

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**Executive Summary**  
**October 27, 2020**

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the fifth 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. 4 of the 67<sup>th</sup> Session, September 29, 2020**

*Phil Sannes, Associate Chair of the Faculty*

Chair Kellner called for a motion to approve the minutes for the fourth 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*

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

*Katharine Stewart, Vice Provost for Faculty Affairs (representing Provost Warwick Arden)*

Dr. Stewart brought the most current announcements and news from the Provost's office, including updates on the impact of Covid-19 across campus, Covid-19 impact statements for faculty, the 2021 spring calendar, current leadership searches, as well as tuition and fees reviews for 2020-2021 and the strategic planning process.

**6. Remarks from the Vice Chancellor for Enrollment Management and Services**

*Louis Hunt, Vice Chancellor for Enrollment Management and Services*

Vice Chancellor Louis Hunt spoke to the Faculty Senate about current challenges and trends in the area of Enrollment Management at NC State.

**7. Remarks, Director of Athletics**

*Ahmeen Ahmad, Feed the Pack Food Pantry, Leadership and Civic Engagement*

The team from the Feed the Pack Panty organization brought information to the Faculty Senate about how they can become involved and engaged with this campus-wide program to provide nutritional support to the NC State community. Numerous opportunities for involvement were discussed.

**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**

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**October 27, 2020**  
**3:00 p.m.**

**Regular Meeting No. 5 of the 67th Session**

**Via Zoom**

**October 27, 2020**

**Present:** Chair Kellner; Chair-Elect Berry-James; Parliamentarian Funkhouser; Senators Ashwell, Bass-Freeman, Bernhard, Boyer, Carrier, Collins, Darhower, Duggins, Erdim, Flinchum, Gerard, Ghosh, 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; Louis Hunt, Vice Chancellor for Enrollment Management and Services; Ahmeen Ahmad and team, Feed the Pack Food Pantry, Leadership and Civic Engagement

**1. Call to Order**

*Hans Kellner, Chair of the Faculty*

Chair Kellner called the fifth 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*

- There is a Research Forum going on this week, at this very moment. There's one on seeing the impact of your research, from the Office of Research commercialization. This will continue for the rest of the week.
- The other announcement has to do with the faculty assemblies principles of shared governance which I've mentioned to you a number of times before and which have been finalized and set out to the various institutions, The Chair of the Assembly wrote, "The University of North Carolina system Faculty Assembly has revised our standards of shared governance from 2005, to create the principles of shared governance, 2020. These will be sent to you shortly. These principles are intended to serve as guidance for all levels of governance by setting expectations for collaborative decision making to benefit stakeholders of the UNC system. By affirming this vision of relationships essential for all levels, we can advance the shared mission and vision of our system by providing cutting-edge educational opportunities for our students. Therefore, we invite you to embrace these revised principles, which were adopted unanimously, following a vote by the entire Faculty Assembly in August 2020. We encourage you to discuss this further with your Faculty Senate and Council Chair, campus faculty governance leadership and Faculty Assembly delegates, on the strengthening of our great system. It is our sincere hope that these principles will become a cornerstone to all leaders of our faculties, campus administrations and boards of trustees, as we move forward." The principles of shared governance will be in your mailbox later today.

**3. Approval of the Minutes, Regular Meeting No. 4 of the 66<sup>th</sup> Session, September 29, 2020**

*Phil Sannes, Associate Chair of the Faculty*

Associate Chair Sannes called for a motion to approve the minutes for the fourth 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*

“There is a Greek word the word , *Nostos*. It means return, and refers to a genre of literature in which a figure, the hero, typically, returns from a war or from something to his home. But it takes a very long time, and there are setbacks, there are tragedies, there are losses, there are adventures, there are many things. *The Odyssey* is an example of the *Nostos*, and you're right. *The Odyssey* is the most famous example of the *Nostos*. ET is another one, actually, when you think about it. ET wants to go home and has all sorts of problems getting there.

But I think that we have to think of ourselves in a situation like that at the present time. What have we learned about ourselves? The purpose of a *Nostos* is personal growth. We've learned the good, we've learned other things as well, not always good. But now we find ourselves in mid-journey. And we have to keep the goal in mind. And that's what I want to talk about for a moment, keeping the goal in mind.

The goal for us is not better Zooming. It's not using more features in our moodles. It's not mastering online teaching. The goal is the classroom, the lab, the library and the goal is the Senate. When I agreed to do this job, I had one agenda, one idea, in mind. And that was to make the Faculty Senate rooms, better, more like the way I envisioned them from past years. And so I set out step by step to try to do that and we're about halfway or 60% there. But these rooms which have been our home since 1954, might be out of reach for us as a Senate right now. That's the goal. I go to my faculty office there as often as I can, because I love it. But sadly, I doubt that I will ever Chair a meeting of the Senate in the senate room, a meeting that isn't virtual. Nor will I possibly be able to carry the Mace in a commencement that isn't virtual. And that doesn't make me happy. And I know that we're doing our best. We're doing our best with online education, online instruction. It certainly has its place, but I won't compare it then to the comparison that I have made. You know those cardboard figures at football games? You put up the cardboard fans with pictures of people like me. That they pay money and get put out there? They're great. They're great fans, real fans. But they can't cheer, they can't tear down the goalpost, they can't rush the field, they can't show the spirit that fans are supposed to have. And the same token, we're limited, we're constrained. We're constrained by not being together in our rooms.

The sociality that makes a faculty a faculty simply isn't there. We don't see, for the most part, our colleagues in the halls, in the offices, in the building, in the Senate. From my perspective, that's the big thing. So there we are, our journey home, back to the Senate rooms is uncertain, crooked, full of setbacks and it's not all in our control. But I hope we will keep that goal in mind. ET, by the way, and Odysseus, both knew one thing. They knew that home was a place. So I'd like to call for us to keep the place. Our place is in the Erdahl Cloyd wing of DH Library. So *Nostos*, as you figured out, is the root of

nostalgia and nostalgia is what drives people homeward. And it's a good thing too, sometimes. Both what we have learned, but always keeping our eye on the goal.”

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

*Katharine Stewart, Vice Provost for Faculty Affairs (representing Provost Warwick Arden)*

Dr. Stewart brought the following announcements and information from the Office of the Provost:

“We have plans for a virtual commencement ceremony. That announcement was made on the 13th. The ceremony will take place on Friday, December 4 at 6pm. Much of it will be pre-recorded. We will be celebrating spring, summer and fall 2020 graduates. The event will include some thoughts from graduating students and special memories. One of the nice things is that we will be able to have more participation, and reflections from students and others that can't be part of a live commencement ceremony. We do have a remarkable commencement speaker lined up that has not been announced publicly, but I am told that the speaker is out of this world. So I am looking forward to hearing more about that when we can announce that.

I want to direct your attention to the announcement about the spring calendar update. I know that since Louis Hunt is here, he might be available to answer some questions about this. We will be starting the semester on January 19; we will be concluding classes on April 30. This will let us implement some more robust testing for students. The planning for testing is still underway. We don't have all of those details, but we anticipate getting the details of the campus spring testing strategy out within a week or so. Instead of the full week for spring break, we will have four wellness days that are spread throughout the semester. The wellness days will be intermittent and the idea is to give both students and faculty some short breathing room. It's not the same as a week, but it will let us get a few breathers in while also keeping us together on campus, which should help us mitigate the risks associated with large numbers of students leaving campus and then returning. As much as possible, we hope that instructors will use those days for their own rest, as well as students' rest by not scheduling tests or assignments to be due the day after, because then the students will not be resting during those times.

The exams will be happening May 3 through 10<sup>th</sup>. There will be a reading day and two weekend days set aside for breaks, and spring commencement is scheduled for May 15. Like I said there is planning underway about the spring testing strategy. More information is going to be coming out soon within a week or so about the spring testing strategy and bringing students back to campus. But I don't have all the details on that yet. What I can point you to is our ongoing testing and tracking website. If you want to keep track of where we are with regard to testing and tracking up to this point in our semester. More to come on testing in a future meeting.

This has been something that I've been working a lot with the Personnel Policy committee on Covid impact statements. We will be allowing faculty to add a statement about the impact of the pandemic on their work, to the RPT dossier in their personal statement for the RPT dossier, in their personal statement for PTR if they're undergoing post tenure review or for annual review. We have developed some guidelines for how faculty can use those impact statements and how faculty evaluators such as DVFs or CRPTCs can use those statements. The FAQs are available at the [go.ncsu.com/covidimpact](https://go.ncsu.com/covidimpact) link that I've put in the chat. These are completely optional. I do want to emphasize that. It's up to faculty if they want to use them, and they'll be available for faculty to use for the next several years because the impact of the pandemic is likely to have effects on faculty productivity beyond the end of the pandemic.

So we will be keeping the option for these Covid impact statements and the RPT, PTR and annual review process for the foreseeable future. We will also be giving the academic community at least two academic years' notice before we discontinue them. I do want to say, personally, how much I appreciate the guidance and the advice of the Personnel Policy committee on this particular task. It was great working with the group on that.

In terms of leadership searches, I just want to give you an update. The Provost hopes to announce a new hire very soon in the search for the Vice Chancellor and Dean of the Division of Academic and Student Affairs and University College. That is that is happening and we do think there'll be an announcement very soon. Searches planned for this fall include a search for the Dean of the College of Humanities and Social Sciences. Dean Braden had indicated previously that he will retreat to faculty at the end of the year. The Provost will be announcing a search very soon, and it's my understanding that Dean Mark Hoversten of Design will be leading that search committee.

Our other search that we will be undertaking starting in the fall is the search for the Senior Vice Provost of Enrollment Management and Services. Provost Arden will be announcing the search in the coming weeks. We're in the process of confirming the chair and the members of the nomination committee. That makes me very sad. It's been such a pleasure to work with Louis Hunt over the years. He's been such an extraordinary leader for us in the Provost Office, as well as for our faculty and students. I'm glad he's here with us today to talk with us.

I want to let you know that next week we will be reviewing tuition and fee proposals for the academic year 21-22. We will be reviewing that with the Board of Trustees. There will be no campus proposed initiated tuition increases for resident students; there will be a proposed campus initiated tuition increase for non-resident students, a 2.5% increase for non-resident students at the undergraduate and graduate levels. There will be some fee changes that are being proposed. The proposal is to increase the student health fee by \$38 and to decrease the debt service fee by \$38. So those will be proposed. After the Board of Trustees approves, if they approve, those proposals will move to the UNC system for review in December, and then to the Board of Governors for review in February.

I want to remind this group that the strategic planning process is continuing. The Executive Steering Committee is bringing content together from the various Task Force reports to put together some ideas for the new strategic plan. We should have an update to the campus before Thanksgiving, as well as another opportunity for input and feedback and commentary. So we'll be bringing that to you later in the semester."

## **Questions**

Andrey Kuznetsov: What should we do about this spring break? I have two concerns. Concern number one, the students will be catching up on homework and assignments, rather than the resting. And this is because we give them assignments a couple weeks in advance. And we have no control when they do that. So instead of resting, students will be just catching up on these days. Second, the concern is that students, many of them are kind of local, they live close by. So instead of going once for the spring break, they will go out five times. I mean, drive home and kind of spread the virus. So what should we do about these concerns and how we should mitigate them.

Katharine Stewart: I think the challenge that we have is, as with so many things in the pandemic, there is almost no good answer. One of the things that I have learned in the last seven months is that most of the decisions that are put before us, any choice you choose will lead you to think, well, these are the ways that that could go wrong. And you're right there. There are some of those issues. I think that we always, regardless of whether we have spring break for a week or we have it spread out the way we're doing this semester, we will always have students who are good at managing their time and self-regulating their time, and we'll have students that are not as good at that and will spend either the wee hours of a Sunday evening cramming all their homework in or what have you. I think that's a hard thing to figure out; how to help students learn to self-regulate and manage. I do think that what we are really trying to avoid as much as possible is students traveling to large congregations with lots of other students. That has been the Achilles heel for most campuses across the nation. Large social gatherings of students were our Achilles heel in the fall. That was clear based on the contact tracing that we did and the patterns of infections that we saw. And I think we do believe that by giving students short breaks, we're likely to reduce those numbers of those very large congregations of students.

Louis Hunt: We want to avoid those large congregations. A lot of these breaks, they're not even over the weekend so they're not getting a long weekend. I think the academic environment, to the extent that we have face to face activities, we have it set up pretty well that if we adhere to the guidelines we put in place of wearing masks, keeping the distances, we're going to be fine either way. I worry about the students and the faculty and staff as well. But I think we're in good shape. I think we're better off without the spring break and we tried not to create a bunch of long weekends, where students would do too much traveling.

## 12. Remarks

*Louis Hunt, Vice Chancellor for Enrollment Management and Services*

Dr. Louis Hunt brought greetings to the Faculty Senate and stated, "I appreciate the opportunity to address the Senate today. I don't have a lot that I want to say, I'll try to follow up on some of the comments you say you just mentioned, but, you know, mostly, I want to say thank you. It's been a real privilege working for NC State for all these years. It's really a dream come true. I've been here over 37 years now and I kind of cherish the fact that most evenings when I go to bed, a lot of times I'm thinking about work, and I'm not dreading it. I'm thinking about an opportunity, there's something I want to do. And when I get up in the morning, I'm excited to come to work. And I know that's just a special thing. And I'm lucky to have had it and I'm lucky to have worked alongside you and your colleagues on the Senate and standing committees and the faculty and staff all across this university and the people within my division."

He added, "Some of the things we've done you know we did a Summer Start Program. We started that for students that were at risk because they came from high schools where on average, their students did not earn a C in their first science or mathematics course at the UNC system. We thought, how can we bring them in and help move them along. We started during my tenure and I didn't do anything by myself. Certainly nothing at all. But these are some of the things we did. We started the Pack Promise, how can we make education more affordable for students that really can't afford it. We worked with Dr. and Mrs. Goodnight on the Goodnight Scholars Program, and that's evolved into something very special on this campus. I think some of the technology we've done. That's one where I think we've done perhaps our best job, really leveraging technology to take some of the mundane burdens off faculty advisors and so forth, and let them focus on the things that are really important.

We've put in a Student Services Center and recently, a one stop shop for students just to try and take some of these administrative burdens off them as well."

Dr. Hunt reported that the Provost's professional experience program is something he is really pleased with that's helping students. "The more that we can let students have meaningful engagement with faculty, the better off. They've been doing it in the College of Engineering, working with the community colleges and making sure there's a pathway for students to get to NC State University. And that's been super important. So it's been a lot of fun. I think we try to stay at the forefront of our industry. Again, the underpinnings are serving students and serving faculty, and we try to be good stewards of the state resources."

Dr. Hunt concluded, "I've said it to every Provost I've worked for, and there've been a few of them, that I really prefer us to hire more faculty than more administrators, and I really believe that. And so we try to run a lean, mean machine and hopefully we've done that. Again, the thing I can say is what a privilege and pleasure it has been working here. I'm not done yet, and I got a lot of things I want to accomplish, not the least of which is to have Hans carry that Mace in person one more time. Again, thanks for having me here today."

## Questions

Christopher Ashwell: Do we know anything about registration for the spring? I know we're just getting started, but I've had a couple of students in my classes that are first year students that have said they're thinking about taking the spring semester off. And so I'm just curious if you have any feedback yet as to if we're going to contract in the spring or what's going to happen.

Louis Hunt: I don't know what the right thing to do is in the spring. I can argue either side; we need some face to face, we should stay online and hunker down. There's not a right answer. This is uncharted water. The one thing I do know is there's a lot of students that are struggling, especially first year students. They don't have networks of people and friends and colleagues and they don't know the faculty. So I'm hearing from them, I'm hearing from their parents that they feel very disconnected. I think it's super important. There are students that are deciding to opt out for a semester.

I'd like us to minimize that. I think we're going to be fine enrollment-wise this fall, especially at the undergraduate level. I think the faculty are the ones that can make the difference here. And I don't think it takes a whole lot. It's one of the things I've enjoyed the most in my career is the opportunity to interact with an individual student, and more. So if that student is struggling, we can reach out to them. There is a danger there. It is compounded because they're paying full tuition and fees and they don't feel like they're getting the experience, but it's really this isolation. All of us, faculty, staff, students - we're all struggling with this. There's a lot of anxiety and stress that goes with it. So I don't know the answer, except anytime we can reach out help a kid we should. There's a lot of resources and there is going to be some information coming out to the faculty for students that don't seem to be engaging. Obviously there's a limit to what you can do virtually.

Paul Williams: They now allow a certain number of fans into the stadium because there's a certain number that can safely socially distance to watch a football game. We have had commencement at Carter Finley in the past. So is there any thought of that in the spring? Can we have an outdoor commencement at Carter Finley where we limit the people that come in?



Louis Hunt: Yes, this is what we've been talking about. I think it is possibly viable for the spring.

Hans Kellner: Since I got here 16 years ago 17 years ago, the biggest change and what I considered truly revolutionary at NC State is that the number of undergraduate women now matches the average in the country, and it's larger than the men. This is amazing. This is just a revolution in this school. I don't go back all that far with NC State, but it's something. So tell us how it's happened. Is this a decline in the number of qualified men? Is this an increase in the number of qualified and willing women or is it some combination of the two? It's really quite striking.

Louis Hunt: It is striking and it's something that I'm really excited about. You know, one where predominantly enrollment-wise, engineering drives a third of our freshman class. So we're very Stem-centric. Engineering across the nation tends to be more male-oriented in terms of enrollment. But the College of Engineering has done an amazing job marketing and selling young women on the opportunities associated with engineering; things like our Living Learning Villages, the Women in Science and Engineering. I think they're making a difference. The campus has evolved quite a bit. It is a much different place than it was 15 or 20 years ago. I'm excited to have them here. I think they really do bring an important diversity to some fields that were predominantly male historically.

Hans Kellner: What is the situation with graduate enrollment? What can you tell us about that from a registrar's point of view?

Louis Hunt: I focus a lot more on the undergraduates, but I think the females are strong in graduate enrollments. You know that the challenges we had this year were largely related to international and Visa situations. I think it is much more equitable at the graduate level, it probably varies a lot by discipline.

Hans Kellner: Do you see any problems coming along in the future, let's say, two, three years down the road?

Louis Hunt: The obvious are financial. There are some demographics that are challenging across the United States. We happen to be in an area where it's not quite as dire for us, but schools in the northeast and some other sections of the country, they're losing population, etc. We're fortunate. We have a lot of demand and the population is continuing to grow, but it's going to change. We have to be sure that we're accessible to all of North Carolina – the rural communities. There's a divide there. They don't have well-resourced schools. The jobs aren't there. There's no exit from some of those counties. So we have to be sure that we really have programs in place that allow all students to get to NC State and they don't have to be in the freshman class. That should look like North Carolina. We need these alternative pathways to NC State. And I think we're building those pretty successfully.

Hans Kellner: Are transfers a major thrust in NC State building of its student body?

Louis Hunt: I think it is. I've never met a faculty that didn't want to really transform society, make a real difference in society. And I think if we don't deliberately serve all of society, then we're not going to fulfill that mission. If you get off the main highway and go through anywhere in North Carolina outside of the metropolitan areas, you see it and it makes me think, how can this kid ever get to NC State? How could they ever afford to pay \$26,000 a year for an education? So I think it is real. I think community college makes a great gateway. But the problem with it is it's not working as effectively as we would like it to right now. If we work effectively with our partners, and we're starting to build those bridges, we can really pull students through. So it's a big deal.

Hans Kellner: Now that we have the former President of the Community College system as the President of the University of North Carolina system, is this going to impact NC State as opposed to the system as a whole, if at all?

Louis Hunt: I think it's going to work to our advantage I think. If we can find the glue to put all these things together, we're going to have a model that I think stands up against any other system in the country. We've got a ways to go, but I think we're getting there. Peter Hans is all on board with community colleges and I think we have an opportunity to lead the way there. I think we'll find that it's a really great match for our land grant mission and everything else.

Hans Kellner: How do we get back where we want to be as a university at so many levels, from an enrollment management perspective? How do we recover the sense and feel of a university again?

Louis Hunt: Well, I'm confident we'll get there. I read an essay early on in this pandemic about somebody that lived in Hong Kong and how SARS started and how it ended, and it was an interesting reflection of how they got into a pandemic and how they got out of it. And when they knew they were out of it. I think it is a challenge, I think we're resilient. We've got a lot of prospective students who want to be here. Our brand is very strong. People really want to be at NC State. I think the challenge is when do we get there. How do we protect ourselves along the way and make sure we're still all together at the end of it? I'm confident we're going to be fine, enrollment wise. I mean, we've got a problem internationally in the United States in the Visas and everything else right now; but we don't have personal control over that. We will have to wait that one out. I think from an overall perspective, we will be okay. We've just got to weather the storm a little while longer.

Philip Sannes: Senator Duggins' has a question. What about other measures of diversity, how has that changed over time? And where do we stand on that currently, in the context of what we're talking about right now.

Louis Hunt: Not where we want to be, certainly at the undergraduate level. Our diversity is increasing, but it looks different than it did a decade or more ago. The Hispanic population is increasing rather dramatically in undergraduates, but we're struggling with African American enrollments. With international enrollments, we've done pretty well. We are kind of pulling back just a little bit there from resources and focus locally. There's a lot of politics; we know that there's going to be a lot of court battles moving forward, but we've got a unique opportunity that we're trying to take advantage of this year. We were able to petition the Board of Governors to let us go test optional this year. They allowed us to do that. So we're not going to require the ACT or the SAT this year. You can submit it if you want to. We've been doing a lot of data analysis and digitizing some data to create new models to see how we can make better predictions of who will be successful. We've got some interesting papers here about some different techniques to sort of create more diversity. You can pick the diversity you want; low socio-economic, it could be racial and ethnic, it could be gender-related, geographically-related. But we are looking at that to see how we can be more deliberate. You asked about transfers, Hans. Something that came to my mind over the last couple years is we really do have an institutional bias against transfer students, historically. We have shed quite a bit of it in the last few years, but we've still got work to do. We need to ensure that our admissions processes and metrics we use do not have those built in bias. So that's what we're working on. We are making progress. It's not as fast as I'd like it. We are hoping that without having to use standardized tests this year we might get more.

Hans Kellner: Is it your understanding Louis, that the Board of Governors' statement about the AND or OR of the SAT/ACT is really a temporary fix or will it be permanent?

Louis Hunt: Yes, it's temporary. There are some minimum admissions requirements for the UNC system; a GPA requirement and a test score requirement. Neither which really apply much to North Carolina State University, because students we admit are much better-prepared than that.

Hans Kellner: Except in Athletics?

Louis Hunt: Well, yes, we have a couple of exceptions in there, but for the most part there were admitting a very strong student. We historically are mandated to require a test score. And there's a lot of debate, a lot of literature, about are standardized tests biased or not. Certainly the scores are different. What's the best metric you have? One of the things I've learned, and it should have been pretty obvious to me, is this concept of merit is a little bit flawed. There is no way to line the students up and see which one has more merit than the other. So the test score starts looking like a proxy for that and it is not. So we're not going to have to use it this year, and what I'm hoping we'll be able to demonstrate is that the outcomes were just as good, and perhaps better. I think there'll be a push all around the country. I mean, I would be worried if I were the College Board or the ACT right now - a lot of bad press, and rightfully so.

Hans Kellner: Last spring at one of our last meetings we had the former Chair of the Faculty Assembly, a Law Professor at NC Central. He is very passionate on this issue. He worked with the Board of Governors for a long time to get this happening. He came and made his case wonderfully as he always does. And so it's of some interest. I do remember someone from athletics doing some quick math and she said, 'Oh, well, we have eight examples,' or something like that. Probably the only ones here at state where it would really have made a difference in admissions, but that was interesting and useful information.

Louis Hunt: Well, we've been working with some SAS consultants and really analyzing a lot of data. Those test scores don't add a lot to our predictive models.

### 13. **Remarks**

*Ahmeen Ahmad, Feed the Pack Food Pantry, Leadership and Civic Engagement*

The team from the Feed the Pack Food Pantry brought information to the Faculty Senate and spoke to them about opportunities for engagement with the Feed the Pack program.

Mr. Ahmad stated, "I am serving as one of the advisors for the Feed The Pack food pantry this year. We work to meet the food needs of our students, faculty and staff with dignity and respect. We want to provide the Faculty Senate with some tangible ways to get involved and support and advocate for Feed the Pack during these difficult times."

Yashmitha Lenin added, "We have one to two hour shifts, every Monday, Tuesday, Wednesday, Friday, where our volunteers are responsible for sorting and organizing our donations and managing the pantry while it's open. Right now we are looking for staff and faculty volunteers, specifically from November 18 to January 11. With the longer winter break, the number of student volunteers in the area is going to drop significantly. So we really need the help of local faculty and additional volunteers to just complete like a short 30 minute training before signing up. We also have group volunteering

opportunities where training is not required. Group volunteering can consist of groups of three to six people, and it's usually Monday mornings from 10am to noon. If you're interested in group volunteering contact us at least two weeks prior to the Monday you would like to volunteer and if you also want to volunteer as an individual. You can email us as well. We really need winter break volunteers. So we hope you guys get involved with that.”

Team member Cameron Morris continued, “We also take monetary donations, which are great and very useful to us because we have partnerships all across North Carolina that allow us to get food at really reasonable costs. You can look at the information on the website about how to do that. We also have food drives. These look a little bit different this year due to social distancing, but there's still ways for departments to get involved and come together for a food drive. For more information on that you would email [feedthepackoutreach@ncsu.edu](mailto:feedthepackoutreach@ncsu.edu). Look for information on the website under donations. Another way you can help is drop off donations. Additionally, an Amazon wish list is another great way to donate to the food pantry. It has the list of foods that are most needed in the pantry because it's important that we want to serve our community with dignity. While beans and rice are all great for the food pantry, stuff like condiments and spices and Thanksgiving foods for the upcoming season are also very important. That is reflected in our Amazon wish lists.”

Team member Dana Petre added, “Pack the Shelves is a way for our departments in different colleges to get involved on campus. So, typically in a regular academic year, we would have bins in these different colleges and different departments to help sponsor a shelf that could be you sponsor breakfast items or you sponsor grains, whatever your choice is. Since a lot of us aren't on campus - I see some of you look like you're still in offices, but the majority of campus is not there right now. We have actually converted our pack the shelves to a virtual setting. So once again, that is through an Amazon wish list. So what we do is for the departments involved, such as Leadership and Civic Engagement, they get a list every single month about the most needed items that fall under that category. They can send that to all their colleagues and they can choose to buy one item or five items or whatever fits the budget. A great way for the Faculty Senate to get involved is to join Pack the Shelves as a college or a department, and we can assign you a shelf and then send you that list. Then whoever wants to participate or has the means to participate, can. If you cannot, then that is perfectly fine. I just dropped an email in the chat so you can reach out to feed the pack outreach and Sarah, who is our food donation coordinator can kind of set that up and see what that would look like. If your department doesn't want to get involved, you can still use the Amazon wish list.”

Ms. Petre stated, “You can also support Feed the Pack and Pack Essentials through your work as faculty members. The best way to help our students on campus is to add a description in faculty syllabus every single year to help them understand that it is important that you are providing your body with the same nutrition that we want you to provide your brain in every single class. So what Pack Essentials has done is create a small paragraph to include in some syllabus. Certain faculty have already included this, but I know it's not completely spread throughout campus. So if that is something that you would be willing to do, we want to be able to talk about this the same way we talk about disability services. It's something that's always there. So it's a resource and we want that to also serve with Pack Essentials and Feed the Pack, too. If you want to include this you use the wording that we have provided for you just to make it pretty simple across all avenues.”

Ameen Ahmad concluded by stating, “Yes, and I have just one more way for you to get involved. You can also sign up for something called an automatic payroll deduction. If you go to the website you can basically sign up for this thing where for every single month that you get your paycheck, or however you get your paycheck, you can deduct a certain amount out of that paycheck and you can designate where those funds go. So if you search for Feed the Pack at the bottom of the website that I just

linked, then you can select, say, \$10 of your total paycheck will automatically be deducted each month and go directly to Feed the Pack. This is a really easy way to have an ongoing donation and support for us and to have it not be something that requires you to look at it every single day or week. This is a really easy way to have something that is easily set up.”

Sarah Carrier: Where is that Amazon wish list located?

Dana Petre: It is located on the homepage of our website.

Lisa Bass: We also need the link for the paragraph for our syllabus.

#### 14. **Committee Reports**

*Personnel Policy – Christopher Ashwell and Herle McGowan*

Co-Chair Ashwell provided the following report from the Personnel Policy committee:

“The committee is planning to work with the Academic Policy Committee next week to talk about Faculty Impact of Covid, with a survey. Chair-Elect Berry-James has been asked to help the committees with surveys that have been administered at other institutions to look at the impact. We might want to compare ourselves with the same instrument to other institutions to make sure the effect on our faculty is the same as it is others, or how we might be different. That is coming in the future.

We did review those two regulations that affected additional compensation and phased retirement that were amended recently. Those are going to move forward; we felt they were appropriate and timely. I wanted to mention that we asked the question about the modification to one of those regulations which happened back in June. That was when we knew we were going to have to start the semester early. So when the semester started on August 10<sup>th</sup>, the normal contract period for the nine-month faculty starts on August 15<sup>th</sup> or 16<sup>th</sup>. That regulation has to be modified at the time when we knew we were going to have to start earlier. So we just asked how that process went forward. We found out the reality is that regulations of that nature can happen without being reviewed by the normal process. In that case, that was a short turnaround requirement and it went from the Provost to Vice Chancellor Maimone, to Marie Williams and General Counsel, and then to the University Cabinet, where it was approved. That is how things can happen without the faculty senate review, which is, I guess, a normal part of the process. I just want to make sure everybody is aware that things like that can and do happen.”

Katharine Stewart stated that the regulation got revised and my team was not part of that. It was run through as a financial and an HR issue. Dr. Stewart added, “My default is to bring things to you and for you to decide if you want to weigh in on them, or if you just want to hand it back and say you handle that. So that was one that we actually didn't see until it was kind of out the door.”

Senator Taylor asked whether or not S/U conversion will be available for students in the spring.

Louis Hunt: You know, it has not been publicized. We would like to continue it. I think there is a question from the graduate school about where it is appropriate or not appropriate there that I guess might be the issue of concern. I think at the undergraduate level, we should definitely continue it. I mean, we'd all like to do away with it, I think. But given the circumstances, given what we talked about a little while ago about isolation and the mental stresses and everything else, I think we're

better off to continue it. The UNC system office did approve that the individual universities could continue that type of policy. So our recommendation is that we continue it as we did this fall.

Eileen Taylor: The issue or concern was the conversion of C- to an S for grad students. And that's really causing an issue, especially one-year programs.

Louis Hunt: That's something we could easily address. We could make that one different if we wanted to. It'd be nice if we acted fairly quickly, but we can definitely do that if it's the pleasure of the Faculty Senate and the graduate school.

Hans Kellner: I believe that Paul and Lisa have seen that issue. And you've given an answer that it can be fixed.

Eileen Taylor: Two years from now, and we're getting grad students, if they graduated with all S's in their classes that we would be able to determine whether we should bring them on as doctoral students or masters students. We're not going to have a lot of good information if they have two years of S's across the board and no graded classes. I'm trying to think ahead.

Louis Hunt: We actually have the same issue with high school students. They're really facing a lot of challenges as well; grades have changed, the pedagogy has changed and doesn't serve all students as well. So it's a balancing act here, but I do appreciate the predicament you're discussing with C minuses with one-year programs especially.

**15. 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

**16. Adjourn**

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