

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
February 9, 2021
3:00 p.m.

Regular Meeting No. 9 of the 67th Session

Via Zoom

February 9, 2021

Present: Chair Kellner; Associate Chair Sannes; Chair-Elect Berry-James; Parliamentarian Funkhouser; Senators Ashwell, Bass-Freeman, Bernhard, Boyer, Carrier, Collins, Darhower, Duggins, Erdim, Flinchum, Gerard, 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: Warwick Arden, Executive Vice Chancellor and Provost; 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; Boo Corrigan, Director of Athletics; Allison Newhart, Vice Chancellor and General Counsel; Paula Gentius, Chief of Staff & Secretary of the University; Carolyn Bird, Immediate Past Chair of the Faculty; Julie Smith, Assistant Vice Chancellor for External Affairs, Partnerships and Economic Development; Kevin Howell, Vice Chancellor for External Affairs, Partnerships and Economic Development

1. Call to Order and Announcements

Hans Kellner, Chair of the Faculty

Chair Kellner called the meeting to order at 3:00 p.m. and greeted the Faculty Senate and guests. "By my calculation, this should be very, very close to the thousandth meeting of the NC State faculty senate over 67 years and I think that, even though I haven't done the count very accurately, I think that that is a kind of a general landmark and indication of where we stand."

- The General Faculty meeting will be held in two weeks and we will hear more about Wellness in that meeting.
- There was a diversity meeting yesterday and a budget meeting tomorrow morning and you'll hear about those.
- Congratulations to our friend Courtney Thornton, who will be taking a new job unfortunately away from our campus as the Vice Provost for Strategic Initiatives at North Carolina A&T. I cannot say enough about Courtney and the value that she has been to the Senate and the pleasure that I've had working with her. So let's all just think about Courtney, and the good things she does for the senate.

2. Approval of the Minutes, Regular Meeting No. 8 of the 67th Session, January 26, 2021

Phil Sannes, Associate Chair of the Faculty

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

3. Chair's Remarks

Hans Kellner, Chair of the Faculty

Dr. Kellner stated, "Two matters have arisen this year. The first one is Racial Equity activity, both at the system level and the campus level. As a member of the racial equity core group, I've seen this develop and have taken part in the Racial Equity Summit and am seeing the various activities that continue and will go on, on the campus having to do with this from the University Diversity Advisory Committee and others.

Dr. Kellner added, "But it's at the system level, right now, where things came to a conclusion, namely in the Racial Equity Task Force document that was put forth on December 12. This document, which I think is available to all of you, has seven recommendations and I'll just run through them quickly. First, diversity and equity staffing to support inclusion and belonging. They're calling on the System to establish an executive position that reports directly to the President to implement the recommendations of the UNC system Racial Equity Task Force. This, I assume would replace or move around on the current work through HR. Secondly, representation and retention at all levels of the university. This, of course, has to do with hiring, and crucial problem challenges of retention in staff, administration and faculty. Third, accountability. That is, established reporting requirements, accountability mechanisms and processes that support a sustainable procedure for collecting race and equity data, and the implementation of strategies that will help build support of a more equitable UNC system. Four, diversity, equity and inclusion education, calling for the establishment of comprehensive programming among the students, faculty and staff, and so forth, and mandatory training for those people who are charged with ensuring compliance. Five, programs and activities in support of racial equity and inclusion, and six, campus policing looking for consistent training, procedures and data collection practices that effectively support and promote racial equality in campus policing."

He added, "I will say at yesterday's diversity meeting, at the end, the way of reporting crimes on campus was made note of, and I think will be followed up on, having to do with the identification of race and gender of the suspect. This is page four of the document, which is 65 pages long, this is from page four. I encourage you to take a look at it, so that we will be able to see whether the system is able to carry through on these recommendations."

Chair Kellner continued, "The second subject I want to talk about has to do with transparency, I always wondered what transparency was, what it meant; whether we should all sort of be looking for Casper the friendly ghost or something like that, so that we can see through people but no. I have come to the conclusion that transparency means that people have all have access to the basic information that the decision makers have. Not that they can make the decisions themselves, but that they can see clearly the kind of information and arguments that are being made in the decision making process. And I will say that in the last 10 months, there has been a revolution in that kind of transparency here on campus. You've heard me talk about this before. I asked if we could meet with the Chancellor on a regular basis, and the staff chair and I meet with him every Wednesday afternoon. I asked if we could have a university budget advisory committee reestablished, and we've got one that's twice as good as the one we had before, in my opinion. The Provost added the Chair of the Faculty and the Chair of the Staff Senate to the executive briefing where the administrators go around briefly and talk about what's happening in their corner of the administration. A little bit less transparent is what's happening off campus at System, but we still have a good view of what happens in the Spangler Center because of the Faculty assembly, the Chair of the Faculty Assembly and the Faculty chairs, all of whom get regular reports from the people who work in System up to and including President Hans. Less transparent, indeed, is what happens downtown.

That is to say in the Legislature and the Board of Governors. We have seen legislators and governors come to the Faculty Assembly and talk to us in a very friendly way and in an open way about how much they could benefit from the kind of information that faculty can provide and, having observed the kinds of things that they do and know and don't know I must agree with them."

Concluding, Dr. Kellner stated that this is not something that is easily done, but is beginning. "And I think and I hope that today's meeting, in which we will hear from Julie Smith, the Assistant Vice Chancellor for External Affairs, Partnerships and Economic Development, and our liaison to the Legislature, will be a step in this direction. So keep your eye out on that."

4. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden greeted the Senate and brought updates regarding Covid-19. "We continue a very vigorous testing program for our return to campus testing, which includes the first week that students were back on campus. We tested over 25,000 individuals - faculty, staff and students. We are currently running, in terms of surveillance, testing over 11,000 individuals per week. We are very pleased with the fact that folks are turning out and taking this seriously. Whether it's required or not, folks are getting tested on a regular basis. Our positivity rates, stays around or just under 2%, which is very, very good compared with Wake County as a whole. So we're very pleased with that."

He added, "Very shortly within the next week or two will be transitioning our testing away from our two services at the moment, which are Radeus and Lab Corp. So if you go through Clark Dining walk-in or the Dan Allen Drive-thru, that's Radeus testing. If you go to student health directly or to Witherspoon across the road, that's Lab Corp testing. We are getting good turnaround on both of those. We are going to be transitioning to our own testing program. We have spent quite a bit of money, several million dollars, setting up a Covid testing lab at the College of Veterinary Medicine. The College of Veterinary Medicine has a lot of background in clinical diagnostics. We hope to have that up and running next week. It may take a little bit of time to transition over, and being a brand new lab, there may be a few bumps in the road. But nonetheless, I have a lot of confidence that this is going to be a very, very effective way to continue high levels of surveillance testing throughout the semester. We will have the added benefit that we're cutting the price not quite at half. At the moment, we're spending over a million dollars a week in testing, which I believe is worthwhile, but still expensive."

Provost Arden spoke about community standards. "By in large we've had great compliance with community standards, but there have been some violations, and this is particularly with students holding large parties, usually in off-campus apartments or private houses, and in one case, in Greek Village,. We've really come down pretty hard on these. These are often parties that have 100-200 students who have gathered in very close proximity, without facemasks, for extended periods of time. That is simply dangerous and a violation of our Community standards. We are issuing interim suspensions, and have interim suspended probably over 50 people at the moment. The interim suspensions are heard by Dr. Zapata, and even if they are reversed, the individuals may be subject to further hearings and further action. So we're taking this very seriously and hopefully, the word is spreading that we are taking this very, very seriously and holding accountable those who are violating our Community standards."

Provost Arden continued, "On a positive note, we announced this week the University Faculty Scholars. Twenty-one faculty have been selected to the latest cohort of University Faculty Scholars, and this brings to 191 faculty who've been named since 2012. So congratulations to those individuals." He provided updates on leadership searches, stating, "Dean for the College of Humanities and Social Sciences, we have Mark Hoversten Chairing that committee. I am told we have an

extraordinarily strong group of individuals for the first round of interviews, which will be held between February 17th and February 22nd, and then we'll presumably have the finalist interviews during March. The search for Senior Vice Provost for Enrollment Management, Louis Hunt's job, Dr. Larick is chairing that. We should have first round interviews in March and finalist interviews in April."

He added "I want to give a big welcome and thanks to Dr. Doneka Scott, who is starting very shortly, as Vice Chancellor and Dean of the Division of Academic and Student Affairs. Doneka comes to us from the University of Oregon, and we are going to be thrilled to have her on board and joining the University and joining the Chancellor's Cabinet. I want to give a very big thanks, however, to Dr. Lisa Zapata and Dr. Brad Smith for holding down interim roles since August of 2019. They have really done yeoman's work during potentially one of the most difficult years in our history, so I thank them."

Provost Arden congratulated Dr. Courtney Thornton for being appointed as Vice Provost for Strategic Planning and Institutional Effectiveness at North Carolina A&T. "We are going to miss you Courtney, but wish you the very, very best. Our loss is their gain. I did happen to be on a Zoom meeting because I am on the Board of another entity with your Chancellor, just about a half an hour ago, and gave him a really hard time for stealing you. I said, well, I hope you can get it to work for you, because you know we tried, but what the heck. No, we did agree that you're an outstanding individual Courtney, and I know you're going to do a great job there, so you go with our best wishes."

He continued by speaking about the Strategic Plan. "On strategic planning, we are in the mode of listening sessions. Hopefully, many of you have been to those listening sessions. More than I can count, I think I've listened to just about everybody in the university, maybe two or three times. I think this is a really, really important part of shared governance, of this being our strategic plan, not mine, not the Chancellor's but truly our strategic plan. We are taking those comments into account as we write the final versions of the Strategic Plan, which we hope to have approved by the Board of Trustees in April."

Questions and Discussion

Andrey Kuznetsov: Are we checking what kind of strains of the virus are spreading in the NC State community? There are the UK and South Africa strains, which are more infectious.

Provost Arden: Yes, so Dr. Casani has reached out to the State Department of Health because there was a concern at one stage that the Schema students may have brought a different strain when they joined us. It doesn't appear to be the case, but other people have contracted the virus after they got to the US. And essentially, we are not typing strains here on campus; we don't have the ability to do that. We have to rely on sending them to the proper health and human services for typing. What we're being told is that the only ones that they're really worried about are the South African strain and the Brazilian strain. If they are suspicious of those, they will type those. But we have not received any information at this stage that we have anything other than the dominant strain, particularly on campus. Maybe we do, but we don't have any evidence that we have either the South African or the Brazilian strain at this stage on campus. We will be keeping an eye on that. We are concerned about that. Our numbers at the moment are pretty good. Yes, we have cases, but we don't have a huge surge in cases. If you'll remember last fall at the beginning of the fall, we ended up with somewhere in the high-200's of students in quarantine and isolation on campus. Right now we're in the 30's, which includes both cases and contacts on campus. So at the moment, we are sitting pretty good but we're keeping a close eye out for evidence that we may have other strains. Then we would have to have those tested by the state.

Hans Kellner: We have a question from Senators Bass and Carrier about what is the meaning of suspension and an interim suspension? What is it that the student is unable to do when suspended?

Warwick Arden: So they're not able to do anything much quite frankly; they are not able to take classes, they are not able to participate in social activities, if they have been in a residence hall, or are currently in our residence hall, they're most likely to be removed from campus residence. What an interim suspension means is that you're suspended immediately, but it is interim because it is traditionally used if it is felt the student is "ongoing threat to campus." Now I would argue that if you're hosting parties for 100-200 other students unmasked, that is a threat to campus. The reality is that once they are suspended, this is a real wake up call to 99% of students. They are extraordinarily apologetic and remorseful. I think it is unlikely that most of them will be hosting more parties. And so often that interim suspension is lifted. I know of at least a couple of cases where the interim suspension was not lifted, and it was not lifted because the same individuals hosted parties last fall. They did exactly the same thing. They wrote long reflective statements about how bad it was, and they would never do it again, and then they did it again the spring. So, in those cases, Dr. Zapata was not inclined to lift their internal suspensions because we could not have confidence that going forward that behavior wouldn't be repeated. Just because an interim suspension has been lifted, which means the person is able to return to their academic activities and other activities, that doesn't mean that there's not going to be potentially a hearing, with potential other sanctions through student conduct. So they've got parallel processes that go into place. So the whole concept here is really to give folks a wake-up call and send a message that we're serious about this. This is, in fact, a threat to campus safety and we're serious about it.

Hans Kellner: Practically speaking, does this imply failure for the semester in which the suspension is invoked?

Provost Arden: No, no. Often the suspension is heard within several days, so they may miss a few days of class, but it does not imply failure for the semester. Now, if it goes later to a hearing and then may be a more significant sanction, in which case the person is suspended for the rest of the semester in which case yes, that would be the case.

Hans Kellner: So the suspensions are usually for a reasonably short period of time.

Warwick Arden: I don't know the specific number of days. I do know they have several days to appeal, and usually they do appeal and then they all hear within a relatively brief period of time, usually within a week or so. They are heard, and the final decider is Vice Chancellor of Academic and Student Affairs.

5. Remarks

Julie Smith, Assistant Vice Chancellor for External Affairs, Partnerships and Economic Development

Associate Vice Chancellor Julie Smith brought greetings to the Senate, introducing herself as a 2006 Alum of NC State. She stated that she is honored to be back at the University, working on behalf of her Alma Mater. "I graduated from NC State in 2006 and went on to law school at the University of Virginia. I worked as an attorney in house counsel for a number of years before transitioning to the University system, where I worked for UNC Pembroke as Assistant to the Chancellor for External Affairs. Then I started at NC State in January, two years ago, so I am relatively new to the university. But as I said, it feels like coming home. I did want to just say that I'm missing a Board of Governors meeting right now to be here with you guys today, so I just wanted you to know that first invitation I got to speak to you all, I thought it was that important to come and talk to you about my role here at the University."

She continued, "Before I do begin I do want to take a moment to just thank each of you for the incredibly important work that you do. It is no small feat to persevere in the face of a global pandemic, but especially to do so while maintaining the academic mission of the university is some pretty incredible work and that's something that we share with legislators and other external constituencies all the time when we're talking to them. So thank you for that. As Dr. Kellner said, I am the Assistant Vice Chancellor for External Affairs, Partnerships, and Economic Development here at the university. Our unit encompasses both state and federal relations, the partnerships office on Centennial Campus, the office of Economic Development, and the Small Business and Technology Development Center referred to as SBTDC. So in addition to providing support to these various entities, as well as helping to manage the day to day operation of our unit, one of my primary responsibilities is leading our state relations efforts, which is why Dr. Kellner reached out to have me speak to you today."

AVC Smith added, "In that regard, I wanted to give you sort of a brief overview of the legislative session, which began last month on January 13. A couple of things to keep in mind as we're sort of level setting about the session, the North Carolina General Assembly retained their Republican majorities and then we had the reelection of our Democratic Governor Roy Cooper. So as you'll see, our Government remains divided, which you'll remember led to the inability to ultimately compromise in recent years on a budget. There's also still some uncertainty at the state level as it relates to our fiscal outlook, due to the continuing impacts of Covid 19. We should actually have a new consensus revenue forecast by the end of this week, and that's a nonpartisan document that is developed by fiscal staff downtown which gives a clear signal to the legislature of how much money they can spend. So some good news in all of this really is that our State is in a very strong financial position. We currently have over \$5 billion in cash on the bottom line, which is no small amount of money. That's due to a number of different reasons. We've had some pretty conservative spending policies at the General Assembly over the last few years, which have helped with that. We have over a billion dollars in the rainy day fund so we've been saving money, and as I just mentioned, a lack of a budget agreement that left a lot of money on the bottom line as well. Tax revenues have remained strong during Covid. There was at one time the thought that we may have a \$5 billion budget shortfall in our budget, but because tax revenues have remained strong and this was more of a service related recession and didn't affect all sectors of the economy. We are in a much better position. Then the influx of federal dollars through Covid relief packages has helped as well. All that leaves us in a much better position than some other states who were thinking pretty deeply about cuts and reductions to various state government entities and services."

AVC Smith continued, "As Dr. Kellner was mentioning the UNC system, as you all know, we're part of the UNC system and, as such, the Board of Governors sets our legislative priorities. So given the pandemic this year, the Board opted for a very streamlined measured request to the legislature. When they were formulating this budget we were also thinking we would have a much larger shortfall as well. So in fact, their budget request fits on one page of paper, and I think that might be a first. Their request has four items total and I'm just going to briefly touch on those. The first is enrollment growth funding, which is obviously very important for us since we now are funded in arrears to get that money for enrollment growth. Another thing that happened last year in the budget process was instead of receiving recurring dollars for enrollment growth, we received one time non-recurring dollars for enrollment growth. That was because they didn't know how much money they were going to have, and so usually when you're in a tight budget situation you will appropriate non-recurring dollars versus recurring, which have to be there from year to year. So our enrollment growth funding request is to take last year's amount from non-recurring to recurring and then also the additional amount of money for enrollment growth as we move forward. So enrollment growth funding is one item."

Second is building reserves. "What building reserves are for is whenever you have a new building that's built, you have to have money to actually turn on the lights and operate the building. So we have

two buildings that we received authorization and funding for, and the CONNECT NC bond initiative from 2016. That was Fitts-Woolard, which is engineering, and then Plant Sciences, which will come on in February of 2022. We need money to operate both of those buildings, and we did get \$4.1 million for Fitts-Woolard last year because it already came online, but we need that money to go from non-recurring dollars to recurring, which is the same situation as enrollment growth. Then Plant Sciences is about \$4.3 million recurring dollars, is what we will need for that as well.”

The third item on the BOG priority list is funding for the NC Promise Program. “I’m sure you’re all familiar with that \$500 tuition at UNC Pembroke, Western Carolina University and Elizabeth City State University funding that program, I think, to the tune of about \$15 million. Then lastly, and something that’s really important to us here, really important to the Chancellor, to the Provost as well, something that we’ve worked on since I started here two years ago, is salary increases for faculty and staff. The request from the Board of Governors is not a specific dollar amount. What they have asked for is equity with other state agencies. You all know that we have not had a salary increase in two years, and we haven’t received an increase equivalent to other state agencies in three years. There was some funding for salary increases in the budget that was ultimately vetoed by the governor and the General Assembly was not able to override that budget. So there would have been funds there for salary increases, and over the last biennium, State employees, not UNC employees, received 5% - 2.5% each year for salary increases. So like I said, this is very important to us, very important to the leadership of the university in terms of retention of our faculty and staff. So those are the four items that are on the budget request from the system office, and then the system has a number of legislative policy requests that I just will briefly mention.”

AVC Smith continued, “One is some additional human resources flexibilities, early retirement beyond faculty positions, additional furlough authority, sick and vacation leave policies that can be adjusted related to Covid 19. So all of these are to give some flexibility to universities in the system if they do find themselves facing budget constraints and need to employ these. This is just a tool in the toolbox, and it doesn’t necessarily mean it will be used. It’s just going to be an option for universities who may need to do so. Amending carry forward authority, so at the end of the year the old policy was that we could carry forward 2.5% of our budget. If we found efficiencies, we could carry that forward and put that towards other priorities for the university. Last year, that authority was increased to 5%, but they restricted the use of those funds to only repair and renovation. So because universities use them for other purposes, we’re trying to get that restriction lifted so that it can be used again for IT-related things, recruitment and retention dollars and that sort of thing. Extension of waivers on interest charges on past student accounts, trying to do what we can for our students. This is a difficult time for everyone so something as small as that, if that’s something that we can do, we’re certainly going to try to push forward with that.”

She added, “Various consolidations and eliminations of reports, a lot of reporting goes on within the UNC system. Some of these reports are obsolete and sometimes the information is contained elsewhere. We have this data mark for the UNC system now that contains a lot of different information, so we’re asking to alleviate some of that reporting requirement. Certain finance and auditor positions would be exempted from the North Carolina Human Resources Act. This happened with IT positions a few years ago, in order to recruit and retain employees, not having them be SHRA employees, in order to give us the greatest flexibility to recruit the best folks for those positions. And then some consolidation of different need based aid programs so those are the six policy items that are on the BOG agenda. What I didn’t mention is capital. That is, of course, something that is very important as well. The BOG plans to address capital at their upcoming February meeting. The focus for the system will mostly be on repair and renovation dollars, instead of new buildings. That’s a huge issue for us here at NC State, with such a large campus that’s older than a lot of our sister institutions in the UNC system. It’s an issue for everybody, but definitely for us. There has been some discussion of a bond in different political circles as well. Proponents for a bond package argue that now is a really favorable time with low interest rates and significant debt rolling off the state’s balance sheet, as

these CONNECT NC bond projects wrap up. So there will be some discussion on capital.”

AVC Smith stated that two items that she wanted to note that they are working on that are NC State-specific is continued funding for integrative sciences building. She stated, “Last year, we received authorization for a \$160 million building on main campus, with \$80 million of that coming from the state to fund that project. That was a big priority for both the Chancellor and the Provost. It's hard for us to maintain our status as the STEM flagship of the UNC system if we don't have good space for robust basic science programs that are sort of the underpinning of that STEM education. So that was a great accomplishment for that project, and we're really excited to have a new building on main campus as we get rolling on that. The reason that we're having to continue to work on that is because there is a new method of funding capital projects from the State. It used to be that you would get the appropriation and it would go into an account and you would just draw down off of it as you needed it. But now, the state has implemented a pay as you go method. The pay as you go method is sort of a cash flow for each project, because you don't need all \$80 million in year one or necessarily year two. You might need 14 and then 16 and then 7 and so on. That's the way for them to finance multiple projects at one time. So that will be a continuing conversation with legislators as we talk to them about the progress of the building and how much money we need for that project.”

She continued, “Another item that is NC State-specific is NIMBLE. The NIMBLE grant is related to innovation in manufacturing of biopharmaceuticals. The State entered into a five year, \$2 million per year commitment with us to match a federal grant, and so we have received \$6 million of the \$10 million commitment from the state. Those are two are NC State-specific items that we will also be working on in this legislative session, as we move forward. In terms of what's going to happen now, I mentioned the legislative session just got started in January, and they are working. The governor's recommended budget should come out in early March, and while the governor makes budget recommendations, ultimately, the General Assembly is the entity that actually appropriates funds. The process of developing a budget begins this year in the Senate and they typically err pretty conservatively, in terms of spending. The Senate will start, and then the House will respond and then they won't agree, of course, and then it will go to conference committee and we will continue to work on it well into the summer months, in terms of the budget process. Session has just gotten started. We have a long way to go to cross the finish line. The last long session went from one January to the next, so we are 100% hoping to beat that record this year.”

Questions and Discussion

Phil Sannes: Are there any updates on pay equity at all levels?

Julie Smith: I think that that is probably an administrative question.

Kevin Howell: Miss Smith talked about the increases for all of us State employees. At this point they are beginning that process. They really haven't gotten down into the details. I think the first key is what was indicated earlier about making sure that we understand how much money the state has to work with. That's the first step in terms of the process. We are just getting started at this time.

Katharine Stewart: I will just add that when we are given the flexibility by the legislature to make adjustments, instead of just a flat increase across the board, the Provost has often given Deans and Department Heads some encouragement to think about how to mitigate some of the salary compression that does happen when people have been at the institution for a long period of time. The Provost and the Chancellor are both constantly aware of that, and kind of struggle to figure out how to manage that over time. But when they have that flexibility given to them by the legislature, or we add money to increase, there is often direction from the Provost to try to address some of that at the Departmental level. So I think that's an ongoing bit of guidance from the Provost when we have those

funds.

Kevin Howell: One of the things that Miss Smith talked about but we often struggle with, and we hope we're able to struggle with it again this year, oftentimes the legislature will not fully fund the pay raises and that makes it very difficult as well. There's an amount of money that goes to the system office, and those funds are separated or divided between all the different campuses. As Miss Smith indicated earlier, this is a priority. The Chancellor and the Provost recognize how hard all of you have been working around the pandemic. When she is downtown talking about NC State University, that's been our pitch. Just listening to the fact that, as Dr. Kellner pointed out with Courtney leaving us, we are constantly – your colleagues in your department – are often experiencing that as well. We want to try to keep all of our great folks here on campus.

Hans Kellner: Recognizing the pay equity is not a legislative matter, can I ask a question about the status of University faculty? It often seems that no matter what group you're talking about - State employees, educators and so forth - there's always a little footnote that University faculty don't belong here. I would like to know where we do belong and exactly what is the explanation for the special status that we always seem to have?

Julie Smith: Yes. There is a perception that University employees are much better paid than other State employees, and that is out there. So sometimes I think that plays into how we are treated, relative to other State employees.

Hans Kellner: It may not be the case that we are better paid than other State employees, but I'm interested in particular in the formal status of University faculty. We don't get raises when it's all State employees get raises, do we? Because we're not included in that cohort.

Julie Smith: Generally, what happens in a budget document is that it will say State employees and then the UNC system, and sometimes the Community College system are set apart and are given just a set amount, pay across the board 2.5% for a state employee, and then there is a certain amount for University employees or Community College employees. Usually the Board sends down some kind of guidance like do it based on merit, or allowing us to reward it unequally to different folks. So usually the money is not enough to even give everybody a tiny percentage, even if we applied it across the board.

Philip Sannes: Senator Duggins is asking that although some studies have been done recently on pay equities, are there any specific targets that might be out there that maybe we feel need addressing.

Katharine Stewart: The University does this in a couple of ways. HR tries to benchmark salary ranges for faculty in different departments by rank. There are certainly reports that are generated to go to Deans and to Department Heads about which faculty may be within those boundaries and are not. OIED, my office and the office of Institutional Strategy and Analysis, Marjorie Overton's team, we work together on a salary equity study every few years. That looks at equity across gender and race, controlled by rank and time in appointment. Those are done every few years and those results are shared out with the Deans and general information is shared back with the Faculty.

K Vincent: It seems to me that this is partly an issue that concerns the appropriations that come from the state. But the inequities within the University have been increasing for over a decade. This is largely inter-institutional. It depends on where resources, it seems to me, are given. We just got, in my department, the new HR minimums and accepted salaries. Sixty percent of the tenure and tenure track people in my department are not just below what they should get by peer institution standards, we're below the minimum. I mean this has been going on for a long time and it's obviously something of great concern. This is just one incident. I've been a full professor for 30 years. I don't make the

minimum salary that HR says a full professor should make in my field. So, I mean, this is not a recent development.

Warwick Arden: Those are very good comments. I think it's important to use the terms market and equity correctly, or how we use them. When we're talking about market, we're talking about what is out there if you're an assistant or associate professor in a particular discipline. What do other assistant or associate professors of that discipline make at other universities around the country? Our peer universities are other R1 universities around the country. That's the market study that Katharine is talking about that HR does. That's where we get our medians and our minimums. You're exactly right in the comment that as hard as I've worked in my time in this office to get people at least above the minimum, the number of tenure and tenure track faculty that we have below the minimum goes up every year and I am extraordinarily disappointed about that. When we use the term equity, we tend to be using it internally, meaning males and females compensated equitably within a particular school, a particular division, a particular area; under-represented minorities compensated equitably with majority faculty. The reality is there are a couple of issues here that are worth mentioning. The first is, as Julie mentioned, the legislators look at us as being well compensated compared with others in government in the state, but the reality is the reason that is so is because we are in completely different market pools. And when we hire assistant professors, we have to hire at market, or we won't get them and therefore you do see salary compression over time, with associate and full professors not earning much more than assistant professors, because we're hiring new faculty at market. The other thing is that in general the legislature doesn't appropriate for us to address our own internal equity issues; that's up to us from our reserves or from redirection of our internal funds. I've never seen them appropriate to address the internal equity issues. So it is important to use those terms appropriately to understand the impact of each and to understand where the state government appropriates and where they don't appropriate.

Chris Gunter: Just a quick comment. Someone mentioned to me that State employees are the highest paid employees in the State and that prompted me to look a little further into this. When you do that, you know that all that is public, so when you do that you can very quickly see that if someone outside of the university system were to pull the exact same data that I did they would find medical staff at the R1 universities in the state are also included in that list of public employees, just like our coaches on every campus are included in that list of public employees. So it takes a little while to even get down to the first employee at NC State in that list of public employees when you sort by pay. And so I'm curious to know, and I don't know if there's an answer to this, but I'm curious to know if, in the discussion with the legislators, is there any discussion about that differentiation of employees. You know, an oncologist at UNC that's working at the University might have a seven-figure salary and they are also a State employee, just like all the rest of us. They're a little bit different in terms of their availability across the US, there's a big difference and availability, if that makes sense.

Julie Smith: It's not really in an average, taking into account the doctor that makes the highest amount at UNC. That's not really what we're focused on. I think it's more a matter of us talking to them and explaining what is unique about the UNC system, and how we differentiate from other state agencies in terms of the work that we do. We spend a lot of time educating about how the UNC system is different and, in particular, obviously NC State. We don't focus so much on comparing ourselves to other State employees, but we talk about what we do that's great, the return on investment for the state, and what NC State specifically brings. That does resonate with legislators. And then to the Provost's point, then it becomes that we are sort of digging into HR a little bit in terms of market rates and that sort of thing. We look at police officers across the system and compare those things, and we look at different groups across the system. I don't think we're taking into account necessarily the highest paid folks on that list.

Kevin Howell: One of the things that Chancellor Woodson says all the time is how much that he values not only this Faculty Senate, but all the research that we do. We don't look at State employees or

others. We look at those in our peer groups. And then, an R1 University, a land grant University that separates us. In general, I think it might have been Chris or someone that asked the question earlier. You've got members comparing us mainly you know K through 12 or a lot of times, but in the last budget I don't have the amount of money. But I believe as Miss Smith indicated, there was a raise in there for about 2.5% now that's not a lot but it's a start.

And I do think that with President Hans and the Chancellor and you've heard from the Provost and others, and all, we plan to go down and actually talk more about that to members of the General Assembly. The first step has to be how much money does the legislature have to work with. Dr. Vincent, I was listening very carefully. A while back, putting on my former hat like Katharine Stewart when I was at the UNC System office, they did ask for a chart of all of the highest paid employees and doctors at the hospital and all of that, but that's not our competition. We are competing and trying to keep the professors we have here with other universities across the country. But I can guarantee you, Miss Smith, as well as myself and others, and more particularly, Chancellor Woodson. I don't think there has been a session that has gone on without him fighting for the faculty, and we will continue to do that because it's so important.

Hans Kellner: Well, thank you, thank you, Miss Smith, thank you Kevin Howell. We are certainly glad that the legislature doesn't want to come and fix all our salaries individually of the hundreds of thousands of individuals in the employ of the state of North Carolina. That, I presume, I what they have systems for, and what have you. We have Miss Smith for one more question.

Eileen Taylor: So I did look at the last equity survey that was done in 2017, so that's four years ago, is there another one planned? They used to do them every two or three years.

Warwick Arden: We have been having that discussion about when to do the next salary equity study. Part of the problem is if you do these studies, but don't have any resources to deal with them, there can be some very negative consequences. I think there is value to doing the studies, and I think we should do another study soon. But because our budgets are a little uncertain, the reality is that even if we did the study right now we may not, likely not, have the resources to deal with the inequities that we find. So that is under discussion right now. It's a good point. We used to do them roughly every three years, and this would be going on the fourth year right now. But the concern is whether or not we really have the resources to deal with those in equities that we identify. Let me just say one last thing. The inequities that we identify tend to not be university-wide inequities, meaning that they tend to be very college-specific and very discipline-specific. It's not like a given type of individual is disadvantaged across the whole university; there may be disadvantage in one college or one department or one discipline specifically. So when you look at that data, you have to get very granular. What I have pushed is the Deans to try to find the resources to tackle the most significant inequities that are identified, but it's not as though we have a pool of money sitting there to help them. I wish we did. I will often give what resources that I have to try to partner with the Deans and say okay, tell me which equities you want to address and I will try to help you out. I try to let them be the driver of that if the resources are available. Good question.

Eileen Taylor: I appreciate that. I know if you don't have the resources it's hard to fix but if there are pockets of inequity, then it seems like they could be addressed, but they can't be if we don't know what they are.

6. Covid-19 Survey Results

*Lisa Bass-Freeman, Co-Chair, NC State Faculty Senate Academic Policy Committee
Associate Professor, College of Education*

Senator Bass explained to the Faculty Senate that the Academic Policy Committee is currently in the process of beginning data analysis. "There are about 10 of us, not only from our committee, but from other committees as well, people who are interested in gathering data on Covid. So the survey was made up of our interests and other's interests combined. We are planning to meet on Thursday morning to discuss where we've gotten in our analysis. We've broken up the survey, and some people are working on the quantitative side and others on the qualitative side."

Hans Kellner: Well, could you tell us the sort of things that you've learned so far?

Lisa Bass: The last meeting we had was last week, and we just kind of divided it out, and we just received the survey results. So we do not have any findings as of yet.

Hans Kellner: Would you review for us what kind of things the survey is asking and who.

Senator Bass added, "It's actually quite long, so the people who've taken it would know that. It basically asks about our experiences with research, how Covid has hampered us, what kind of life circumstances we have in terms of being married or single and how our life circumstances impact our ability to do work, how many children, do we have children, do we have elders that we're caring for. Just a lot of questions around how Covid has really impacted the way we live, and then how that's impacted the way we do our work. Even some things, like you mentioned well being - like how it has impacted our well being, emotionally and mentally. Not too deep into that but just enough for us to see how people are impacted. Our purpose was to figure out how people are experiencing Covid and what we want moving forward. So we are hoping that through the analysis we will gather how faculty feel about life after Covid. Because we don't want to be dictated and told certain changes that the University will impose upon us after figuring out what budgets they feel could be cut. There are certain things that are important to us and we want this survey to let the administration know the things that are important to us."

Hans Kellner: So what will be the deliverable, as they say? What form will this survey finally take?

Lisa Bass: It will take up a report that kind of summarizes our findings. Other people were added to the committee, so we're still divvying that out. But people are pretty much working on the pieces that they were most interested in.

Hans Kellner: And this will be delivered, then, to the Provost and the Chancellor?

Lisa Bass: Yes, and also faculty. We discussed letting the summary be made in certain items without identifying people, of course, items that we found from this study, so that we're as transparent as possible.

Hans Kellner: Okay, well, thank you very much. We look forward to hearing from you again when things have started to gel a little bit.

Lisa Bass: Yes, we should know more, I would say, in about a month.

Paul Williams: It's preliminary but I've been slogging through a lot of the statements, the qualitative statements trying to code and identify things. One of the things in terms of the impact of switching to online instruction that we're learning, and this should please the Chancellor and the Provost; student engagement and student contact were the two things that keep emerging over and over and over again. It's tough to get students engaged when you're online, and faculty expressed over and over again how much they missed that personal contact, getting to know their students, getting to interact with their students. So the sooner we can get everybody back on campus, I think for the psychological health of the faculty that will be a good thing. But that's preliminary. I haven't got it all but that's what

I've learned so far.

Hans Kellner: Thank you all for pitching into this, I know it looks like a lot of work. I hope you're having a good time and we look forward to seeing the result.

7. University Budget Advisory Committee Activities Summary

K. Steven Vincent, UBAC Member; Co-Chair, NC State Faculty Senate Resources & Environment Committee; Professor, College of Humanities & Social Sciences

Paul Williams, UBAC Member; Co-Chair, NC State Faculty Senate Academic Policy Committee; Professor, Poole College of Management

Senators Williams and Vincent provided updates from the University Budget Advisory Committee. Senator Williams reported, "We've been given a series of reports, including a report on the general fund that described the budget process. Government organizations account-using funds. That means that most people aren't going to understand what we're talking about because fund accounting is the one thing that most accounting students have trouble understanding. Julie did a pretty decent job of explaining the timing of the budget process; it's a long involved process. For the biennial budget, the one that we're doing now, that process starts 18 months before the Legislature arrives in town to start to consider what we get. One of the things I wanted to say and to sort of endorse what Hans said, I think the way faculty perceive this allocation problem that we just talked about, is that there are two processes that I think faculty tend to get confused by or merged together. It's important to separate the two. I think the process that faculty are more concerned about is the decision process, as to how these resources get allocated. The frustrating aspect of it is the other process, which is Charlie Maimone's office bailiwick, and that is accounting for these resources. I just wanted to show you something that you don't appreciate and why I think what Hans said is true; that government budgeting and it's so much more complex than budgeting for a private firm."

He continued, "A lot of what the university is bound by are accounting rules imposed from way outside the local community or even the state. If you look at the financial statements for the university and see this thing called deferred inflows and different outflows. I couldn't explain that to you in 20 minutes. Those are things that are all related to rules that have been imposed by these government agencies, and they are enormously complex. So trying to understand the financial information directly is not an easy thing to do. What I suggest, and what I've learned, is that on the budget website, speaking of transparency, there are NC State University annual financial reports. There's a required section in that report that's called the management discussion and analysis, the MDMA. It's the responsibility of the management of the University, which I assume is the Chancellor and the Provost and the Chief Financial Officer and so forth, to take this financial information and explain to you what it means. And faculty that have concerns about resource allocations and so forth, to start to learn about what are the right questions to ask. That is a good place to go to read what the management of the university thinks these financial statements mean and what the financial issues are. That can prompt them to understand better what kind of questions you should be asking of them. Then just look at a few years' worth."

Senator Williams concluded, "So that's my advice to everybody is this information is there, and you know it's not going to be accessible to everybody because the jargon of financial reporting in government is just complicated. There are people in this department of mine that wouldn't understand this information, and you know they're accountants, because unless they've studied governmental accounting and understand these rules, it's just as arcane."

Hans Kellner: That's what we have you for that's why we love ya Paul. We had a long discussion last time on debt and the University of debt and I heard one statement. Handling debt is like growing a

forest; you grow up the trees and get a lot of debt and then over the years you harvest it, and it goes down and down and down and then you run it back up again and you lose it at the same level all along, the way you keep a forest working. That made some sense to me and the university uses its debt that way.

Paul Williams: Private firms also have equity sources, so if they want to build a building or construct a factory or whatever they want to do, they have equity, they can sell shares. Governments cannot. Governments have to have debt because it's the only way they can build buildings. And, as it was explained to us, most of the indebtedness we have is self-liquidating. In other words, there's a revenue source already promised to satisfy the debt like Talley. There's a student fee. So that's what happens. The debt gets paid down and then new debt to build new buildings. Long term debt I don't think is our problem; it's operating resources that are getting scarcer and scarcer. We've been hit extremely hard by Covid. If you look at the information that we got on this past budget, and maybe we should provide all the faculty members on the Senate with this collection of handouts that we got. The pieces of the budget - state appropriation is only 31%. Only 31% of the funds that the university relies upon come from the State. Twenty-two percent come from grants, tuition and fees 21%.

We are in a strange situation in this state where the Board of Governors is basically imposing restrictions on tuition increases and fees. I'm on a fee review committee. We cannot raise the fees adequately to pay for what the groups on campus responsible for providing those services can do. I'm always amazed at the capabilities of the people that run the student services. What they have to do with how little they get. We can barely get enough fee increases to keep up with the inflation. They have to pay their employees. Every time the state gives state employees a raise, we match that increase, but we have to do it out of our own money. So there are these restrictions in terms of fees and tuition, and yet the state supports only 31%. You can go back to the annual reports from 15 or 20 years ago and you'll see that state support was much higher than that. This is a much bigger problem than a local problem. The question of equity is tough to solve because, as resources shrink, what do you do?

The budgeting process is not conducive to solving a lot of these problems. The people in the finance area here have been extremely forthcoming. Steve and I have copies of all of these overheads that were given, so maybe we should share those with all of the Faculty so that they can see in readily interpretable terms, pie charts and all that stuff, where the money comes from and where it goes and what we use it for.

Hans Kellner: All if you and Steve would put together a little narrative between these charts to contextualize them, that'd be great and we could get them out to the Senate.

Senator Vincent provided an update as well, summarizing some of the major issues that have been covered in the University Budget advisory committee. "First I want to say as well, sort of echo what Paul and Hans have said, that one of the things I've learned from being on this committee is how complex the budgeting and financial business at the university is. I also want to say how forthcoming and informative the various administrators have been. The individuals who have led the discussions at these meetings, which is Charlie Maimone, Adam Brueggemann, Barbara Moses, Lori Johnson and others, have really gone out of their way to bring information to the committee. It has been, for someone like myself, very useful and very encouraging to know that there's such competent people that are dealing with these financial budget issues at the university level.

"The committee has met five times. Each meeting is devoted to a different budgeting or financial issue. The first two meetings discussed the impact of Covid on the university, in particular discussing how Covid has affected the auxiliary units, especially housing, dining, and athletics. The third meeting, which was in November, was devoted to the cost related to administering and enabling research and public service. That is, how outside grants were dealt with, how the cost for the facilities on campus

used for the research was handled by the University, how the cost for the administration of these grants was handled.” 15 He continued, “At the fourth meeting in December we were instructed about the complexities of state appropriations for the university. Finally, at the last meeting on January 27, we discussed the debt financing and also the world of the NCSU endowment. So each of these have interesting parts and I don't have time to give you many details about this, but what I thought I could do is to say something about what I've learned about the Covid difficulties, the university debt and debt service, and a little about the endowment.

“Covid difficulties and the auxiliary units. The committee was provided with some of the same information that was presented to the entire Faculty Senate in late September, but probably in a bit more detail than the Senate got. At the October meeting of the committee we were informed that as of that date, lost revenue was something like \$70 million, while another \$10 million was required to respond to the Covid crisis. So these numbers did not include athletics. The losses would have been greater except for the funds coming from the state and the Federal Government. I won't go through the numbers, but there were several million dollars from the state CARES funding and several million dollars from federal CARES funding.”

Senator Vincent added, “The auxiliary units were some of the hardest hit, especially dining, housing, and athletics. The auxiliary units are self-supporting units. Each of them has their own Trust Fund that's administered by the University, and the flow of money into and out of these services accounts for something like 16% of the university funds; that is \$277 million go in and out of these units. A good deal of the federal CARES funding was spent because of the lost revenue in housing and dining. I think \$6 million and \$2 million respectively. And still there were furloughs, especially in dining. There were temporary salary reductions in dining and some in housing. These led to additional savings of over \$8 million for the university. Athletics was also hard hit, especially because of the loss of revenue for ticket sales, especially football and related apparel sales from the athletic programs. In late October, the projected budget deficit was already \$20 million; the rough estimate was that the deficit for the year would be between \$25 and \$35 million. There is also some help on this from ticket donations by this year's ticket holders, which brought in apparently \$3.1 million; salary reductions \$1.5 million; furloughs \$3.5 million, and a Wolfpack Club campaign that brought in \$3 million. The deficit on the athletics program is still pretty serious.

“University debt and debt service. Let me just say a couple of things about that. The university has contracted an impressive amount of debt over the years. It's now about \$557 million, and that requires \$45 million a year to service - that's interest and principal. This may sound like a lot of debt, it sounds like a lot to me, but the credit agencies still give NCSU very good ratings; AA with Standard and Poor, AA1 for Moody's. So this means that the interest that the university pays is pretty reasonable, and in the current financial environment that means reasonably low. I was told 3.7% is what the university pays right now.”

He stated, “Most of the debt comes from building construction; Talley, Reynolds update, Carmichael construction, the Terry University Hospital, Centennial Campus buildings, energy savings equipment, baseball complex, and all sorts of things like this. So where does the money come from to service the debt. As Paul indicated, all these have a revenue stream. Some of it comes from leases - from Wolf Village or Wolf Ridge on Centennial Campus; some comes from student fees, some of it comes from leases of university-owned properties, some from energy savings that go to pay off the debt taken out to pay for the energy savings equipment, some from the State, which is often directed to capital projects, and some from gifts that are specifically designated for a given project.

“University endowment. It seems to me this is pretty good news. The NCSU endowment has increased impressively over the past decade. In 2011, we were told it was about \$618 million. In June 2020, it was \$1.4 plus billion. So it has more than doubled in a decade. Most of the funds coming into the endowment have restrictions, but to be told this is impressive. Many of the funds are marked for

scholarships, much of it marked for fellowships, for named professorships, for library support, for support for the NCSU Arts, for extension. We were informed that \$51.9 would be spent from the endowment this fiscal year, but there's very little of that that's unrestricted. Most of it is already earmarked for specific projects. There was \$860 or \$870,000 16 that was unrestricted of that massive amount of money. So not that much in terms of the university Budget.

"So where does this leave us?" I'm happy to learn that the endowment has increased so dramatically. I'm relieved to learn that the credit ratings of the university are good, I'm impressed with the high level of competence of the budget and financial staff at the university. I think NC State's in a pretty good situation, especially given the dire situation faced by other institutions of higher education in this country. So all of that is good news. But I do have some concerns, which is not going to surprise many of you."

Senator Vincent reported that one of the biggest concerns he has relates to the politics of the state which have already been talked about. "The amount of money coming from the state is only 31%, but it's \$525 million; I mean this is a huge amount of money. If the politicians downtown decide to squeeze the university more than they're already squeezing it, that's going to be a problem going ahead. We don't have much control over this. I'm hoping that the staff is able to convince them how important it is, but that seems to be an issue to be concerned about long term.

"Another concern is one that's more directly under the control of the university, and that concerns these auxiliary units and how they're going to adjust to the losses that have been caused by Covid. Athletics, as I've already mentioned, expects to lose something like \$25-\$35 million this fiscal year. Given the nature of the multi-year contracts that have been signed for coaches and others, some of them would seem pretty extravagant to a lot of us, I worry about their ability to remain self-supporting. If they can't remain self-supporting, is the university on the hook for these things? I understand they are, but I don't understand quite how that wouldn't be a potential problem."

He continued, "Another of my concerns is the treatment of the most vulnerable members of the community. Furloughs and reductions affected the staff more than anyone else. There were 100 full time furloughs, there were 275 partial furloughs as of the end of October, 2020. My understanding is some of these people have been brought back. But as usual, the most vulnerable are the ones who suffer the most in these sort of crisis situations. Stacy Nelson and I, who head up the committee, are going to meet with Vincent Potter of the Staff Senate on Friday and talk more about the staff issues.

"Another example of this is compensation for part time faculty who are our professional track faculty. There were some very important administrative improvements implemented over the last couple of years, but there are still some full time classroom instructors that still are not guaranteed a minimum salary above \$40,000 a year. Personally I think this is scandalous. I think any faculty working at the university should make at least \$50,000 a year. My concern was not abated on this front, but I learned that the extra money that was given to instructors in the Spring to compensate for the extra work we were doing to present classes online with the onset of Covid, this compensation was not extended to professional track faculty. So again, already underpaid, they don't receive the modest token of appreciation for the extra work that they're doing like everyone else, and that seems to me a decision that I wish the administration would reconsider and take into consideration moving forward."

Concluding, Senator Vincent stated that he is concerned about decisions the administration has made in the past concerning economic and financial priorities. "This was laid out last spring in a document that the committee I was on at the time sent to the full Faculty Senate. The report pointed out that it seems to me the university does have some control over resource spending, and there's been a tendency to give priority to buildings and to administrative growth over faculty compensation. And that bothers me in the long term. I think the priority should be to protect faculty/staff programs,

protect the core competencies and real mission of the University, which is educate students, disseminate knowledge, conduct research, provide outreach - what we're supposed to do."

Senator Williams added, "What Steve mentions there - buildings and salaries. In government parlance, those are two different budgets. You can get money for buildings; it's easier to get money for buildings. We've got a good credit rating, there are people out there willing to give money to build buildings. Salaries are operating expenditures; those aren't one time, those are continuing expenditures, those are annuities. That's a little bit tougher and that's why there's so much emphasis on grant writing and grant getting. Because those are the revenues we use to operate with."

8. Committee Report

Barbara Kirby, Co-Chair; NC State Faculty Senate Government, Communication & Recruitment Committee; Professor, College of Agriculture & Life Sciences

Maria Collins, Co-Chair; NC State Faculty Senate Government, Communications & Recruitment Committee; Department Head, Acquisitions & Discovery, NC State Libraries

Senator Kirby stated that the GoCore Committee had a couple things to share with the Faculty Senate. "In terms of Governance, the committee proposed that we move to a webinar meeting format and that's what of course we're in now. It was mostly done so that the Chair, the Senators and the presenters could continue to interact. We also wanted to open the meeting to the general faculty, just like they could come to meetings when we were in DH Hill. So through a lot of persistence and Joni Lancaster's hard work, we were able to achieve that. The Faculty Senators could carry on the business of the Senate. You receive a panelist link to join the meeting. For the general faculty, the Senate dates are posted in the University Calendar and a link is there to the Faculty Senate webpage for the meeting information, like the agenda, and then a link to register as a guest."

She continued, "Guests are able to post questions through the Q&A, and thank you, Associate Chair Sannes for your excellent monitoring of the Senators' chat and the guest Q&A. We had quite a few guests at the last meeting. We know that we need to do more communication to help people realize that although we only have three meetings left, this is an option for them to learn more about what the Faculty Senate is doing on their behalf, but also to help with that in the communication, which is another part of our charge. We wanted to enhance the Senate and the College and university communication, so Chair Kellner charged the committee with proposing a lead Senator description and initiate a process for selecting a lead Senator from each college. Now this in no way removes responsibility and fun from the other Senators in the College; we would hope that you're all working together to communicate with your constituents. But we are pleased that we had at least one, or in some cases, two lead Senators that have stepped up from each college. They are going to help us to facilitate better communications. You have an updated list of each of those individuals who will be a point person for us as we communicate with the College and the Deans, or particularly in this next phase of Senate business that we need to enter. So thanks to all who volunteered to help us with this initiative. We are going to meet briefly after this meeting."

Senator Kirby added, "The last part, which is really important and in all seriousness, we're moving into that season of recruitment. The faculty need to elect 22 new or second term Senators. We need to fill 22 seats on the Faculty Grievance and Non Reappointment Committee, we need to fill five seats on the Hearings Committee. The call for elections is forthcoming. Megan Kittle Autry has prepared a "run for the Senate" information piece that's going to be in the Provost's newsletter. She has been working closely with that office. We need candidates and a brief bio before February 26. You've heard the word need quite a bit; we need everyone's help to fill these seats. We just wanted to lay out for you what our challenge will be for this spring on a fairly tight timeline because this is a university process, but we feel like we're going to get all of this put into motion in the next week or so, and then we ask for your help in talking to friends and colleagues in the College to tell them about how important it is for

the faculty to have Senators. You heard all the information about the finances and the various issues that we hear. We have an opportunity to hear from the Chancellor and the Provost and university administration, so I hope that you will talk with your colleagues and find those folks who might be interested and connect them with the lead Senators and yourself and also with Joni. That's basically all we have for presenting what GoCore is up to and providing you with a really big ask for spring."

9. Issues of concern

Faculty Issues of Concern can be submitted at any time to a Senator, the Chair of the Faculty, or to Faculty_Senate@ncsu.edu

10. Adjourn

The meeting was adjourned at 4:45 p.m.