

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**Executive Summary**  
**September 29, 2020**

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the fourth 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. 3 of the 66<sup>th</sup> Session, September 15, 2020**

*Phil Sannes, Associate Chair of the Faculty*

Chair Kellner called for a motion to approve the minutes for the third meeting of the 67th 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*

Chair Kellner spoke to the Faculty Senate about the current climate on campus in relation to COVID-19, as well as the Racial Equality Task Force, items from the UNC Faculty Assembly and other UNC system updates.

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

*Duane Larick, Senior Vice Provost for Academic Strategy and Resource Management, and Chief of Staff for the Office of the Executive Vice Chancellor*

Senior Vice Provost Larick provided updates to the Faculty Senate about calendar and instructional plans for Spring, 2021. He also spoke about current and ongoing personnel searches, as well upcoming five-year leadership reviews, in addition to the tuition and fee review process that is currently underway.

**6. Remarks from the Vice Chancellor for Finance and Administration**

*Charles Maimone, Vice Chancellor for Finance and Administration*

Vice Chancellor Maimone presented information regarding the impact of COVID-19 on the University's auxiliary units and the current and future challenges facing those units.

**7. Remarks, Director of Athletics**

*Boo Corrigan, Director of Athletics*

Director of Athletics Corrigan provided information regarding the status of the Athletic Department in the face of COVID-19 as it relates to the far-reaching impact the virus has had on athletic staff and the NC State student athletes.

**8. Committee Reports**

*Committee Co-Chairs:*

*Academic Policy – Lisa Bass-Freeman and Paul Williams*

*Government, Communication and Recruitment – Maria Collins and Barbara Kirby*

*Personnel Policy – Christopher Ashwell and Herle McGowan*

*Resources & Environment – Stacy Nelson and Steven Vincent*

**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)

None

**10. Adjourn**

Meeting was adjourned at 4:50 p.m.

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**September 29, 2020**  
**3:00 p.m.**

**Regular Meeting No. 4 of the 67th Session**

**Via Zoom**

**September 29, 2020**

**Present:** Chair Kellner; 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; Marc Hoit, Vice Chancellor, OIT; Duane Larick; Senior Vice Provost for Academic Strategy and Resource Management; Boo Corrigan, Director of Athletics

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the third 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*

This is happy state employees' week according to the governor. So the governor has decreed that all state employees and that is we, as well as others, be happy this week.

Two weeks from this moment we're having our general faculty meeting. And the general faculty meeting this time will be like the general faculty meeting in March, except the reverse. The spring general faculty meeting was held live in Winslow, but it was electronically sent out to the faculty. It was an explanation of the situation, the individuals of the university moving off campus, as it were. Going to all remote teaching, a moment we remember all well and fondly. This time, the general faculty meeting will be about what's different now that we will be going back to more person-to-person teaching in the fall, bringing students back onto campus in some numbers. What have we learned, above all, so this is what the theme of the meeting will be.

**3. Approval of the Minutes, Regular Meeting No. 3 of the 66<sup>th</sup> Session, September 15, 2020**

*Phil Sannes, Associate Chair of the Faculty*

Associate Chair Sannes called for a motion to approve the minutes for the third meeting of the 67th 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*

A couple of days ago when he was talking to the undergraduates at the Chancellor's liaison meeting and he said this is a weird time. I thought that would be a good theme for the general faculty meeting a weird time for all of us. But I think that the one we have is certainly going to appeal to more people. And get more people out. We can only accommodate, by the way, I think 500. So get there, or be square.

We have had a lot of issues of concern; five in the month of September, so far. And often these issues of concern can be addressed by a quick email or phone call and don't need to go through the whole committee process. We have a good number of issues of concern percolating and later we'll hear from the committee's about those. One of the issues of concern was about the Chancellor searches and about the proposal, since being passed by the Board of Governors, enabled the president of the system to add his own name to the pool from which he himself will select at an advanced part of the search. This was a controversial one and the Faculty Assembly and other groups, including this senate, expressed its disapproval. It's my understanding, third hand, that several Governors did argue against it. There are liaison Governors for each campus; that is to say, you take your campus, you look up on the chart and you see who your Governor liaison is. Ours is Terry Hutchens. He was one and I sent him a letter at your command, as it were, with the assembly document, with our feeling about that. Apparently, although he did not answer, he did argue against the Chancellor's search proposal, just for your information, which is all third hand.

The Board of Governors Racial Equality Task Force is currently in the process of surveying people. If you get a notice of one of those surveys, please fill it out. We had a meeting with the Task Force last Thursday night; the Chairs of the system. The first point there, we were surprised by, was that the Chair of the Task Force has resigned from the Board of Governors. Everyone seemed to take a breath when they announced that I take it; it had happened just recently. Darrell Allison had resigned from the Board of Governors, so the Racial Equity Task Force is now being run by individuals from system, who seem to be very capable and competent, but that was an interesting development.

They were using a method, a strategy of engagement and inquiry here called appreciative inquiry which most of us had never heard of, but we quickly got on our Wikipedia pages and found out about affirmative inquiry, which is exactly what it seems to be. It is primarily an affirmative way of examining a question. The first two questions of which are what is working, and the second question is what is not working. Then the next two questions go from there how do, how do you address those situations. So if you do know about appreciative inquiry, you're ahead of where I was on Thursday night.

Today I heard from another Chair at in the system, Greensboro, in fact, that he had had a number of xenophobic incidents occurring at his home. He is of Chinese descent. This naturally distressed him. He also said that he was hearing from black colleagues that a number of things had happened on their campus; and then he adds, "I had no idea." And it occurred to me, what do we know here about what's going on this campus with regard, let's say, to Asian American, African American, or any other group here we have here. I worry about daily information reports, also known as dashboards, for other things. And I was just wondering, although it may not be the most affirmative way to approach this sort of thing, how it is that these things don't just drift away. So those are just some of my some of my reflections today.

We will have Duane Larick here today in the lieu of the Provost, and that suggested to me that he

might say a few words about what goes on in the bi-weekly meetings of the so-called Executive Briefings. This is where people from around the campus – athletics, for example, the emergency management individual, the head of student health, the Provost, the head of facilities, the associate provost for research, for engagement. Also, and I say this appreciatively, the chair of the Faculty Senate in the chair of the Staff Senate. Each one just goes around the room and reports what has happened in the last three or four days since we're meeting on Mondays and Thursdays. The meetings may not last very long, but you get to see, from day to day, the kinds of things that they're paying attention to and the kinds of things that are happening.

I'd just like to mention a couple of things. It strikes me, hearing from the vice provost for research to pick him first, that's a marvelously positive thing; he's continually saying research is back in business and things are going well. Although they did have two cases, which is what they're keeping their eyes on, infections, but that they were not seen as being community-related. He wants to research up to 5200 people, in theory, and right now the research facilities are half occupied. Morton, of facilities, wants to look again at the rooms, classrooms and laboratories in particular, to get input from faculty and others about ways that they can be improved. Let's see where we go.

The question of Media Communications, Brad Bohlander's area is being stressed. They are working hard to get the word out using the Protect the Pack website; about masks, about community standards, which are very important. The question of enforcement and, shall we say aggressive action, against the fraternity areas; things are happening out there and happening in the DASA realm. The Provost said, and I will quote briefly, that he will like to see in the spring 40% face-to-face. But that that's optimistic, that we have learned a lot. That's what the next general faculty meeting will be about.

And he noted that a little earlier in the year, we had gotten a lot of bad advice and he reeled off all the bad advice that had come in. We are in a different place now. What I most do is to point to the fact that the faculty, and I'm eternally grateful for this, has been very much included in these discussions and other discussions and that we see a lot of transparency, there which I much appreciate.

Speaking of appreciate, I would like to thank Joni Lancaster for learning a lot of stuff that no rational human being should need to learn about webinars and all this kind of thing to get 500 or 1000 people on meetings like this and all of the other crazy software Zoom stuff that she is learning about very effectively, and is very knowledgeable about. And for this, I am thankful and to the Chancellor for including us at every turn, and for being as open as he dare.

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

*Duane Larick, Senior Vice Provost for Academic Strategy and Resource Management, and Chief of Staff for the Office of the Executive Vice Chancellor and Provost*

I know that Vice Chancellor Maimone is here and that one really focused on some of the impacts of where we are today on campus auxiliaries. He can address that much better than I can, and answer questions that you have. So I'll let him take care of that one. We did send out a Spring, 2021 course scheduling memo from the Provost and I wanted to spend just a minute on that, because there were a few points of confusion and I do want to just make sure a couple of bullets are highlighted there. One is that instructors and departments should determine the delivery mode; face-to-face, hybrid, remote/online for spring semester courses, based on which mode is best academically for them and their students. We would like to achieve somewhere in the area of 40% face-to-face, some

combination of face-to-face and hybrid, allowing an undergraduate student maybe two out of every five courses, if they sign up for 15 credits, two of those courses to be in that mode.

But the decision, you have all been working with your scheduling officers to schedule courses, and that decision is being held at the program level. There was another point that that was brought up by the academic associate Deans as being confusing, and faculty wanted some affirmation. So we did make try to make clear the statement that said that that we would like you to be able to accommodate short term absences of students affected by the pandemic. But what we tried to communicate is if you're doing your course face-to-face, we don't have an expectation that you will simultaneously offer a synchronous or asynchronous, an online version of that course; that you have to offer your course for the whole semester in two different loads to accommodate a student who decided they don't want to come back to campus. They want to take your course but they want to do it from Boone, North Carolina. The expectation would be that the student would work with the department, work with their advisor, and select another course. We are not intending to make you do every course in two modes. So just a couple of important points there that I wanted to try to clear up. I could do a quick coronavirus update, but the best thing for you to do there is to go to the testing and tracking website. And I think what you'll see is that right now, community transmission is very low. I think the last two reporting periods, we've had one positive COVID test on campus. So numbers are extremely low on campus right now. And we still do have somewhere in the area of almost 2,000; the last number I have is 1,977 students on campus. 1,562 of those are special circumstance units, or students living in a dormitory units right now. So we have a population of undergraduate and graduate students on campus and we're able to do that with very low transmission rates because of the care our people are taking with respect to the community standards that we have published.

Just a couple other very quick updates that I wanted to give. I think you're maybe have heard that an announcement that senior vice provost for enrollment management and services, Louis Hunt, has announced his retirement. It's going to be effective at the end of the 2021 academic year. So I'm not exactly sure if that's May or if that's the end of summer session one. We're thinking it's going to be more into the June 30 timeframe. There will be an announcement of a national search that will do for Louis' position and as soon as Louis gets done trying to figure out how we're going to do a remote Commencement that makes everybody happy, then we'll let him figure out how to do a remote reception for himself that that makes everyone, including himself, happy. Sometime in spring semester we will have that.

We are right in the midst of our Vice Chancellor and Dean for the Division of Academic and Student Affairs search. Our third candidate, Dr. Domeka Scott, from the University of Oregon actually did her seminar presentation today and interviews with the committee and groups tomorrow. We also have interviewed Dr. Lisa Zapata, internal candidate from NC State, and Dr. Steven Gerada from Georgia Institute of Technology. So there is the opportunity for you to go to the website and view those credentials. Surveys are open and we're encouraging people to complete the surveys and provide input to the search committee. So that's at [go.ncsu.edu/DASA-search](http://go.ncsu.edu/DASA-search).

We have a couple five year leadership reviews coming up also. In the College of Textiles, David Hinks, Dean of the Wilson College of Textiles, is scheduled for Friday, October 23rd. Mark Hoversten, Dean of the College of Design is scheduled for Monday, November 9<sup>th</sup>. Those will be posted online and you'll be able to go to a presentation, and individuals associated with those colleges will also have invitations to attend. We normally have a face-to-face session for faculty, for staff, for administrators in the college and we're going to do those via Zoom links this time.

And the last thing that I'll mention on my list is the tuition and fee review processes is ongoing right

now. We did get some guidance from both the tuition review advisory committee and the fee review committee from the UNC Board of Governors. With respect to tuition, we were told that we should not submit any increase in resident, either undergraduate or graduate, tuition; no request for tuition increase for resident students. At the graduate and professional level, we could do know proposed increase for residents; we can do a proposed increase for non-resident graduate or non-resident undergraduate students. So the tuition review advisory committee is working on that as we speak, and coming up with a recommendation that will go to the Chancellor. That recommendation then goes from the Chancellor to the Board of Trustees, from the Board of Trustees to the Board of Governors before it would finally be approved sometime next February.

## Questions

Chair-Elect Berry-James: Thanks so much for joining us in the Faculty Senate today. I have a question about our COVID data report. The system that you referred to, the space on our website where we can go and look at data. This is data that is indicating data around testing, around positives, around other surveillance data. And the one thing I wanted to ask you is about plans going forward. I'm looking at several recommendations from professional associations, joint commissions, etc. And it's really evident that the coronavirus has disproportionately impacted racial ethnic minority groups. One of the challenges that we have with higher education is that much of the data that's being collected around the coronavirus does not report data by racial ethnic groups and so therefore we don't have an idea of which groups are disproportionately impacted, and also understand the way in which public health measures should be addressed to help them. Can you talk a little bit about NC State's plan to report data using racial ethnic categories and why or why not when we're doing that?

Duane Larick: I honestly would have to defer that one to someone else, most part most likely to Julie Casani. We'd have to have a chance to talk to Julie about the data that's being collected and tracked. There certainly is on-campus data that's being collected and tracked that we're not reporting on this public dashboard that we call the Protect the Pack testing and tracking web page. So we have information on who's being tested, we have information on who's tested positive, we have the on campus surveillance that is faculty, staff, and students. But we are not posting that information broken down by gender, race, ethnicity, or any of those. It seems like a large number of people were testing on a daily basis now, but the reality is that the numbers are still small enough that I think for public posting there would be concerns related to HIPPA associated with that.

Chair-Elect Berry-James: So do we know if the coronavirus has disproportionately impacted our students of color or faculty of color or staff of color at this point?

Duane Larick: I'd only be guessing, so I hesitate to do that. I think that question could be answered by Dr. Casani, like I say, that would be information that she would have.

Phil Sannes: I have a question from Senator Riehn. He would like to know if there are routes of communication or ways that faculty can provide feedback to administration in ways of how we can best avoid what happened to us in the fall, as far as the shutdown and the problems that we faced this last semester? Are there ways of communicating suggestions or thoughts back to the administration directly from faculty?

Duane Larick: I think if Provost Arden were answering this question, he would say that there doesn't seem to be any limitation on the amount of feedback that he receives from faculty on a regular basis.

Senator Riehn: So in fall it was very clear. Everybody thought it would end the way it did. And the

question is why if everybody that I talked to predicted that we would shut down by early September why did the administration not think that we would shut down early September?

Duane Larick: And so that's a different question. The question of how to provide input, I think, you can provide that input directly. You can send it to the Provost. He has his communications person, Marielle Poca, who reviews his email regularly and if things like that come in she will make sure that they're distributed to the right person. Questions as to judgment, questions as to decisions that were made, you know, the best thing I can tell you there is, you might want to bring that question to the fall faculty meeting. That might be a question that could be raised there.

## 6. **Remarks from the Vice Chancellor for Finance and Administration**

*Charles Maimone, Vice Chancellor for Finance and Administration*

Thank you all very much for having me. I'm very pleased to be here with you. I know that when I met Dr Kellner he let me know that PowerPoint was not something that the group used very often, but I begged this time if I could please share a few slides with you because the topic is a bit complicated and probably easier to manage with a couple slides. And so I'll be brief on these. But I do want to make sure you have kind of a frame of reference for our auxiliary enterprises and how those work.

Auxiliary units on the campus, fundamentally, they are self-supporting services. Now I avoid using the word business because they are not businesses in their own right; they are actually services that the institution decides to provide to its faculty, staff, students and many other constituents as they come onto campus. The auxiliaries are required by both system policy and by legislation to be self-sustaining, meaning that they must produce the revenues that they use to cover their expenses. The auxiliaries here on the campus, and I'll share the list with you so that you can get the kind of the scale and scope of what we're talking about, but some of the ones that make most sense to most people are like housing and dining, the McKimmon Center, transportation, and athletics. All of them are required to actually be self-sustaining services. Before we get to those, I wanted to put them into perspective for you as it relates to the university's revenue sources.

Here you have the major revenue sources for the institution and I know that we're talking about auxiliary enterprises, but for right now I've highlighted state appropriations and tuition and fees for your benefit, to understand that that's what's referred to as the general fund. Those two funding sources collectively are considered the general fund and very interesting in the state of North Carolina, the state treasurer does not distinguish between state appropriations and tuition. So when a student pays, it's tuition. It is defined exactly the same way as state appropriations that are allocated to the institution and they are commingled and referred to as the general fund. That is where we support all of our instruction, our instructional support services, and administration. So very different than the auxiliary enterprises, in that first we have several sources that come together to actually make the academic and administrative enterprise. We rely heavily on those sources, whereas the auxiliaries, which are primarily referred to as sales and services, you'll see here is \$277 million, 16%. Then in the other source category, there are several if not almost all of these are made up of auxiliaries as well. So combined, these two sources actually are the many different auxiliary enterprises across the campus. So here's a visual of the over \$2 million in terms of revenue auxiliaries that we have on our campus.

I think it's important to understand that while we do understand athletics, and athletics is a large auxiliary- the largest on our campus; housing and dining, which we all know. We don't often think about some of these others like the Vet Med teaching hospital, for example, or there are aspects of



the student health services that is in essence, an auxiliary enterprise, because for the portions of the center that really are fee for services, those dollars are actually defined as auxiliary funds, Transportation, Ed ad Tech. We have special program enhancement fees that are actually auxiliary program funds, so when they bring students on the campus or non-students onto the campus and charge those fees, in some cases, those are considered to be auxiliaries. Wolfpack Outfitters is actually our bookstore. We have some student service center and Wellness and Rec. Not all of Wellness and Rec., but for example, if a faculty member decides to become a member of the Wellness Center, they will pay a fee and that fee is actually auxiliary revenue. Practice plan from the Vet Med, student center operations, Textiles nonwovens, the Creamery and then Fraternity and Sorority Life and others.

So just so you have a sense of what those are and how they actually span many of the programs across our campus. So for those of you want to look at this differently, I've pulled this information together and these are all of the auxiliaries that we have on our campus. I've highlighted the ones in yellow that we're talking about where we have actually implemented furloughs, because I know that may be a question that you have about how and why we did furloughs of our staff in some of these areas. As you can see, the vast majority of the auxiliary enterprises we're not impacted by furloughs. But in some cases, if you look at these highlighted areas, just the ones that are highlighted, collectively that group of auxiliaries lost \$74.5 million in revenue in the fall semester.

So that is why this group has been so negatively impacted. While others definitely lost revenue, there's no question about it; like the Wellness Center or the Creamery, for example. The role of auxiliaries in terms of their total budget from a funding source perspective was not significant enough for them or for us to call on furloughs as a strategy to actually address the deficit. These other columns are just looking at the largest of our auxiliary enterprises and this is those that have revenues greater than \$5 million. I wanted to highlight the ones that were actually involved in furloughs and I'll let me say this another way. All of them have been involved in budget reduction strategies throughout the fall semester. In fact, going back to March of last semester, these groups started to actually have to address the declining revenues associated with the closing of campus. And then again, these are the largest, and by percentage he largest, greater than \$2 million. So as I mentioned, there's about \$75 million dollars that this small group of auxiliary enterprises lost in the fall semester. The furloughs that we are talking about for these groups actually will occur between October and June.

I do want to make sure you're clear about this point which is while we have planned for furloughs to take place all the way through June, we have great hope and expectation that the campus can reactivate in the spring to the degree that it offsets a share of these furloughs and that people actually come back to work in the spring semester in these areas. We communicated to the campus last Thursday, and those coincided with discussions with all of the employees that were affected, on that very day from three of our areas; McKimmon, transportation and athletics. Campus enterprises is a complex organization and we are still working on a plan to try to minimize the number of furloughs associated with that group, but we must submit these plans to the system office for review and the state human resource office also reviews the plans for equity. They also review the plans for opportunity. And by opportunity I mean if there are other functions on the campus that individuals who are likely to be furloughed can do, the university goes through an analysis to see if we can't move those individuals to another place where we might have a vacancy, to avoid the actual furlough.

We are concentrating on the auxiliaries this month because they were affected first by this slow down. and required us to make and take action based on the severity of the losses. As Dr. Larick

mentioned, tuition and mandatory fees is another issue that we begin to face here at the beginning of the semester, and by the end of November, we will have made a submission to the system office for their consideration if there are any increases in tuition and fees. I also wanted to mention that we are paying very close attention to any general fund. If you remember, the general fund being state appropriations along with tuition and fees. If there are any possible reductions this year, we expect that to happen, or for us to get information about that during the second half of this fiscal year. But we are paying very close attention to make sure that if we do experience any state reductions, we know about them and plan for them accordingly. I have written here that if they do occur, they're highly likely to be just one-time reductions, because our enrollment is solid and state appropriations have not been affected here to date by any of the issues that both the state and the university have faced. And honestly, we don't see anything on the near horizon that would expect that to change.

And then lastly, I will just mention that we begin our work on the biennium budget planning process where we submit requests to the state legislators through the system office, for increases for the next biennium budget planning process that the state will go through. I will tell you now, and I very seldom project, but I know that the Board of Governors has already signaled that they don't expect there to be much in the way of any expansions next year as the state faces some deficit spending around the COVID reaction and response, as well as some of the relief funds that the federal government has given us to supplement this year's funding.

### **Questions**

Andrey Kuznetsov: What happens with tuition? Does tuition directly come to us?

Charles Maimone: We collect the tuition from our students, but we actually submit it to the state treasury. The state treasury then allocates it back to us as we submit our request for payment of our expenses. And I'll give you just kind of an interesting inside. State appropriations and tuition are blended, as I mentioned before, but the state treasury actually releases the tuition first. So tuition is spent back to us first before state appropriations are used. So it's a strategy that the State Treasurer uses to preserve the tax revenue first, and to consume the tuition revenue. While legislatively they are the same, they are prioritized from an expenditure perspective, tuition first then state appropriations.

Phil Sannes: Question from Senator Reiskind Do we have an idea yet about how many individuals have actually been followed up to this point?

Charles Maimone: The furlough strategy requires the institution first to get permission, as I suggested, and the analysis about not only our human resource plan, but also our financial plan. And then once that's approved, which it has been for three, for McKimmon, for transportation and athletics, individual employees must be notified 30 days in advance of any furlough. So we have notified employees in those three operations that we do plan to furlough in 30 days. So approximately around the first part of November. I do want to share with you that as the revenue picture for the spring begins to unfold, we don't have to implement furloughs to the fullest extent. If it's possible for us to avoid them we will. We are beginning to develop that spring plan and we will work to minimize the actual number of furloughs that we have to operationalize.

Phil Sannes: Another question from Senator Taylor. Can a furloughed employee collect unemployment? Is there Cares Act money available to maybe offset some of these losses?

Charles Maimone: So the first part of that question is there are conditions under which furloughed

employees can collect unemployment and it is actually to the degree to which they are furloughed. Clearly and obviously, a full furlough, a person who you know loses all 40 hours of work can apply for unemployment. Our human resource office has much more detail on some of the nuances around that and we have we have set up meetings, not only group meetings for the individual departments like McKimmon or for athletics, but every individual employee has the opportunity to meet with a benefits officer between now and the beginning of furlough and ask very specific questions about their specific situation. So the short answer is yes. The second half of that question in terms of Cares money and whether it can be used, no, Cares money cannot be used to offset furloughs. It can be used to offset expenses associated with the pandemic and some of the initiatives we have underway for health and safety. So all of the personal protective equipment, we can use Cares money for that. We can use Cares money for some of the enhancements that were made to the technology services that allowed the university to move online. I actually have a group of about 10 people from across the campus, and I refer to them as the federal and state relief fund group. They are people from our accounting office, the enrollment office and financial aid. They are actually helping to decide how we use the Cares money. It is not straightforward. The actual obligations around Cares is fairly complicated, and it depends on the source. We have three different sources of Cares funds, and they all have different reimbursement strategies. And so we're working collectively to make sure that the university uses those as wisely as possible and that our reimbursement requests will be honored.

Phil Sannes: I guess along those same lines, Senator Vincent wants to know if there's any additional information about either other federal or maybe specific state pandemic related recovery grants that could be available.

Charles Maimone: So I can rattle those off for you right now and I'll do it quickly. So on the federal side there's two allocations that NC State received. The first one was \$8.9 million very specifically tied to student relief. So we as an institution lined up those relief funds through the financial aid office and the financial aid office distributed those. That started happening in March and April of last year, and all of the funds were actually delivered to our students by the end of June. So that \$8.9 million has come in and has been spent for its purpose, which was student direct relief. The other half of the Cares funds from the federal government was another \$8.9 million, which is very specifically designed and it also came right about the same time in the April timeframe period, to help us to address the move online and help us to purchase PPE; masks, sanitizer, supplies for our housekeeping teams, etc. And we have allocated all but \$900,000 of that \$8.9 million back to the organizations that spent that money across the campus. Just to give you one example, you may have observed several tents that were put up outside. We were renting those tents believing that we would have classes outside and that organizations would be able to use those. So the cost of those tents were actually covered by Cares. We have saved some of that money, knowing that we want to make sure that we're investing wisely in spring semester.

The other two are, back in July of this year, the governor actually distributed \$4.5 million in Cares funding. So this was money that was actually delivered to the state and the governor's allocation was specific for yet another kind of subset of Cares refunds. So we were able to use that for some technology enhancements, we were able to use it for some staffing of counseling and health services, some testing, and then, to some degree, some supplies. So of that \$4.5 million, we have spent \$2.5 million. So we have \$900,000 from the federal Cares, we have \$2 million from the governor's Cares funds yet to spend, and just in the beginning part of September, the Board of Governors and the President of the UNC system allocated \$895,000 to NC State. And again, very specifically, in this particular case, it's all about PPE. And so we have those funds that are available to us. Right now, we have in excess of \$9 million in expenses. From across the campus, we continually collect all of the expenses associated with the adjustments and changes that we've made. So our current state is that

we won't be able to reimburse ourselves for everything, given the remaining Cares funds, but we're certainly glad to have them and they do offset some of the impacts to some of our departments who have been expensing quite a bit of their time and energy and supplies to actually address this issue.

Phil Sannes: Thank you. Quick question about any chance that we can get a copy of the PowerPoint slides.

Charles Maimone: Of course, I'm glad to send those over, I will.

## **7. Remarks, Director of Athletics**

*Boo Corrigan, Director of Athletics*

It's great to be with you again. We are excited to be back on the fields, on the courts and competing at this point. I was going to try to break it into a couple of different areas as we go through this and obviously I'm open to questions either as we go along, or at the end. I promise I will not talk for too long.

In and around testing, so far this year we have gone through 6,091 tests. To-date, we have 78 positive tests. It was noted earlier, a question with regards to people of color. Of those 78 tests, approximately 45% of those would be a person of color has tested positive. I'm not a mathematician, but I believe when you look at the total percentage of people of color in the athletic department that would have been part of our test, I would guess that would be within the percentage of overall people of color who have been tested would be that 25%. Right now, with football, men's soccer, volleyball, we are testing three days a week. They are all the PPE tests that we're doing with the new nasal swab. There are no rapid tests that we're utilizing at this point, specifically to football. It is a Sunday, Wednesday, Friday test schedule that we go on. It's something that's seemingly gone okay. We did hit a bubble about a month ago, maybe a little bit over a month ago, where we had a number of positive tests. We did the best we could to go back and look at why we had that number of positive tests at that point in time, thinking that maybe it would be a single party or something that had a gathering of 80 to 100 people. What we found really coming out of that is, is what it was, it was primarily smaller gatherings of eight to 10 to 12 people that were coming and going. That was really the reason that we had it spike as opposed to some of the other things that people have seen or heard about around campus or around other schools around the country that there was that big moment that occurred that big event that occurred. We didn't see that in anything that we're doing.

To move kind of forward a little bit, we got news from the governor's office last week that we would be able to have 7% capacity in football in the coming games. Our next game is at home against Duke on the 17th of October. What that means is approximately 4,000 people will be allowed to be admitted to the stadium. What we're looking at from those numbers really is approximately 1,600 of those tickets will be for students, 500 of them will be for the family of our football players, 200 will be for the visiting team and staff, etc. What we're really looking at is probably 1,400 people would be donors or season ticket holders or that group.

The decision that came out of this office was really to look at our students to try to create that sense of normalcy, if you will, of a fall Saturday and being able to allow students back into the stadium. Obviously, there'll be masks, they'll be social distancing and everything else that kind of goes along with that. With regards to volleyball, as it is an indoor sport, it will be limited strictly to the families of our student athletes. So, soccer, even though it is outside will be limited to the families of our

students as we're looking through this. Just kind of an odd time right as we're going through all this. Men's and women's basketball, as you may have seen, the season was supposed to start on November 10<sup>th</sup>, but the NCAA ruled that we won't start before November 25<sup>th</sup>. Those of you that are fans of those two sports may have seen that there is no schedule out. That is because we do not have a schedule at this point because the number of games has been reduced from 28 to 25; we are not sure where we're going to end up. We do believe at this point that 20 of those games would be ACC games, one of them would be part of the ACC/Big 10 challenge, which gets you to 21. Then we're trying to build out the balance of our schedule from there. When you look at the athletic department overall where we are and where we are financially at this point, best guess I have is somewhere between \$25 and \$35 million loss this year. Simple numbers and there's not a whole lot simple about anything with the Coronavirus, I realized that. But simple numbers is football on an annual basis is somewhere between \$20 and \$21 million when you add in tickets in parking and selling hot dogs and everything else we have there. Men's basketball is between \$8 and \$9 million. So when you think about where we are in relation to people coming to games it lays out an awful lot of the shortfall that we have in and around our sporting events.

That being said, at the same time we're doing what we can from an expenses standpoint. We did furlough and salary-cut the entire athletic department, which is approximately 246 people. We tiered ours in a way that I thought was, you've heard me say this before, kind of the most right thing to do. The people that make the most money took the biggest cuts. So anyone that made over \$200,000 a year took a 20% pay cut; \$199,999 to \$100,000 was a 15% pay cut, and then anyone below \$100,000 was furloughed for up to 18 days. Interestingly, all of our coaches, our head coaches, specifically, are all on contracts. So the cuts that they took were all voluntary. It wasn't something that we had the ability to do through a state statute, and after a series of conversations all of our coaches, except for one, agreed to the highest percentage cut possible. So when you look at our top 10 highest paid employees, that group of which I'm one of the top 10 highest paid employees, took a pay cut greater than \$1.5 million as we're going into this year.

We are looking at everything that we have. We did implement hiring freezes. We did implement travel restrictions, we did implement budget freezes and everything that we could, looking at this upcoming year as well as last year, going into what was going to be clearly a very challenging time for college athletics in the University as a whole. It's an odd time. A lot of teams and during the course of this call, I get a text message. Not that I wasn't paying 100% attention to everything. I don't mean that, but LaSalle University in Philadelphia has decided to cut seven sports. So it's been a really challenging time for college athletics and really providing opportunities for young people in where we are. That's not something that we've explored or anything that we've talked about to this point in time, but it's an interesting time as we're looking at everything that's going on for us. So when I talk about over 6,000 tests, we have budgeted \$2 million this year for testing out of the athletics department. We've got additional things as it relates to the layout of the academic year and ending before Thanksgiving. We've got added costs of students staying here for their competitive seasons that will increase our expenses, as well as cleaning, sanitizing and all of those things.

So it's an interesting time that we're dealing with on one side that you're trying to cut and cut and on the other side we've got expenses that are going up. A bit of good news is around football season tickets. We ran "Preserve the Pack," which is something that we offered people three opportunities with those who had prepaid their season tickets; one would be to donate, one would be to take a credit for the 2021 season and the third would be to receive a full refund. And what happened coming out of that is speaking to the passion that people have for this university, not just for sports programs, but for this university. Over 27% of the people that we offered the three choices chose to donate their money, which is over \$3.1 million that we will be able to utilize this year. Another 42% of

the people moved it forward to the 21 season that you know certainly, in the case of emergency, we can utilize those dollars to decrease our deficit. 30% of the people asked for a refund.

We were expecting maybe 20% of the people would donate. Other schools in our conference, who shall remain nameless, were less than 10% of the people choosing to donate their money. So we've got a bit of an uphill battle, we've got consistent conversation with my new best friend, Charlie Maimoney, as we look at this and different opportunities we have, we're looking at creative answers through the Wolfpack Club and other ways to close that deficit, including creating a new giving level and other ways that we can try to find ways to close that gap. It's not something that we're looking at from the university to cover that gap; there may be an opportunity for a percentage of it, but we understand that we are part of an overall institution and where we fall within the institution. We are going to keep plugging away as we look at that.

Lastly, I would talk about social justice and where we have been there. We made a decision very early on to engage our students. It's a unique opportunity when you're 18 to 22 years old to be able to find your voice on a college campus and be a leader. I'm really proud of our students for where they've been and what they've done in the creation of PackUnited, which is built on awareness, education and action. And if you've watched any of our games, specifically football, you've seen a patch on our uniform that talks about those three pillars. It also has PackUnited in there. We had a demonstration now probably close to three weeks ago there was attended by a large number of our students, a large number of our staff as well, that ended at the Chancellor's office right in front of where the Chancellor is. Then there were a number of speeches given and it was not only from black members of our athletic teams, but also white members of our athletic teams, speaking about the value of being an ally and the value of being a part of this and the ability to speak and to be part of the conversation.

We've had, unfortunately, a couple of incidents that have occurred to our students in the last six months. And we have been as supportive of them as we can be. Whether that's in going to an apartment complex that had a sign and being there with them and being part of the discussions with the owners of the apartment complex, or whether it was people being attacked via social media and getting the police involved and even the FBI involved to see if we can track down where they were targeted from. So again, I would leave you with this. We are going to be in some challenging times here moving ahead, financially certainly. We are looking at that, but also be proud of our students and who they are and what they are and how they represent our institution.

## **Questions**

Phil Sannes: Shall we presume that the voluntary pay cuts and those that have actually been instituted on state employees are those one time off things, or will you renegotiate it again at another time if necessary.

Boo Corrigan: No, that's that is part of their contract. I should have mentioned the great work of Marie Williams, Associate Vice Chancellor for HR. It will go from October 15 through June 30 of 2021, and it's a one-time piece of our contract or a piece of their employment agreement.

Phil Sannes: Now a question from Senator Vincent. Considering the magnitude of some of the losses that you're having to absorb, how exactly are you covering those? I mean, are there loan options? What do you do?

Boo Corrigan: There's a number of different things that we're looking at right now from the Wolfpack Club and them taking out a loan and us having the ability to raise money against those loans and pay that over a period of time, to talking with Charlie Maimone about an institutional loan as well. But this is something that we're talking about pretty much all day every day is really what it is and trying to figure out what that is. From our standpoint, the games that are played on Saturday, the football games that are played are fulfilling a contractual agreement with the ACC and with ABC, ESPN, as well in dollars that will be coming in from there. You may remember last year, the NCAA Men's basketball tournament was not played and that was a shortfall of about \$3.5 million. We did have some reserves to get us through last year, but those reserves are not big enough to get us through this year at this point and you know we are continuing to lean into this on a regular basis, on a daily basis, and quite frankly, on an hourly basis.

Hans Kellner: When you repopulate Carter Finley stadium with 4,000 spectators, plus, I assume, the cardboard cutouts, what about the boxes? The boxes are important for fundraising, rewarding donors and so forth. Are those simply closed? Are those occupied or what?

Boo Corrigan: Well, when you look at the 7% - I think our capacity is 57,600 which produces at 7%, 4,032 people, we then carve out everything and we're looking at approximately 1,400 people that would go to season ticket holders or suite holders. Right now, we're still trying to figure out what access some of those people could have to the suites, but the suites are part of that number. We are also capped at 25 people per space, and whether that space includes all of Vaughn Towers is 25 people, or could it be by floor 25 people, or could it be individual suites that house up to 25 people, or do we put 10 people in there. So if there's a mathematician involved in this esteemed Senate, I may need some help on figuring out the numbers. But all kidding aside, we're looking at every aspect where they could be or how they can be situated. But again, it would only be out of the 1,400.

Phil Sannes: I've got a question from Chair-Elect Berry-James. Considering the loss of an athlete at Appalachian State recently from COVID, can you give us an idea of what kinds of protective measures you've really instituted and whether they're still evolving and if there are additional changes that you might be making.

Boo Corrigan: Oh, we have everything from everyone on their phone has a three-step questionnaire they have to fill out every day, from masks, to social distancing to how many people are allowed in each room. So in the past, we've had a team room that would seat roughly 120 people. That room is not utilized for any team meeting. Those meetings are now taking place in Vaughn Towers, where social distancing can exist, on the club level, to what people are allowed in the locker room and at what point in time and how many people are allowed in there, to post-practice and showering and cleaning, and how much time you're allowed to spend in the meeting. All of that occurs. You obviously you can't shower with a mask on, but from meeting room to meeting room, wearing masks and hand-washing and the distancing and everything that we can think to do. I wasn't tracking an athlete at App state. I was tracking one at a different school, a football player in a different school, but I can certainly look into that.

## **8. Committee Reports**

*Committee Co-Chairs:*

*Academic Policy – Lisa Bass-Freeman and Paul Williams*

*Government, Communication and Recruitment – Maria Collins and Barbara Kirby*

*Personnel Policy – Christopher Ashwell and Herle McGowan*

*Resources & Environment – Stacy Nelson and Steven Vincent*

## **Academic Policy – Lisa Bass-Freeman and Paul Williams**

Co-Chair Lisa Freeman-Bass reported that the Academic Policy Committee has been working on getting questions for a survey for the faculty, because the committee was trying to get on top of the impact of COVID for the university. “Getting faculty’s perspective on what we feel is important and what we would like to see going forward after COVID, before they tell us what the changes would be. We were trying to work on getting questions and we’ve worked on that so far in terms of getting topics that we feel that faculty would be interested in. And that’s about as far as we got with that piece. We also looked at royalties, in terms of faculty writing books and like what is the obligation for the faculty to pay royalties back to the university if we use university resources. We had an attorney come in and talk about that.”

Co-Chair Paul Williams added, “We have a memo coming to you, Hans, to deal with that issue. I’m just waiting to hear from everybody to make sure that it is worded correctly and there’s no issues in terms of misrepresentation of what the rules are and so forth. I think we’ve got a resolution on that issue, but I am waiting to hear from Shawn Troxler to make sure that we haven’t misspoken with respect to how we interpret what the policy is on support.”

## **Government, Communication and Recruitment – Maria Collins and Barbara Kirby**

Co-Chair Barbara Kirby provided the report on behalf of the Committee and the Co-Chair, Maria Collins, “GoCore has been very busy and we’ve been bothering Hans and Joni quite a bit to try to get some things going around this arena of Communication. So let me tell you first that the committee is working primarily in three subgroups; one in governance, one in communication, and one in recruitment. We’re looking at the 22 different recommendations that came out of last year’s two task for studies; some of those are short term goals and some of those are long term goals. We are trying to prioritize those right now. So just a couple of things that are going on with the governance group, we are reviewing the bylaws and working with Courtney to find where we are consistent with the general faculty bylaws, and where there may be some inconsistencies. A larger piece that that committee is taking on right now that will help us, we believe, and this was one of Hans’s ideas to look at a lead senator or person, perhaps, who can help coordinate the delegation of senators from a college or from a unit. We would like to have a position description and have what this person would do and what that process might be in terms of selecting the person and how they would work with the deans and with the Senate. One of our goals is to increase the communication to constituents in the college and among faculty outside of the Senate, as well as inside the Senate. So this lead senator and the rapport with a particular unit is very important.

The communication team has been very busy. We’re focused on establishing ways to make the Faculty Senate more visible. That was kind of our top priority. So that one of the items that has launched, we now have our meetings out in the University Calendar so that anybody who’s looking at the calendar can, first of all, they’ll see the Chairman’s picture out there, but also a brief description of our Senate meetings and when they are,

Also we’re pointing them to the Faculty Senate meetings website right now. And by the way, Joni posted the DELTA slides out there with the meeting minutes and the agendas. That place will also house slides. So Vice Chancellor Maimone’s slides will be going up along with the meeting minutes. We’ve asked that we also post a recording of the meeting, an audio recording only. That’s kind of our



short term goal at this point, so that faculty who can't attend at 3:00, or do want to hear the presentations, would be able to do that.

Also, we're very grateful to the Provost Office. We will be putting announcements in the Provost's newsletter regarding the Faculty Senate, perhaps some timely articles and getting people ready to think about, do I want to become a Senator, things like that. So we are really looking at different ways to make our meetings more accessible and to increase the communications with the general faculty.

The last group, the recruitment group, is working on establishing a calendar, kind of a timeline, as we begin to think about recruiting that next group of senators and also we've charged that sub group with trying to put together a Senator's toolkit, somewhat of an orientation. So, you know, now you have the keys to the car, you have to drive it. But oh what all is it that I'm supposed to do. So hopefully the toolkit will provide some materials and some information for the new senators as they come on to the Senate."

### ***Personnel Policy – Christopher Ashwell and Herle McGowan***

Co-Chair McGowan reported that the Personnel Policy Committee has a few issues of concern that have been passed to them. "We've been working on the one that has been most pressing, in terms of timing, is a COVID impact statement that was developed by Katharine Stewart, Courtney Thornton and Amy Jinnette. It's designed to give faculty members the opportunity to discuss the impact COVID has had and how it may have changed or affected their job as they are applying for promotion or post-tenure review. This is something that has been discussed quite a bit in faculty affairs circles, and so they were reaching out to our committee to get some feedback on what they are trying to develop for NC State and to get some guidelines ready to go out on that. Something else we have coming down the pipeline for our next meeting are regulations regarding retired faculty, things about additional compensation, phased retirement, and things along those lines."

Co-Chair Christopher Ashwell added, "We also have been talking about a COVID impacts survey on faculty life. I just forwarded an email to Lisa and to Paul that I got back from the system office. I reached out to Faculty Assembly Chair Jim Ives, over at UNC and said do we know if anything like this is happening from the system office that they might be interested in COVID impact on faculty? The response I got was that the system office was not planning anything, but several campuses had instituted some COVID surveying of faculty. I sent Lisa and Paul what UNCG sent back to me. I think much of it is operational, so how did COVID impact how I taught my class or resources available on campus. I think what we're talking about expands beyond that; more about faculty life, not just the in the classroom part. So it might be a way to get us started, and I think our committee would like to work with Lisa and Paul's group to develop what our survey will look like."

### ***Resources & Environment – Stacy Nelson and Steven Vincent***

Co-Chair Stacy Nelson reported that Co-Chair Vincent will speak about some of the budget issues that the committee has been discussing, and other than that they have had no other new business that taken up at this point.

Co-Chair Steven Vincent added, "We've also not done much to this point. We've invited Barbara Moses to try to encourage someone from the university budget director's office to come and speak with the committee about budget things. But in fact, Charlie covered many of the things that we were

going to ask about the Cares money and what the feds and the state are providing. We are interested in all those issues. I can report that a university Budget Committee has been created, which will have its first meeting this coming Friday, and a few of the senators are on that. So this is spilling over into that other committee. The only other issue that's really come up is the question of the names of some buildings on campus, but there hasn't been much movement. There was some concern expressed about the DH Hill, Jr. Library name because of his history. We have looked into that a little bit, but I don't think we are going to have any recommendation, but we shall see. We are waiting to learn more about that as well."

**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)

None

**10. Adjourn**

The meeting was adjourned at 4:50 p.m.