

Faculty PP Meeting

September 7, 2021

Present: Herle McGowan, Jennifer Kuzma, Sarah Carrier, Walter Robinson, Leda Lunardi, and Tom Koch

Guest: Roy Baroff, NC State Faculty Ombuds

Meeting convened at 3 p.m.

Agenda

- a. Update on the PP Proposed Vaccine Resolution
- b. Conversation with Roy Baroff, Faculty Ombuds
- c. Any additional IOCs?

Vaccine resolution

Some specific questions were raised about edits:

- 1) Does the resolution apply to booster shots?
Perhaps best not to mention, given changing circumstances. May already be covered in the resolution as “FDA and/or manufacturer recommend”
- 2) Should we add another “whereas....” to support the NC State efforts to date.
Discussion ensued about this point, but the consensus was to leave the resolution as is
- 3) Minor edits were made to the resolution to clarify “who have classes or work-related activities on campus”. Herle will send the memo to Chair Berry-James.

Other PP Issues

Students who have small children are also concerned (in addition to faculty) about coming to lab/class.

Conversation with Roy Baroff

- 1) Roy discussed his office and numbers cases he receives in a year: 91 faculty cases, 750 faculty contacts

He works in hybrid/flex mode. He has temporary office in Witherspoon to meet in person with individuals.

- 2) He mentioned that faculty with young children were not given exemptions/waivers to teach on line.
 - Jennifer noted that the ex com of Senate discussed the waiver process in its first meeting and was going to request more information about the decision criteria for granting waivers and transparency for them, as well as statistics.
 - Jennifer and Herle mentioned that Ex com had discussed getting these statistics and Katharine Stewart was going to get some information on this.

- Roy noted that the Exemption process was as follows: Faculty member talking to department head, then Dean, then College, then Registration & Records (way to keep track of all courses)
- Roy mentioned that R&Records has stats that 45 requests were made for virtual class; 8 had been denied. (However, it was noted that this statistic does not include those that ended at dept or college level)

3) Topics of Cases that he's received recently

- Faculty/staff support issues
- Department communication/ Faculty-admin issues
- Abrasive behaviors of faculty toward faculty
- Postdoc/PI issues

4) How does his office work?

He offers guidance first, and then may offer to help to mediate only when necessary and desired by both parties.

Personnel disputes/HR mediation is not really in his purview (i.e. if direct supervisor/employee relationship, that is more HR than him)

5) Has he been hearing more about COVID this semester?

More a steady stream since last year.

He has been hearing more about burnout, early retirement, reflective space for considering whether they want to continue to be faculty, etc. Everyone is tired.

Other Business

We went over posting of last meetings' minutes in shared folder. Will add minutes for review/approval to agenda next PP meeting.

New IOC—PP member brought up that there are still remaining issues/angst about students self-reporting COVID, positives in classroom, etc. But no official IOC has been directed to PP from Senate ex com—Academic Policy might be handling these classroom issues.

Possible Agenda for PP Committee 9-21-2021

- 1) Discuss writing memo for virtual Senate meetings?
- 2) Possibility for other agenda items: DEI issue in SFR? Invite Kimberly Grainger -- new Associate Vice Provost for Academic Personnel and Policy? Faculty requests for hybrid or online classes (invite Katharine Stewart as she was collecting some data on this)? Phased retirement for Professional Track faculty?
- 3) Herle and Jennifer will consult with Jade about priority issues.

Meeting adjourned at 4:02 p.m.