

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

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

3. Approval of the Minutes, Regular Meeting No. 14 of the 66th Session, April 14, 2020

Phil Sannes, Associate Chair of the Faculty

Associate Chair Sannes called for a motion to approve the minutes for the fourteenth and final 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 thanked the many individuals and departments across campus for the diligent and hard work they have done and are doing in response to the Covid-19 pandemic. He provided updated information regarding budgets and spoke to the Senators about current and future testing throughout the campus community. He provided information regarding safety and the campus response to keeping our students, faculty and staff safe during the ongoing pandemic. He addressed faculty concerns regarding a range of topics.

6. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden provided an update regarding the campus reactivation for the 2020 Fall semester and ongoing measures taken to insure safety to students, faculty and staff on and off campus. He provided information regarding current virus data and measures being taken moving forward. He addressed faculty concerns and questions regarding the University's response, preparation and contingency plans should the virus continue to impact the state.

7. University Policy Updates

Marie Williams, Associate Vice Chancellor, Human Resources

AVC Williams provided information to the Senate regarding HR policy updates, as well as the response and numerous actions taken by HR during Covid-19.

8. Old and New Business

- a. Budget Advisory Council

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 4:50 p.m.

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

Regular Meeting No. 1 of the 67th Session

Via Zoom

August 18, 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; Duane Larick, Senior Vice Provost, Academic Strategy & Resource Management; 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 introduced the officers of the Faculty Senate; Dr. Rajade Berry-James, Chair-Elect of the Faculty, Dr. Phil Sannes, Associate Chair of the Faculty, and Parliamentarian, Dr. Ed Funkhouser.

Chair Kellner made the following announcements to the Senate:

1. There have been some directives about things that faculty shouldn't do and we need to get the word out. First of all, faculty are encouraged to eat on campus anywhere they please, except in the dining halls. Don't use the dining halls, was the word I was told to pass on to you.

2. Please do not require medical excuses that would send students to a medical office, such as student health services, to get a medical excuse for absences. One of the things that occurred over the summer and that was talked about for quite a while until it finally had to happen, is that all faculty are mandatory employees at the moment, without applying for it. As of a few weeks ago, and it may have changed since then, 72% of the freshmen were online, in a group of 67% of the general faculty. I'm not sure that's still the case, but those are numbers I was given a while ago. You may have seen that there is a class action suit against the University system, on the part of some graduate students. That will be addressed by the Chancellor, but the University is certainly defending itself against that.
3. There was a vote of no confidence at Appalachian State recently, and from what I understand, an important issue was transparency. But they have had many other issues as well.
4. On the 24th of July, there was a Racial Equity meeting, presided over by Sherri Schwab, the head of OIED (Inclusion, Equity and Diversity). She is organizing what she will call a Summit – an ongoing, permanent set of activities and various things dealing with issues of racial equity. As you may or may not know, at the System, there is a racial equity task force and they are going to be making a report at the end of next month, I believe.
5. At the same time, one of our Strategic Plan task forces also deals with this issue. So that will be, I suspect, an important theme this year.
6. We have a new police chief on campus, Daniel House. He is not going to be with us today, but he will be soon, I hope, to talk about policing on the campus.
7. Chair Kellner called on Chair-Elect Berry-James to speak on an issue that she is leading the way with, so it comes in the form of an announcement as well.

Dr. Berry-James thanked Chair Kellner for allowing her to speak on this issue. "I have worked with the Staff Senate and others recently to put together a quick proposal that would develop a Peer Program, which amounts to an employee financial assistance loan program at NC State. So today, I shared that proposal with members of the Executive Committee of Faculty Senate, and I hope we will be able to talk about the merits of that proposal on Thursday. I know that the Staff Senate is interested in doing the same kind of thing, and so I will have more to share with you after our conversation on Thursday. There may be some changes, but there were quite a few people in the spring semester who thought about the financial needs, given the Corona virus and the impact that it can have on health and wellbeing, and financial wellbeing as well. So I worked on that with a group of people and we want to try to move it along this semester, because we now that the need is great. I will be happy to share the proposal with you after Thursday's meeting when the Executive Committee will have a chance to look at it.

8. The Faculty Senate is still three Senators short, but we are growing and finding new members to serve one-year terms, and we will get to those later on.
9. The Faculty Assembly Chairs have been working now for a long time on a revision of Principles of Shared Governance. These principles have now been passed by the Faculty Assembly, and are going back to the institutions. The Executive Committee, the Chancellor and the Provost have seen them, and they are here for review. It is an important document, and it is here.
10. Issues of Concern over the summer have concerned largely matters about the return to campus, concerns about masks, sanitizers and classrooms. As they have come in, I have channeled them to the appropriate individuals in the administration; Amy Orders, in Emergency Management, or Julie Casani in Student Health, Doug Morton in Facilities and others. They have responded very well and adequately in dealing with these issues.
11. I want to talk about goals for the year. Last year, 2019 and 2020, I announced what was a very low key goal, which was to bring the Senate Rooms in DH Hill that we've been in for 66 years, improvement in various ways that were not necessarily simple. We are at least halfway there, in that the lighting in the offices and conference room have all been replaced. They are now individually adjustable. The main room, those of you who know my dread of PowerPoint, will be relieved that we are now able to do PowerPoint. We have new audio visual equipment, paid for by the Provost and in part, Greg Raschke from the Library. There is still a way to go, but it's coming along. We are going to get curtains along the wall so that the room can be more effectively darkened and cool and so forth. That will be only a few things along the way. So much of that goal, which seems kind of pedestrian today, was there.
12. At the end of last year, the issue of budgets, which had been kind of simmering through the year, came up and was beyond simmering. We decided that budgets and budget transparency, faculty representation and budget concerns, would be a major goal; and so, it will be. That will be our number one starting point. I can think of other things that will come along but budget is going to be a primary thing.

3. Approval of the Minutes, Regular Meeting No. 14 of the 66th Session, April 14, 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 fourteenth and final meeting of the 66th session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved.

4. Comments

Hans Kellner, Chair of the Faculty

“In 1954, after a consultant’s report on the consolidated University of North Carolina, which had three separate campuses but one University, President and Board of Trustees and one University Council in Chapel Hill, the north Raleigh campus and the Greensboro campus, the report on that called for more faculty representation. Chancellor Kerry Bostian, after a long period of consulting with faculty and ad hoc committee in the fall of 1954, convened the first meeting of this Faculty Senate – meeting one of the first session. The first thing they did was to elect a Chair, who served a one-year term. That was a distinguished member of the Faculty named Peterson, who later became the Dean of the Graduate School, which was a very new thing at the time. So that was our beginning back in 1954. Within three meetings, we were meeting in DH Hill Library. Back then it was in Erdahl-Cloyd, the student center, which had not yet been attached to DH Hill library. So it goes back a long way, and I certainly cannot wait until we are back in that room.”

“Stressful times right now, and I’m happy to say that I’m hearing from people who are writing to say how pleased they are to be teaching on campus face-to-face. Admittedly, anecdotally only a few, but they are pleased. The rest of us are online, large numbers of us, and struggling with it. But we are learning and blundering our way through every day. What do we take away from all of this? What we take away from all of this, I think, is how fortunate we were to be given the option of choosing. That was not the case at all institutions in the system, and I think that was a great pressure release. Not total, by any means, but a pressure release by the University. We were given the choice. Labs and research and sitting in the various committees that I do sit in, one is impressed with how well the research operations of the University were moved back to campus in late July and early August. They came back first, and it seems to be going well there.”

“Relations of NC State and the other institutions with Central System, the Spangler Center, seem to be changing. They are in flux right now, as you’d expect. The Central power has been more visible at this time, it seems to me. This is something we will want to notice at least and I hope that the Chancellor and the Provost will comment on this. We are not at what happened in 1931, I think, another great crisis in the nation and the world when the Great Depression really caused the separate Universities – NC State College, University of North Carolina, and the Woman’s College – to give up their individual presidencies into a centralized, consolidated University. I do think that, as the old saying goes, “War is the mother of executive aggrandizement,” it seems to me that crises also have that same tendency, and we shall see.”

“We are all aware of the scenario that the Chair of the Board of Governors put out about large cuts in the budget. It must be noted that those cuts in the budget that he described, were based on enrollment declines. So we will keep an eye on enrollment here, and it’s my understanding from the Chancellor that our enrollments remain strong. So that is a factor.”

“We have a new President at the System, Peter Hans. He is a familiar individual around the State, familiar around our Faculty Senate. He has been part of many different organizations, including the Board of Governors, which he Chaired at one point. He has been the President of the Community College system. So for better or for worse, we are going to be thinking more about relationships with Community Colleges and with long-term academic access and success. I have heard him talk about his interest in these things, which is a good thing. The last time I heard him speak, he defended the

changes in the way Chancellor searches are carried out, which we will see how that goes. The President would be able to add candidates to what a search committee had brought forth.”

“At the same meeting, the question of the dashboard – a touchy subject that I hope we get back to later in the meeting. The University dashboard, it was pointed out by President Hans’ Chief of Staff, that she prefers the word, “Daily Information Report,” to dashboard. But whether we call it a dashboard or not, that is something that we have a great interest in is getting information accurately and in a timely way.”

Chair Kellner then introduced each newly-elected or newly-appointed Senator:

Burak Erdim, College of Design

Meagan Kittle-Autry, College of Engineering

David Thuente, College of Engineering

Intae Yoon, College of Humanities & Social Sciences

Ken Zagacki, College of Humanities & Social Sciences

Eileen Taylor, Poole College of Management

Jonathan Duggins, College of Sciences

Robert Riehn, College of Sciences

Mathew Gerard, College of Veterinary Medicine

Joan Nicholas-Walker, University College

Chris Gunter, College of Agriculture & Life Sciences

Michael Reiskind, College of Agriculture & Life Sciences

5. Chancellor’s Remarks and Q/A

Randy Woodson, Chancellor

Chancellor Woodson offered his thanks to many individuals and groups of people for their extraordinary work, including the Faculty. “That flexibility that Hans spoke about earlier, the Provost put a fair amount of resources into trying to give people some assistance over the summer so they could become prepared for more of our educational material to be online. A lot of it is, and who knows, maybe more of it will be, and we will talk about that, given what has happened at Carolina this week. I want to touch on the issues that surround racial equity and systemic racism and all the work we’re doing as a campus and that we will continue to do going forward. So that’s a lot of effort there. I want to touch on the fact that we are all very anxious during this time. I can assure you that I am not sleeping nearly as well as I used to, and I think all of us are very anxious and uncertain about the future, given a lot of the issues that we face; in particular, the virus. But I also want you to be aware and supportive of our students that have tremendous anxiety. If you look at the counseling center and its early work with students in the semester, they’ve seen almost a doubling of cases in just a short 10-day period. So our students are very anxious, our faculty are very anxious, our staff are very anxious, and it’s translating into anxiety in ways that we need to do everything that we can to support one another. Those of us in administration need to work hard to support the efforts of Monica and her team in counseling, and everything that they do.”

He continued, “I will touch a little bit, although I don’t have a lot of additional information on the budget. The good news is that we entered this fiscal year with a reasonably sound budget from the state, but as Hans already explained, the memo that led everyone to fear that we were about to receive 25% to 50% budget cuts – that’s not the case. We do have some enrollment challenges to

(technical difficulties) ... but we are very nervous about graduate enrollment, particularly international students getting to the US for higher education. Not that a lot didn't get admitted, and a lot that said they were coming, but a number have had a difficult time getting here. So it looks like we are going to have some significant enrollment issues in some of the disciplines that rely heavily on international talent. So that's something that we will have to monitor and be cognizant of."

Regarding the Covid-19 virus, Chancellor Woodson stated, "I want to thank Provost Arden, Charlie Maimone, a lot of the leadership – Amy Orders, if you don't know her, is a phenomenal Emergency Management person. Julie Casani, I was on email with her last night at 1:00 and I was on a call with her this morning at 8:00. If she slept in between it's not clear. So these people are working extremely hard to be successful at NC State and for our faculty, staff and our students. The decision Carolina made this week, let's start by celebrating the obvious, and that's that they received the flexibility to make that decision from the president, and that's good, as we think about our ability to manage our destiny. To be clear, and Provost Arden will have numbers on this well, we are at a different place than Carolina was when they made this decision. That doesn't mean that things can't go south here quickly. So we are constantly monitoring the state of the spread of the virus on our campus."

Chancellor Woodson continued, "Hans started with a concern about the dashboard. If you go online today, Warwick and I have been pushing hard to get a more robust dashboard for our community, and a version of that was posted today. It not only includes all the tests and results of those tests conducted through the student health center, but also the self-reporting data from faculty, staff and students, in addition to the testing that's done here locally. In addition to that, and I don't know if anyone on the call volunteered for this, but we started just yesterday a surveillance monitoring program for campus where we will be testing 500 volunteers every two weeks. These are asymptomatic testing, so it's a way for us to get a sense of whether there is viral spread on our campus without symptoms. It includes students, it includes staff that are frontline, like dining hall workers and janitorial staff and includes faculty that are teaching largely online, and faculty that have in-person instruction. That data will be rolled out this week. I think the big issue for us, going forward, is to think about where we are relative to the virus and if we need to pivot to different structures for education or online, or modify the housing arrangements for our students. To be clear, we gave every parent and every student, and we continue to, the right to get out of their housing contract without penalty. So if a parent or a student is not comfortable living on campus, they can withdraw today. We have worked hard, largely through advisors and Louis Hunt, to get as many of those students as much of their curriculum online as possible. As Hans pointed out, the vast majority of our first-year students are largely online, so it hasn't been a challenge for us to accomplish that."

Chancellor Woodson added, "In spite of doing that, making it voluntary, we went down about 2,000 students in housing. So here's the alert. As we look at the early positive cases among our students on our campus, and yesterday I think we had four cases, as we look at where those cases are coming from, they're almost all coming from off-campus; from residential complexes around campus, from Greek houses associated with the University, etc. So one of the things that we have to keep in mind is that some of the safest places for our students to be are in student housing. They have RAs who are overseeing the protocols and they're adhering to our standards more so than a lot of students living off campus. So I think the challenge, not as much for us because we are in an urban setting, but for a campus like Chapel Hill, when you push the students out of on-campus housing, you push them into a community and you push them into an environment where they may be more prone to continue to have community spread. So that's something we have to think about and be careful about. We have 35,000 students at NC State, and only 7,000 are in university housing. The rest are somewhere in this community, and we don't have a lot of say about what they do when they get home in the evening or

when they're staying home all day online. So that's something that we are paying a lot of attention to."

Chancellor Woodson continued, "On the racial equity side, I hope you will visit the diversity website and go to the diversity portal that will give you an indication of some of the ongoing efforts at the University to address racial equity issues on campus to work with our students, our faculty and our staff to make sure that we make NC State the best it can be, most welcoming and inclusive environment going forward. We have a lot of work to do there, and we're committed to doing that work with the Faculty Senate, Staff Senate and our students."

Chancellor Woodson stated that they are going to continue to watch the issue of budget very carefully. "We will start to see some early numbers for the state budget, in terms of revenue receipts, in the early fall and that will give us a sense of how much of a budgetary challenge we could have going forward. But as I said, the budget for the 2020-2021 year is largely good and the state budget director has made it clear that he doesn't anticipate much rescissions because the state went into this crisis with a fairly strong rainy-day fund. What I would suggest, because I'm not going to leave, is if you give Provost Arden a chance to speak and then the two of us can address questions, concerns, etc., that the Faculty have."

6. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

The Provost stated that he will be brief since the Chancellor provided a good overview. He thanked the faculty for working hard to be ready to give our students an excellent educational experience this fall, whether or not we are face-to-face, online, or hybrid. "Hans mentioned some numbers. If we look at the undergraduate instruction, about 43% of sections are being delivered face-to-face. That tends to be more small sections than large sections, so that translates into about 27% of undergraduate student credit hours being delivered face-to-face. That includes the face-to-face portions of hybrid classes as well. The rest are being delivered online. I know, technically, we worked very very hard over the summer to insure high quality online modules and online instruction. We had a lot of folks working very hard, particularly through DELTA and ClassTech."

He continued, "Whether hybrid or online, we are ready to provide a very high quality instruction to our students. To that end, we've had a lot of other folks working very hard all through the summer to get ready for the fall. We knew, heading into this, that it was going to be difficult. We had hoped, when we began planning at the beginning of summer, and we'd been told that we could expect a much lower rate of community transmission by late July. At that stage, more folks were worried about a second peak later in the fall. That all seemed to be combined into one big peak that peaked in mid-July. So we headed back on campus, knowing that we'd have a battle on our hands. Everybody has been working incredibly hard. Not only do we have an excellent educational experience, but we have the safest possible experience for faculty, students and staff that we can."

Provost Arden stated that we learned from Chapel Hill over the last weeks that the best laid plans don't always work out, and that there are some common denominators as to why that is so. "I will tell you the biggest threat is not in the classroom environment. I feel very comfortable about our classroom environment, but the biggest threat is student behavior, and particularly student behavior

in off-campus housing. This is the case in Chapel Hill where some things started in Greek Life and then spread to the residence halls.”

He continued, “This is a day-to-day event. Today is not the same as yesterday and tomorrow is not the same as today. So we have to be extraordinarily diligent looking at our numbers. If you’re comparing the way we collect data to the way Chapel Hill collects data, some important things to note are generally, our students go through student health. Many students who are off-campus do not. Our faculty and staff do not go through student health, obviously they’re going through their own providers, or going through pharmacies to be tested. So we rely on both collecting student health symptomatic data; students who go to student health because they’re not feeling well and they’re being tested. We are also collecting surveillance data, as the Chancellor mentioned. Up to now, the majority of the surveillance data has been on the student athletes returning to campus. We are now broadening that to faculty, staff, and additional non-athlete student surveillance data. Most of the faculty and staff data is self-reported. We are starting to see cases from the self-reported data more than the data that is coming out through student health. So the Chancellor and I and Dr. Casani and others meet every morning and go over the data in a lot of detail, looking for evidence that we have emerging problems. I think it’s important to take the appropriate actions quickly. So once again, our student health folks are working tirelessly, Dr. Orders in Emergency Management is doing an exceptional job, Louis Hunt’s group in enrollment management has worked very hard during the summer, as well as Doug Morton in facilities and folks in OIED. I could go on. But together with the faculty, folks have been working really hard to give this the maximum opportunity for success.”

He added that we still need to be fully cognizant that things can turn very quickly and we may have to go in a different direction. “I’m convinced we are going to have a successful fall. It may not be the fall we all planned, but I know that folks are working very hard to see an extraordinary outcome.”

Questions and Discussion

Senator Vincent: “Events are moving very quickly through the system. UNC-Chapel Hill is moving all undergraduate classes to online instruction beginning tomorrow; ECU reported an outbreak of a cluster; the Faculty Senate at App State yesterday passed a resolution of no confidence in their Chancellor. On the other campuses of the UNC system, it’s very difficult to know, at least for me, what’s going on because these dashboards that are ostensibly designed to keep the community informed of Covid-related issues don’t really provide much information. I haven’t looked this afternoon at the dashboard at NCSU and I hope there’s more information than I’ve found over the last couple of weeks.

You know, as do my colleagues here, that I’m pretty unhappy with the inaction of this body of the Faculty Senate. It’s failed, really, to do anything during the summer when I think we should have been active in confronting these issues. It was a failure that prompted me to circulate a petition expressing concerns about the fall opening of the university. But this is really past history. I forwarded that petition to the administration almost eight weeks ago now.

I raise the issue now, however, because the failure of the Faculty Senate to act has implicitly supported the tendency of the administration, it seems to me, to avoid involving the faculty in decision making. It’s implicitly supported, or condoned through our inaction, the reluctance of the

administration to provide detailed information about the extent of the spread of the virus in our community. I appreciate that you responded to the petition I sent you in June.

I want to state clearly that I really don't wish to move necessarily to any sort of self-righteous opposition and confrontation. We need to move ahead with a dialogue of reasoned and constructive cooperation. But it seems to me this is possible only if there really is the collaboration and transparency that you claimed was present when you addressed the Faculty in June.

For this to happen, it seems to me, more information is called for, and more dialogue is called for, than has been taking place. Providing the numbers of cases of those infected, those who are quarantined, which hasn't been mentioned yet today, it seems to me, would be a good place to begin. This wouldn't require the identification of individuals to be revealed and would not therefore violate any privacy rights of individuals. But the numbers and where they are and what's going on in more detail, I think, would be very useful.

Our Senate meeting has finally, just last night and this morning -- the calling of the meeting --initiated a discussion among present and past members of the Senate, and I take seriously the positions that have been expressed. I know Mark Darhower was talking about the rights of students and teachers who preferred face-to-face classes; I take seriously the position of Mathew about student support and excitement about his face-to-face classes. For myself, I find myself balancing these with my real concern for public health. Personally, I come down on the side of the greater need to protect the health of students, faculty and staff, and the health of the broader Raleigh community, which I believe means transitioning to online classes, especially for undergraduates.

Anthony Fauci, the Director of the National Institute of Allergy & Infectious Diseases, one of the few rational people in the national administration these days, indicated several days ago when I watched an interview on National Geographic that there are parts of the country, where rates are low, that can be safely opened up provided that the populations in those areas follow safety guidelines. He referred to these as green areas, and contrasted these with yellow and red areas of the country where it would be more dangerous to open up; dangerous, even if people followed the guidelines about face masks and distancing. Unfortunately, we in North Carolina are in one of those yellow and red areas. And unfortunately, we are dealing with a population --that is, student -- who are in an age cohort not prone to rigorously follow these health policy guidelines. There are news stories just this morning of UNCW students on Wrightsville Beach, partying without masks or distancing.

So, I especially worry about the health of staff workers at the university: housekeepers, grounds workers, service workers, food service people. But I worry about the health of everyone on campus, and also in the broader community, if this begins to spread.

Also, I want to bring up another issue before I end my piece here. That is the issue of testing. Why are we not doing more testing on campus that we are? It's a shame that we didn't implement this before classes began, as it has been at other institutions (Duke, for example). It would have guaranteed fewer entering students with infections, even asymptomatic ones. We'd have a better read on that, and it would allow more rigorous contact tracing. But we didn't do that, and as a consequence, without this, I really recommend moving to online classes for undergraduates."

Chancellor Woodson responded, "I would encourage you to visit the new dashboard. I think you will find all the data you're looking for, including current occupancy and quarantine space, current number of self-reported cases for both faculty, staff and students, as well as contractors to the

university. So it's a much more robust data set now. That is something that Provost Arden has been pushing hard for some time."

He continued, "I'm not here to disagree with anything you've said, because it's a rational argument. I will tell you that the advice that we, and Carolina, got – remember at the time, our university was led by Bill Roper, who was a former director of the CDC and has spent a career in public health. We had the Director of the CDC talk to all the Chancellors, and the recommendation clearly, not only from the CDC, but from within the UNC system, was early testing of cohorts of students returning did very little for you. If you look at Duke, for example, right now, they've had two cases. It's remarkably low." He continued by saying that we were in the 5 to 6 day return of tests, so the resources to do that, the logistics of doing that for a campus of our size, was a real challenge. So we were discouraged from doing that. He continued, "Having said that, we have started in the last few days, a much larger cohort of surveillance testing that will yield a lot more data for us going forward. We needed to get students back on campus to get the appropriate volunteers to be able to do that appropriately. If you compare the testing that we've done to Carolina, they are testing the same way we are. They are testing only symptomatic, other than athletics."

Chancellor Woodson stated that he is worried, going forward. "My worries, actually you have not mentioned this one but I'll tell you what it is. I think we are likely to see a lot of students not seeking testing because they don't want the results of a positive test. They don't want to be told they have the virus, and maybe as importantly, they don't want to quarantine. And maybe equally as importantly, they don't want their friends to be contacted for contact tracing. So the biggest worry I have right now is our ability to know what's happening because of students not being willing to call us and to self-report." He went on to explain that Wake County Public Health has helped tremendously to monitor the environment around campus."

Provost Arden responded, asking the Senate to remember that up until very recently, the authority to go fully online and not have face-to-face, rested with the Board of Governors. "We have had many of these internal discussions and discussions at the Board level. The Board has made it very clear that they hold the authority to allow campuses within the system to go online or otherwise. The other issue is the tremendous amount of mixed opinions from students and parents whether they want to be on campus and face-to-face or not face-to-face and so forth. Where we are right now is paying incredibly close attention to the data and to respond quickly. As the Chancellor mentioned, the one thing I worry about is that we are a little hampered, inasmuch as we far more reliant on self-reporting than I would like. A lot of the Chapel Hill faculty and staff are tested through their health center so they have the data, whereas we have to rely on self-reporting of data as it comes to us by the Health Dept. I also worry, as the Chancellor does, about students' tendency to either not be tested or to be tested outside of our student health and not to report for one reason or the other. So those are our concerns, as well as effectively overseeing student behavior as much as we can. The sad reality is while we can oversee student behavior in the classroom and to some degree, in the residence halls and other buildings on campus, we have very little control of student behavior in independent apartment complexes surrounding the campus. Most students were already locked into leases very early on, back in the spring. So they were going to come and occupy those apartment complexes. Interestingly enough, we hear that in Chapel Hill right now, students and their parents are going crazy trying to find apartments in Chapel Hill so that students can actually stay in Chapel Hill and not go home as they move out of the residence halls. So it's complex and it's really complex from an

epidemiologic perspective.” He added that we don’t disagree with you here, but when you get into the details of determining human behavior and how that interacts with the virus, the disease, and personal choice here, it becomes far more complex than one might imagine. He continued, “I think where we are now is watching the data very, very closely and being prepared to respond appropriately and quickly.”

Senator Riehn: What is currently the time it takes to turn the test around, and what is our testing capacity per day? The reason I ask is whether the way it is set up, is it more useful for quarantining, or when to call a breakout. The second question linked to that is do you have established criteria for when you stop in-person classes?

Provost Arden responded, “We go through Lab Corp for our testing. The length of time for testing varies, depending on the demand, and also the capacities of Lab Corp and the availability of re-agents for the testing. Many other commercial testing rely on re-agents coming from the same suppliers. At one stage, testing was up to literally a seven or eight-day turnaround time, which was just not helpful at all. It’s down to one to two days now, 24 to 48 hours. We are getting most tests back within 24 hours, occasionally we go 48 hours. We feel much more comfortable and Lab Corp has really stepped up and expanded their testing responsibilities. With respect to quarantine, we have 166 on-campus quarantine spots. We are offering quarantine to residential students. Should they test positive, they are given the option of going home or quarantining privately, or going to on-campus quarantine. For the moment, we have not come anywhere close to saturating our quarantine capacity. I think it’s in the 20’s currently. So we do have capacity and quarantining is effective.” He added that the ones they worry about are the students who get tested off campus and then don’t notify us of the test results. In answer to the second question, Provost Arden responded that they have been working on establishing thresholds for several weeks. “We don’t have hard and fast numbers. I think it’s going to be self-evident when we see rapid increases. What happened in Chapel Hill, it happened over a few days. I think it’s going to be self-evident if and when we need to go in a different direction. But we haven’t set numbers.” He added, “I prefer to look at trends, and when the trends point us in the direction that this has become problematic on campus and off campus, then I think that will be a pretty self-evident decision.”

Chancellor Woodson added, “On the quarantine side, we need to remember that let’s say you have a student who tests positive and we do contact tracing and determine that person has been close to and in a room with six people. You quickly utilize a lot of quarantine space, because we are putting the contact tracing people in quarantine as well, until we have a result back of the test. So now we are in good shape, but 166 rooms can go quickly if we have a major spread event.”

Senator Sannes: How do we know if we have a cluster on campus?

Chancellor Woodson responded, “The federal definition of cluster actually includes more than one element. You often read about saying five people in a common space. But the reality is that for it to truly be a cluster, there has to be a connection between those five people. There has to be evidence of association.”

Senator Duggins: How is it reasonable to consider that if they're in the same dorm that that's not considered contact? I remember living in a dorm. There was a lot of contact.

Provost Arden responded that it's a good point. "This is what our Medical Director, who is a public health professional, gave us as the federal definition this morning. The fact that simply because people were in the same building doesn't necessarily constitute a cluster. People are using the term differently. The majority of universities in the system are not using that definition; they're using the same definition as us, which is there has to be some link between those five individuals. I think the question was how do we know whether there's a cluster or not. The answer is in one of two ways. Number one, if students are being tested through university student health, we obviously know their addresses and where they're from and where they are. Secondly, if it's a significant cluster, the Wake County Public Health Department will let us know straight away. So those are the two main ways we know whether or not there's an emerging cluster

Senator Taylor: Have any faculty been contacted as part of contact tracing?

Chancellor Woodson responded, "Yes, and they've been tested. The circumstances matter. How engaged were they with the student. There's all sorts of different contacts. But the answer is yes." He added that if any employee is part of a contact tracing, we conduct the test. "If you look on the dashboard you'll see that in student health services, 'faculty tests,' those are tests associated with contact tracing."

Senator Nelson: Is UNC's residential population different than our residential population? Do they have more students in dormitories and we have more students living off-campus?

Provost Arden responded that we have a larger residential capacity than they do, normally. "We are down. We have, at the moment, about 7,500 students living in residence halls on campus and about another 500 living in fraternities and sororities. I cannot quote the Chapel Hill numbers, but I think it's less."

Chancellor Woodson added, "Carolina has a much deeper and longer tradition in the Greek community." He added that the issue really emanated from a big event in Greek life, and even in the residence halls, most were associate with Rush. The university banned Rush at Carolina, but students had Rush anyway, but did it in a non-authorized way. "There's a lot associated with that Rush experience and that's some of the issues that they face. For us, our Rush doesn't occur until mid-September and we've taken a different approach and will not ban it, but control it and try to have oversight." He added that it doesn't mean we will not have challenges with sororities and fraternities here, just because of the way they live, the congregate living arrangements, but that's one of the ways it came back to the residence halls at Carolina."

Senator Yoon: I am teaching face-to-face right now on campus and it is really great to see the faces of my students and I had a talk with my students about coming to campus. Personally, I feel really surprised to see how much the university has done over the summer. So thanks to those who worked hard to install Plexiglas and all kinds of things. I feel safe and yet I would like to know the threshold. I told my students that at some point we may switch to online class, but I don't know. That uncertainty creates some anxiety level, not only me, but to the students too because they want to

know the plans of the university so they can prepare. Also, in terms of what I need to teach safely, I got the protection kit, which was great, and I am counting how much I used during my first week. I realized what I need the most is the wipes. I was lucky enough to buy my own and use them all the time, but when I count how many I use, they're going quickly. I wonder whether the university has any plan to provide some type of wipes to protect us. When I went into the classroom I realized that earphones were used by someone else, and batteries.

Provost Arden responded that he has also raised this question. "We are providing masks and hand sanitizer, but we are not providing wipes to a level that I would like. I would love to be able to provide our students with wipes so they can wipe their desks down and so forth. I think there are some supply issues associated with that at the moment, and some logistical issues. I have asked the same question and I would like to have a greater availability of the sanitizing wipes for faculty and to students. Assuming we keep at this, then I think that would be a priority." He added that having said that, he thinks the classroom experience that we have created by using a lot of classes online and spreading folks out, by having masks and Plexiglas, the classroom experience that has been created is relatively safe. "I'm not losing a whole lot of sleep at night over the in-person classroom experience. I think our Achilles heel is student behavior after hours." He added that we have a lot of students in Greek Life and a lot of students in private residence halls that have been built along Hillsborough Street. "That's what I worry about. And if I combine that with the fact that students may or may not be getting tested and supplying us the results of that testing, that combination does worry me."

Chancellor Woodson responded to Senator Yoon and told him to reach out to Dr. Amy Orders. He stated that if there is anything you need that she has, she will get it to you and probably even hand deliver it.

7. University Policy Updates

Marie Williams, Associate Vice Chancellor, Human Resources

AVC Williams reported that she recently presented information to the University Council about some initiatives that the CHROs and the system are working on and provided a recap about some of the things they have been doing on the HR side at NC State. "This has been a collaborative effort between the HR teams and the HR teams in the college and units, as well as health and safety, with Katharine Stewart and her team, and many others." She stated that since March, 2020, when the university moved into Covid-19, they've been doing a lot, especially given the evolving guidance they have received from the UNC system. "We have been doing our best to implement policy and procedures to promote workplace safety, following the guidance that comes from the system office, the EEOC, the Dept of Health and Human Services, and others." She added that there's a lot they've been doing across the campus, in collaboration with many groups.

AVC Williams continued, "In May of 2020, this is when we started a lot of our work preparing for the reactivation of campus. In doing so, we worked closely with environmental health and safety and legal counsel and others as we prepared various resources. So I hope you get a chance to go to our website, the UHR website, as well as the Covid-19 website from the university, because there is a plethora of resources. She added that some of the things they've been rolling out include voluntary shared leave, which the Chancellor approved. "We have already received about 8,000 donated hours. You can give hours to this bank and how it works is you will give some of your donated hours to this bank. For those faculty and staff that will need that help, whether it be because they are out and not able to work because they have symptoms of Covid-19, or if they're caring for children or elder care, they can receive and use some of these hours if they have run out of leave. So that is a great way that

we can help our employees.” She noted that there have been changes over the spring semester and summer in regard to community service leave. “We just got some new additional guidance coming out from the system office that will be going out to the campus next week.”

AVC reported and two or three weeks ago, they also launched several return to work videos. She is hopeful you will go to those and watch. “We have always heard from our faculty, ‘give it bite-size nuggets of information,’ so we’ve got about six videos.” She added that this has been a great resources for supervisors around what to expect, how to have difficult conversations, etc. She also announced that a special circumstances request process had been created so individuals who have questions, concerns and anxieties around returning to the workplace can use this centralized platform to get some help. “We are excited to be part of those initiatives.”

AVC Williams continued, “The main thing that I’m here for today, as I alluded to earlier, is that I was in University Council and the Chancellor asked me to give a quick overview on some of the initiatives that we are working on, in anticipation of potential financial impacts that the system may have – maybe not at all, maybe years from now. As the Chancellor has indicated, our enrollments are strong, our financial position at the university is strong right now. But our role in HR is to certainly pre-plan and to think ahead. So we have been working and petitioning with the system office to try to find ways to get more flexibility to system institutions around a lot of HR matters. So we have been advocating on behalf of our system institutions to provide not only more authority around certain tools, as well as flexibility in the hope that we can utilize these HR strategies to help colleges and administrative units fiscally prepare for the next couple of years. Basically, we are calling this initiative our expanded HR toolkit. These items were effective July 21st. There are primarily three tools – and these three tools do not impact faculty. System institutions do now have the flexibility to do temporary emergency furloughs for permanent full-time and part-time SHRA and EHRA non-faculty. Again, these are tools that we are having in our toolkits, but it’s just about planning ahead. For these temporary emergency furloughs, they have now been extended from 90 days to 12 months. So if we implemented them, NC State has not implemented any furloughs at this time – it applies all funding sources, and they can be full or partial. A partial furlough, for example, could be accomplished by a reduction in a work week, reduced hours in a work week, days off without pay, or an FTE reduction. Any of our employees in the system who are put on a temporary furlough would still have healthcare coverage and they still would accrue leave, even though they would not be able to take that leave during the furlough. They also may be able to enroll for unemployment benefits. The second tool in our toolkit is temporary salary reductions that apply only to EHRA non-faculty. They do not apply to faculty and they do not apply to SHRA employees, and they do not apply to individuals that may have employment contracts, such as coaches. These apply to any funding source. If the university or any system institution needed to implement a temporary salary reduction, it cannot be implemented any shorter than 30 days and no longer than 12 months. There is some criteria to that, so the criteria that the system has put forward is that an employee’s new analyzed salary after the reduction could not be less than \$45,000 and it also cannot exceed 20% of an employees current base pay. So basically there’s two criteria pieces that we’d have to address. The good thing is, in terms of the authority given to the system institutions, is that these do not have to be approved through the system. The Chancellor and leadership have the authority to approve those on campus and we are required to provide our employees at least 30 days courtesy notice.”

AVC Williams continued, “The difference between a temporary salary reduction and a temporary emergency furlough is that with a temporary salary reduction, it doesn’t reduce the employee’s expected work hours. So an employee is still expected to work a week. These cannot be implemented across the board, and a person who is subject to a temporary salary reduction would not and could not be subject to a furlough at the same time. The third tool would be reductions in force. Many of

you already know that is a tool and an authority that we already have at NC State. The difference is that we did not have the authority to do that, due to Covid-19. So the system office has given system institutions the latitude, if needed, to implement reductions in force due to Covid-19. The requirements to do so are just the same as we have in place currently. So for SHRA, reductions in force have to be approved not only by the system, but the office of State Human Resources. Then for EHRA, again these are for non-faculty, these are classified as end of appointments, and they are navigated and approved at the institutional level. These also apply to all funding sources. The other thing that we've been doing and advocating on behalf of system institutions and preparing for Covid-19 and any financial impacts that we could incur down the road, is that we have been asking for other tools in our toolkit. One of the things that we have petitioned the system office, and they are starting to look into it even though we don't have many details, is about an early retirement option, potentially, for faculty and staff. Again, we don't know if it's coming to fruition; we hope so. But they have assured us that they're going to try to drop a proposal. We've got great minds at NC State so we have used the mind of Mary Peloquin-Dodd to help propose some potential ways that the system can structure an early retirement program for the system, and we have submitted that. So more to come. That would be another option that we are petitioning as part of our toolkit."

AVC Williams stated that the key takeaway is that the people in HR know that this is a difficult time and there's a lot of anxiety among our leaders and faculty and staff about Covid-19 and what that means for your jobs and what that means for your safety. "We are here. We are here working with our campus partners and we are here to support you during these challenging times. We will also continue to advocate for our institutions to be given more flexibility, particularly in regard to HR actions and HR authority. Our Chancellor and Provost are key champions of that so that we are able to have a diverse array of toolkit options if we need them in the future."

Questions and Discussion

Chair Kellner: You mentioned three times, "any funding sources," and as I understand it, many people work on this campus and are funded by grants and contracts. Are you referring to that as well? Are they vulnerable to salary reductions and so forth?

AVC Williams responded that at this point, as the Chancellor indicated, the university is in a good position. "But initially, when the system had rolled out their toolkit, there was only one tool; that tool was to do temporary emergency furloughs, which was constrained to only auxiliary and receipt-based units. So basically what they're saying is that to give institutions more flexibility and authority, depending on those financial impacts people are incurring. It could be any of those additional funding sources; it's not restricted to auxiliary and receipt-based, it could also include state-appropriated and I think it would also include grant funds and things like that."

Chancellor Woodson responded by saying, "It gives flexibility, but again, the whole notion here is we don't intend to exercise the flexibility unless it's needed. That would be something that an individual investigator or department would have to deal with, depending on the grant contract."

8. Old and New Business

- a. The subject of a Budget Advisory Council will be addressed this week with the Provost

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 4:50 p.m.