

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
April 6, 2021
3:00 p.m.

Regular Meeting No. 12 of the 67th Session

Via Zoom

April 6, 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, Thuyente, Vincent, Williams, Yoon, Zagacki

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Roy Baroff, Faculty and Staff Ombuds; Katharine Stewart, Vice Provost, Faculty Affairs; Marc Hoit, Vice Chancellor, OIT; Paula Gentius, Chief of Staff & Secretary of the University; Boo Corrigan, NC State University Athletics Director; Katie Graham, Assistant Dean and Associate Athletic Director; Joel Pawlak, Associate Professor, Forest Biomaterials, College of Natural Resources; Faculty Athletics Representative, Darby Ocrutt, Candidate, UNC Faculty Assembly; Juliana Nfah-Abbenyi, Candidate, UNC Faculty Assembly

1. Call to Order and Announcements

Hans Kellner, Chair of the Faculty

Chair Hans Kellner called the meeting to order at 3:00 p.m. He made two announcements.

- Anthony Chou from UNC Greensboro is in the process of beginning an Asian Faculty and Staff caucus across the UNC System to unify all sorts of people – you do not have to be Asian to join. He is organizing accordingly. I will pass along the letter and the URL to you to respond if you know anyone who is interested. This might go to Asian and Asian-American faculty here at NC State. I have passed it on to the foreign language department, where a number of people are interested, and his letter will certainly come to the Senate.
- Regarding Commencement, there will be two Commencements divided by colleges. Which one the Faculty attend will not be determined by departments or groups. They should go to the one where their college is involved. I encourage you to come to this Commencement; it would be great to have a good faculty turnout here at both commencements. I expect to be at both, although I have no information regarding that.

2. Approval of the Minutes, Regular Meeting No. 11 of the 67th Session, March 23, 2021

Phil Sannes, Associate Chair of the Faculty

Associate Chair Sannes called for a motion to approve the minutes for the eleventh 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 explained Senators were sent a document dealing with the proposal to extend the bereavement benefits, in terms of who may be bereaved, and for how long. "This process has been percolating in our Personnel Policy committee for quite a while, in conjunction with the Staff Senate and in conjunction with the group insurance and benefits University Standing Committee. Where it stands at the moment is they are not pushing this right now. There is no legislation in the legislature that I know of. They are holding off on this but, at the last meeting of the Executive Committee, Helen DiPietro, the incoming Chair-Elect of the staff Senate, who has been leading process on campus, talked to us and she requested a letter of support that would go to the Group Insurance Committee to let them know simply that the Faculty Senate is on track. So I wrote it and I said it in the name of the Senate. The key phrase here, of course, is, in principle, we're not going to agree to anything that isn't in a final form. This is just an expression of support for the effort at the moment."

He added, "Regarding the resolution that you've received, which we will be discussing and voting on the first reading of later in the meeting, is a response, obviously, to our last meeting and to Chet Dilday's explanation of what has happened at Fayetteville State and in other places across the system. We will look at the language of the resolution later."

4. Provost's Remarks and Q/A

Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden brought greetings to the Senate and reminded everyone that our final wellness day for students is coming up on the 15th of April, and reminded faculty that they are strongly encouraged not to assign additional work or tests or deadlines on that day or preferably the following day. "These are important days for our students. They did not get a spring break as, as usual, but got four wellness days distributed throughout the semester. These are very important to them, so please do be sensitive to that. Our continuing efforts to protect the Pack are proceeding. So far, the number of cases on campus remain extremely low, usually zero, one or two each day. We are still running about 10,000 tests a week for faculty, staff and students and we have a positivity rate significantly less than 1%, which is outstanding."

He added that the campus vaccine clinic is up and running. "It began a couple of weeks ago, on the 23rd of March. We administered 600 vaccines that week, I believe 300 J&J and 300 Moderna. The next week, last week, we administered 1800 vaccines – 1500 J&J and 300 Moderna. This week, we are looking at administering 2300 vaccines, all J&J. We have gone to all J&J because of the concern with the Moderna vaccine. It's four weeks between shots, and then another couple of weeks to be covered. We are worried about running into final exams and students leaving and not being able to get that second shot in."

Provost Arden added, "As you are probably also aware, beginning tomorrow or Wednesday, April 7th, all adults in North Carolina will become eligible to receive the Covid 19 vaccine. So NC State is doing the same. So all faculty, students and staff will be eligible. It is on an appointment basis. I know there's a waiting list at the moment, but if we can continue to deliver 2,000 or 3,000 shots a week, we will move through that list fairly quickly. If you have not had your shots elsewhere in the community, please do get online as about 15,000 folks have done so far. Make an appointment for a shot at Talley. We are making great progress there. I give a lot of kudos to Dr. Casani and the staff in student health, and also to Amy Orders."

Continuing, Provost Arden reported, "We have Commencement coming up on two days, back to back; Friday May 14 and Saturday May 15. The reality is that I want to give a lot of kudos to Dr. Hunt and his team for being receptive to input. They got a lot of input from the Deans and others, that other than

having it for any given College spread across two days, they would prefer to have College-specific days so that the students from a given College could be together at Graduation. I give him a lot of kudos for making that adjustment fairly quickly. On Friday, May 14th at 7pm, CALS, COE, COS, WCOT, CVM and the Institute for Advanced Analytics. On Saturday, May 15th at 9:00 a.m., COD, CED, CHSS, PCOM and CNR. If you want to keep up to date with the latest information, go to commencement.ncsu.edu.”

He continued, “We sent out an announcement about the launch of a new Data Science Academy. This is a University wide effort. We are extraordinarily strong in data science across nearly every college. This will enhance our strength of the university and meet the growing needs of data, science, research, education and expertise within North Carolina. Starting in the fall of 2021 we hope the Academy will begin providing courses, once approved through the appropriate committees, regardless of major and ultimately potentially house a new inter-departmental undergraduate minor in Data Science. So as part of the institutionalization of interdisciplinarity that was a high priority in our last strategic plan, I am looking forward to the development of this and potentially other academies. The definition of an academy versus a cluster, a center or an institute, is that it has to represent all three major missions of the university; instruction discovery and engagement, and engage almost every college in the university. I am excited about this and I see it as the next step in institutionalization of interdisciplinarity across the university.”

Regarding updates on leadership searches, Provost Arden stated that there were three excellent candidates interviewed for the Dean of Humanities and Social Sciences. “I have met with the search committee, looked through all the Qualtrix data, and am hoping to make progress on bringing that search to fruition by the end of this week. So that is moving very quickly and I’m very pleased with the caliber of the candidates that we have. The search for the senior vice provost for enrollment management, always known as Louis Hunt’s job, is progressing. We are bringing three candidates to virtual campus; Paul Kohn on April 13th and 14th, Steven Johnson, April 20th and 21st, and Yvette Murph, April 22nd and April 23rd. For more information on that important search, please go to go.NCSU.edu/EMAS-Search.”

He added, “We have posted a position for the Associate Vice Provost for Academic Policy and Personnel. This was Courtney Thornton’s position. We lost Courtney to NC A&T, but wish her the very best in her new role there. The position was posted at the end of March, and we are hoping to attract a very strong slate of candidates to work alongside Dr. Stewart. Please note that Paola Sjtain, who is known to many of you here on the Senate, is currently serving as the Interim Associate Vice Provost, but will not be an applicant for that position.”

Concluding, Provost Arden stated that he will be sharing the final draft of the Strategic Plan by the end of the week and will take that to the Board of Trustees next week for endorsement. “After more than a year working on that, I’m very excited about that. I think we have a great plan, I think it really carries on from where we left off with the last plan, and begins to institutionalize and move forward many of the current agendas that are in place. So thank you for all of your help and all of your input. This was a very, very inclusive process, with 29 listening sessions across the university once we had the draft in place. So I feel very good about this plan and will look forward to getting the endorsement of the Board of Trustees and moving forward with our implementation planning.”

Questions and Discussion

Andrey Kuznetsov: One of the concerns is that students can change their grade to Satisfied and Unsatisfied after they see the letter that we give them. The result of that is that some of the students kind of try, so they're not working extremely hard but rather see what they get knowing that they can change their grade after we give them the grade they deserve. Do you plan to continue this policy for the summer and the fall semester?

Warwick Arden: So as you know, it's been that way our last fall and the spring. Overall, I think it's a good policy. There have been some concerns expressed. I understand those concerns, and I think we will continue that through the summer, because I do expect there will be a significant amount of online and distance education throughout the summer and S/U grading is not unusual in the summer. As to whether or not we will continue it in the fall, that's under discussion with Dr. Hunt at the moment. I think that is less likely. I think as soon as we feel comfortable that we are back face-to-face, then we will return to letter grading. So I think it has been a positive thing to take that additional stress off an already very stressed student body, but I understand the concerns and we are looking to return to normal grading, mostly likely in the fall. But that has not yet been locked down Andrey.

5. Remarks – NC State Department of Athletics Presentation

Boo Corrigan, NC State University Athletics Director

Katie Graham, Assistant Dean and Associate Athletic Director

Joel Pawlak, Associate Professor, Forest Biomaterials, College of Natural Resources; Faculty Athletics Representative

Dr. Pawlak thanked Chair Kellner for inviting the Athletics Department to speak to the Senate. He acknowledged Paul Williams, the Faculty Senate Representative on the Council for this year. He is a long time faculty member and has served a number of times on the Council of Athletics in various capacities, including the Chair of the Faculty Academic Committee. Dr. Pawlak spoke to the Senate about the Council on Athletics and provided an update, insight and a description of their meetings, the frequency that the Council meets, and the topics that they cover.

He stated, "If you're not familiar with the Council on Athletics, the Council is charged with assisting the Chancellor and exercising institutional control over the athletics department. The Council is comprised of 26 official members, including faculty members, members from the Alumni Association, the Wolfpack Club, coaching staff, students, student athletes, and athletics department staff that serve an ex officio role. Typically, we will have additional visitors as well, guests that will join us; those might be either people from other parts of the University or it could also be other athletic department staff members as well. The Council is structured with subcommittees, so we have our main committee and then we have three subcommittees; our Faculty Academic Committee, which is composed of all members holding faculty rank that are on the committee, with the addition of Katie Graham and her position and the eligibility coordinator all serve on that committee.

Dr. Pawlak added, "The main focus of that committee is to address any academic related issues that come up within athletics and also to conduct our continued academic eligibility review. So that's one component of our student athletes certification to be able to be eligible to participate, which we are essentially looking at how are they performing academically, are they meeting university standards, and are they meeting NCAA standards for their continued athletic participation. We also have a committee on legislation. The committee on legislation really helps to deal with NCAA legislation that comes down and how we implemented it and to help establish the University's position on that. This committee hasn't been that active this past year because during the pandemic the NCAA has put a moratorium on new legislation being introduced by the members. There's been a small amount of legislation that has come through from the NCAA Board, but nothing new from the members. So that's been relatively quiet. There's also another subcommittee on student health and well-being. Those other subcommittees are populated from members from all over the Council on Athletics, so not only the faculty members, but also the other members that are from the Wolfpack Club, Alumni Association and the Athletics department as well."

He continued, "So how have we been faring through this Covid-19 pandemic? We've met virtually, and it's gone rather well. There's a lot of people who participate, because we do have people who come from off

campus and it makes it a little bit easier for them to participate. We are scheduled for seven meetings every academic year, and we've completed six of those seven meetings. As I mentioned, the virtual setting has really allowed participation, and I think increased engagement of the Athletics department staff, because a lot of times they're traveling and they're other places. So now they can dial in fairly easily. We also have our continuing academic eligibility reviews that we conduct virtually. We've done three out of the four, and that's actually worked out really well. The reason being is the tight timelines especially around the end of summer and between semesters really allows us to work more efficiently from different locations. So things have been moving along during this time."

Dr. Pawlak stated that the typical agenda is about two hours long and includes guests such as one of the head coaches and a student athlete. "We will receive an Athletics department update, typically from our Athletics Director, then we have a series of special reports that look at specific areas that we are charged to oversee throughout the semester. Then finally our subcommittee reports. We always finish it off at the end with a report on SAAC, our student athlete Advisory Council, which is our student athlete Advisory group to the Athletics department. We are always inspired when we hear them at the end of our meeting, kind of sending us on our way as we head out the door. So for this year, our special reports included a budget update, discussions about NCAA legislation and different compliance issues, an update from our Wolfpack Club about fundraising, updates on our academics from ASPA. We heard from sports medicine about how they dealt with the Covid pandemic.

He added, "We will get our Title IX update and then also we had a research grant that was sponsored by the ACC here at NC State, to look at mental wellness and how we serve our student athletes from a mental wellness standpoint. So lastly, I just want to conclude with my opinions and thoughts on athletics over the past year. The Council has remained active and engaged throughout the pandemic. I think this has been a very challenging year for all of us, including Athletics, and they've been able to manage the financial issues well. There is still a gap in their revenue and that's due to their self-supporting budget. So they're looking at loss of ticket sales and things like that, they're looking at still time to close some budget gaps. They have worked very hard to closely monitor student athlete health and wellness during this pandemic, including extensive testing and monitoring that were implemented, and they continue to do that."

Dr. Pawlak continued, "Another thing that's maybe a little bit different, or a little bit unusual, is all of our teams are active this spring. Typically we have the seasonality. With the way the NCAA has set up our seasons, we have all of our teams participating and active in some form, except football. They have spring practice and the spring game, but no competition. That really adds a lot of demand for trainers, our social media people and communications to be able to try to support all those teams participating."

Assistant Dean Katie Graham shared the recent academic performance of NC State student athletes, as well as information about college and major distribution across the institution. She also talked about the student athletes' graduation rates. "Let's begin with the recent academic performance. We finished the fall with our highest term GPA ever recorded for student athletes and it was a 3.31. We had 22 of our 23 teams post a cumulative GPA of 3.0 or higher; that's the most teams we've ever had hit a 3.0, and 77 of our student athletes got a 4.0 in the fall. Cumulatively, we've got 38 student athletes who are currently carrying a 4.0 and our current cumulative GPA for all student athletes is a 3.23. We have great student athletes who've worked really hard through all the challenges presented by Covid, and I really couldn't be more proud to be a part of the team that gets to support these student athletes every day.

She continued, "I do want to put in context a little bit the GPA that we just earned, both term and cumulative. So to put it in context a little bit, I track our end of year; so that's the end of the spring, where we stand cumulatively each year, and look at how we compare to all undergrads. So the undergrads are represented by the black bars and the student athletes are in red. There have been small steady increases in both populations since 2015, and I know we're going to see a jump when I add 2021 to this particular

graph here. With the enhanced grading, we are definitely going to have a higher GPA and we acknowledge that. We will celebrate it; it's been a challenging time for sure. But I do suspect that when we put up the numbers in 2022 and onwards, we will head back down to somewhere in the range of 3.0, 3.1 as things start to regulate back to normal in the coming years."

Assistant Dean Graham added, "Every semester we have about 540 student athletes on campus, and this year about 520 of those are student athletes that are at the undergraduate level. We have student athletes in University College and then eight of the nine colleges that award undergrad degrees. We normally have students in all nine colleges, but this year we don't have any student athletes in the College of Design; we normally have one or two. So you can see here that we have about 20% of our student athlete population in each of Humanities and Social Sciences, Poole College of Management, and Natural Resources. Then smaller amounts in the other in the other colleges there. So to dig a little bit deeper into that distribution, here's the top 10 majors for our student athletes that are at the junior level and higher. I've shared the junior level or higher because, just like all students, our student athletes do change their major quite a bit in their first couple of years, or they enter the institution undecided in Exploratory Studies. So I think this gives a clear picture of what they're actually going to graduate from. The top three majors here have remained consistent over the last several years. The order just seems to flip flop around a little bit. I believe in the past, this group has asked where our football student athletes and our men's basketball student athletes major. So I did take a look at that information. For our football student athletes, we have 125 students on the team, and they're spread across 24 different majors. In men's basketball there are fourteen student athletes on the team and they're spread across six different majors. Actually both teams share the same top three majors listed here; sports management, business administration, and communication are the top majors for those teams as well."

AD Graham continued, "Comparing our student athletes on the right with all undergraduate students on the left, again at the junior level and higher, you can see that our student athletes share six of the top 10 majors for undergrad. The ones we have in common between the groups are business administration, mechanical engineering, psychology, animal science, communication and political science. I mentioned that I would talk about our graduation rates. Our graduation success rate is a rate that was created by the NCAA to measure the graduation of our student athletes who stay at our institution instead of leaving early through transfer or to pursue professional in their sport. So as you can see by the description, this includes all first time, full time freshmen who enter in the fall semester, and it also includes students who enter at mid-year and students who transfer into the institution. It excludes students who leave in good standing prior to graduation. It is always reported as a four-class average because the cohorts are just incredibly small if it's reported at a single year rate. Here lists all our graduation success scores since 2005, which was the first year that this was introduced. If you look across to 2020, that's our current release that came out in October; it's 89 and that's our highest mark to date. We've done some projections to see where we are going to land in the next couple of years. So unofficially, we are still continuing and trend well with this metric, so next year we're expecting in October, that another 89 will be posted, and then the year after that, we're projecting a 92.

She added, "And so, when you have numbers at about 90% or higher, that's going to put us in the top quarter amongst other institutions in the ACC. We tried to slice the data a little bit more to look at it by both gender and ethnicity, and we can see here that the single year scores for GSR by gender. We are aiming to close the gap between the males and the females, similar to our university's undergraduate population. For our student athletes, females are graduating at a higher rate. Again, the cohorts are small, so if there's a coaching change in a given sport, it can often cause students to decide to transfer out of the institution. Students are very closely tied to their coach in many cases, and so it can skew a number pretty quickly. However, overall we do see that we are narrowing the gap between the males and the females. For underrepresented minority students, we're working to close the gap that's existed in the graduation success rate numbers. Again, the cohorts are small so you see here there's large fluctuations from year to

year. But you are trending towards seeing our overall numbers that are in red, and then our under-represented rates that are in blue, more closely aligned. Many strategies have been implemented to get here. To name a few, we've been partnering closely with coaches through the recruiting process of our incoming students, so that they better understand the majors offered, the support services, and the rigor of NC State. We're intentionally building relationships, not just with the student athletes, but our staff, our academic coordinators are building relationships with families and support systems at home. We are hiring a more diverse academic mentor and tutoring staff to support students while they're on campus, and we're involving student athletes in a different level in their graduation planning process by really charting out how different things that are related to their sport impact graduation, like red-shirting, or the load up on summer school to try to graduate at the end of their athletics eligibility. This planning process helps students see the end goal, helps them see that target of graduation and how decisions that they make and when they take classes and that kind of thing really impacts that.

Concluding, AD Graham shared the breakdown of the GSR scores by team. "This is graduation rates by team here. The one team in the department that is under 75 is men's basketball. We continue to monitor that team very closely and we're making improvements. We've hovered around 50 now for quite some time. The challenging part with this metric, and I mentioned this a couple times, but the cohorts are small so there are only about 10 students in any given four-year rate with men's basketball, because this is only taking into account students on athletics aid. Regardless, as you can see by the national average, other institutions around the country are trending better with this metric. It's going to take us some time to turn this rate around, and I'm hopeful and confident that Coach Keats, along with the staff and ASPA, and with Boo's support, that we can do that. For this rate for next year for men's basketball, we're projecting a 56%. So it's a small improvement but it's moving in the right direction and that's the goal; that's what we're going to do is continuing to move that needle."

She added, "Other things to note on the men side, the 100 for baseball is pretty remarkable. The Wrestling team, several years ago we talked about this team a lot. So just two years ago they were at a 59 and now they're at an 87, and that's an example of a team that's really changed with a coaching change; with Coach Palacio here and his emphasis on academics. On the women's side, every team is progressing well. Five teams and mixed rifle have 100%. You saw on a previous slide that our institutional GSR was an 89%, and you can see here that we're above the national average with that metric.

Questions and Discussion

Hans Kellner: Do you have any way to get information about what the situation of your athletes is five years after graduation?

Katie Graham responded yes. The Wolfpack Club is partnering with athletics right now to create an athlete network in an effort to try to get and track that information for the student athletes. That is forthcoming.

Athletics Director Corrigan then spoke to the Senate and he thanked Joel Pawlak and Katie Graham for being unbelievable teammates as they've gone through this year. He recognized the outstanding contributions of Katie Graham to his executive staff. "To have our weekly, actually two times a week, executive staff meetings and have Joel there on a regular basis means a lot to all of us as we go through this. As we think about our pillars, and Katie took what I would say is the most important pillar at all times as we move forward, is we are here for the opportunity to educate a group of people that have a chance to go back to their community as leaders and to really be that positive influence as they go back. So as we're looking at this, I'll talk about a couple of different areas. Katie covered the academic piece, but from a social justice standpoint and social awareness viewpoint, I'm very proud of our athletes this past year as they created Pack United. This is a student-led group primarily coming from SAC, but is now an official

university-recognized group. As they go out and are the voice of the Athletic department to a large degree on social matters and whether it's how we're responding to the murder of George Floyd or more recently with the Asian population and the violence there. If you look at our uniforms, we are in partnership with the Textile school to come up with a patch this year directed at Pack United. The three pillars of Pack United are awareness, education and action. You will see that on all our uniforms as we move forward."

AD Corrigan stated that they have been able to include the student athletes in a lot of what they do as an Athletic department this year. "We spent a lot of time listening to them early in the year in and around testing, and in and around the ability to compete and whether they did want to compete, to a large degree was a conversation back and forth. One of the great takeaways that I have in my role this year is the opportunity to spend time with them, the opportunity to spend time with them listening as opposed to talking and as opposed to lecturing. I may have had a different approach in the past, but as we're going through this – this is truly something that we're going through on a united front."

He added, "As I think through our budget, and where we are with our budget, going into FY 21, we projected a \$28 million loss, and when you think about those numbers, it's relatively simple in a lot of ways. In football, it's approximately \$19 million, in men's basketball, it's approximately \$8 million, and those numbers add up pretty quickly to a pretty big number. What I would like to let you know about as to where we are today is I believe we have trimmed that \$22.8 million loss down to about \$5 million or less on the year. It came in a number of different ways, and we are very forward-thinking right away in stopping a lot of our spending as we went into this year. We went to a 'need' not 'want' basis on everything that we were doing, and projects that we were going to work on this coming year were halted, travel has been halted as it has for everyone. In addition to that, I look at our coaching staff and our staff all took salary cuts, furloughs for a significant savings there of more than \$5 million."

AD Corrigan continued, "As you look at Preserve the Pack, which is an opportunity that we had as we were selling tickets for the 2020 season, a number of people who had purchased those tickets turned those into donations, to the tune of \$3 or \$4 million. We created a new group called the Guardian Wolves, which has given us an opportunity to raise an additional \$4 to \$5 million as well. So it's come from a number of different ways. As I think about what this is and how we get from \$22.8 to less than \$5 million, it truly is about the Pack and it truly is about everyone chipping in together; whether that's our Alumni or our fans with their ticket purchases that have turned into donations or our staff. A number of our coaches are on contracts, so we don't have the ability to automatically deduct. It has to be done on a voluntary basis and our coaches did that on a voluntary basis. When people are talking about coaches taking a 5% or 10% salary cut, we had anyone over \$200,000 take a 20% cut in total compensation, not just salary, but total compensation. We look at bonuses and a decrease in bonuses to 50% of any bonus that was achieved was actually paid out. So from a staff and coaches and everyone being included there."

AD Corrigan reported that as they looked at the student athletes, the one thing they didn't want to do was truly affect them. "So in a time of budget loss and lost revenue, we spent over \$3 million on testing this year. So as numbers are going down, that number goes up. Our student athletes, and what they've been able to accomplish from an academic and social standpoint – we are here to win. We don't want to apologize for that. But as we look at the culture that we've built, the largest number of teams we've ever had ranked in the top 25 at the end of any given year is 13. At this point in time, after the fall, we already have 10 teams who have finished in the top 25, five of which finished in the top 10. To boil that down a little bit more, we have a women's cross country team that finished second in the country, we have a women's swimming team - and once again, there is a theme to the athletic department in it, is that women are leading in the athletic department. Our women's swimming team finished second, our wrestling team finished sixth, our men's swimming finished eighth, football finished the year 23rd. So there's an awful lot to be excited about, and as I sit here every day, this is what we get to do every day."

He added, "At a time when you're going into July 1st of 2020 and you're thinking, "Oh my Lord, what do we do? We're going to lose a ton of money and we're probably not going to be able to compete. Then we're worried about them academically. We have an opportunity to come out of this year with the most success we've ever had on the fields and courts and pools; we have an opportunity to take a \$22 million debt into less than \$5 million, and my hope is that number is less than \$3 million in debt, and achieve the highest academic scores that we have as a department, as well as be on the front line from a social justice standpoint. To see Leon Krapf, a German student athlete, is going to be recognized by the University as one of the top four undergrads at graduation. It's a great point of pride that at a time that could have been something that separated us and pushed us apart, actually has brought us together to achieve these pillars at the highest level we've ever had. We've still got a ways to go and we're going to keep working every day at our craft, and that craft includes recruiting the right people, to mentor them, to keep them here. As Katie talks about graduation rates and those types of things, we've also gotten to the point in the NCAA where you can now transfer from school to school. Those of you who follow sports, there's a crazy stat that I saw the other day that 25% of all men's basketball programs in Division I athletics have four or more student athletes that are going to transfer. So at a time when these great transfer numbers and everything else is going on, we need to recruit and maintain our culture and make sure that we're keeping the people who are going to really care about who we are, care about the right things, and care about being graduates of NC State.

Lastly, Katie to your point, with the Wolfpack Club creating this network of former student athletes, it is how do we engage those who have come before us to be mentors to our current student athletes, to help them whether it's learning greater perseverance to stay with something; whether it's what they're going to do when they graduate; how should they handle different situations. We are really excited about what that can be and what they can grow into as an opportunity to stay connected to the Wolfpack and to continue to be a part of this.

Discussion

Hans Kellner: In the last couple of weeks, the Chancellor has mentioned that the NCAA has had emergency meetings and things of that sort. I'd like your perspective on at least one of the things that they were talking about. I'm throwing you a big softball to hit out, because he did. This is the treatment of men's versus women's athletes. There was a controversy there about how the men were being housed in Indianapolis in a much more posh situation than the women were in San Antonio. Would you comment on this as a national problem, and as the issue here, and what the attitude of the athletic department is?

AD Corrigan: I personally found the whole thing personally appalling. We have a women's basketball coach who had a baby about six months ago, and as part of the travel party for the NCAA, they allow 34 people to go with the team. We had to use two of those slots for her six month old baby and her husband in order for them to go. We did it without hesitation. It wasn't anything along those lines, but the absurdity of some of the recent decisions that have been made. You see a picture of the men's weight room and you see the women's weight room consisting of one set of dumbbells with the assumption that women don't need to work out, I guess. I don't know what it was, but we don't look at anything any different. I look at everyone's individual experience and what their journey is through here, and I think we owe each and every one of them our best shot. I think if you look at the executive staff of the athletic department, I believe it's six women and six men who are on my executive staff, maybe five and seven. I don't really know because I don't really think about it. Every day when we wake up it's not "what are we going to do for the men or what are we not going to do for the women." I found the whole thing just an incredible black eye. It's tough some days when you wake up and you open up the newspaper, the NCAA does it again. My joke about this whole thing when our country has never been arguably more divided, the only thing that people agree on is they hate the NCAA. Obviously, there's a lot of work to be done and having Chancellor Woodson on the Council is really important and to have a voice like his on a national stage is

something that's really important. Hopefully at some point, the new commissioner of the ACC, Jim Philips, who joined us from Northwestern and who I've known for 20 years, will be a more visible sight on campus. I think you'll see that his true commitment is to doing things the right way, or as I talk about it, the most right way.

Hans Kellner: When and how do you anticipate bringing things back to normal in terms of salaries and furloughs and when do you think that the adjustments that the athletic department had to make will be over and things will return to the way they were before?

AD Corrigan: We started ours in October, and they will run through June 30 of this year. The one promise that I made to everyone was we would not go back to them a second time during this fiscal year. My hope is that Carter Finley is going to be full of people on seven Saturdays this coming fall, and the same thing at PNC, the same thing at Reynolds to get together and celebrate this great University. Again, my hope is that by 2022, without taking on a ton of debt. When we talk in terms of decreasing our debt from \$22.8 million to less than \$5 million, that's still debt that we need to take on and that's debt that we will pay back to the University. So the whole goal has been not to take on a ton of debt so we can come out of without going backwards.

AD Corrigan gave a shout out to Julie Casani and Amy Orders, who have been tremendous partners for us during this whole thing. Hopefully, come August and September, we will be back in Carter Finley and be back on track.

6. Elections

- a. *Associate Chair of the Faculty Nominations*
- b. *Presentation of Candidates for UNC Faculty Assembly Delegates*
- c. *Election of UNC Faculty Assembly Delegates*

Associate Chair Nominees are: Maria Collins, General Constituency; Troy Pinkins, Poole College of Management.

Candidates elected to the UNC Faculty Assembly for the 2021-2023 term are:

Delegates: Christopher Ashwell, College of Agriculture & Life Sciences; Juliana Nfah-Abbenyi, College of Humanities & Social Sciences

Alternate Delegates: Hans Kellner, College of Humanities & Social Sciences; Darby Orcutt, General Constituency

7. New Business

- a. *Resolution on the Integrity of the Chancellor Search Process*

The Faculty Senate voted to send the Resolution on the Integrity of the Chancellor Search Process to the Government, Communications and Recruitment Committee for further discussion and clarification. Feedback and comments were encouraged from the Senators.

- b. *Letter of Support for Further Movement of Bereavement Benefits*

The letter of support for Further Movement of Bereavement Benefits was unanimously endorsed by the Faculty Senate.

8. Committee Reports

Committee Co-Chairs

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.