questions

Chair Kellner: The makeup of the guidance coalition. I have never seen a group like this or like anything that had no administrators on it whatsoever. I know all the people on it just about and they're all great people. But what was your thinking there?

VP Schwab responded, "It was intentional to not have administrators on it, but to get the voices of the community to be able to speak; undergrad students, graduate students, faculty, staff, alumni and community members. So you all will be working with a facilitator and using the Appreciative Inquiry model. And that really is intended to infuse the voice of the community. What will come out of the

summit is the work of a lot of folks and then administrators and folks will be asked to now what do we do with this information. So I'm glad that stuck out for you. It really is to have the community involvement and to hear more voices be part of the process.”

Chair Kellner: Do you, do you feel that this initiative has any particular links to any, aside from the obvious ones, of the strategic plan task forces?

VP Schwab responded, “I really think it has to do with all of them.” Anything here, the lens of racial equity really has to be applied and equity and diversity and inclusion has to be applied in all facets of our climate, our culture, our practices, to really have that infusion through everything that we knew. Not just segmented off into one Vice Provost’s Office or titled people; it has to be lived and breathed in all that we do.”

Chair Kellner: Well, I think you're going to have to find ways of getting bridges to these processes as they go on. I was expressing a concern a few days ago to the provost that you're going to have a big strategic plan for a university that no longer exists and that that's always a concern when things are in rapid flux. So, thank you very much. Thank you very much for coming.

**8. Old and New Business**

None

**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](mailto:faculty_senate@ncsu.edu).

**10. Adjourn**

The meeting was adjourned at 4:30 p.m.