

**NORTH CAROLINA STATE UNIVERSITY**  
**Minutes of the General Faculty Meeting**  
**October 12, 2021**  
**3:00 p.m.**  
Via Zoom Webinar

**Present:** Chair Berry-James; Immediate Past Chair Kellner; Associate Chair Collins, Parliamentarian Bird; Senators Ange-van Heugten, Bass-Freeman, Bernhard, Blessing, Carrier, DePerno, Edmisten, Edwards, Erdim, Gerard, Ghosh, Hakovirta, Hergeth, Kirby, Kittle-Autry, Koch, Kuzma, Kuznetsov, Lunardi, McGowan, Morant, Narayan, Nicholas-Parker, Reiskind, Riehn, Robinson, Stallmann, Taylor, Tourino, Vincent, Williams, and Yoon

**Absent:** Senators Allen, Auerbach, Duggins, Jacob, and Zagacki

**Guests:** Randy Woodson, Chancellor; Warwick Arden, Executive Vice Chancellor and Provost; Kevin Howell, Vice Chancellor for External Affairs, Mark Schmidt, Associate Vice Chancellor for Partnerships, Katharine Stewart, Senior Vice Provost for Faculty and Academic Affairs; Don Hunt, Senior Vice Provost for Enrollment Management and Services

**1. Call to Order and Announcements**

*Rajade M. Berry-James, Chair of the Faculty*

Chair Berry-James called the meeting to order at 3:00 p.m. and asked for a motion to approve the agenda. A motion was made and properly seconded. The agenda for the Fall 2021 General Faculty meeting was approved.

Chair Berry-James provided the following announcement.

Red and White week is October 24 - 30. Chancellor Woodson will give the annual fall address on Monday, October 25, 2021 at 1:00 p.m. at Talley Student Center. The fall address will also be streamed.

**2. Chair's Remarks**

*Rajade M. Berry-James, Chair of the Faculty*

Chair Berry-James provided a brief overview of the agenda and continued by introducing Dr. Michael Walden, who served as the moderator. Dr. Walden is a NC State faculty member and president of Walden Economic Consulting, LLC. He has authored 12 books and over 300 articles and reports. During the 43 years he's spent at NC State, Dr. Walden became recognized as an expert in state economy and public policy. He is also a frequent contributor to national state media and continues to write a bi-weekly newspaper column. Dr. Walden has won numerous awards, including two Champion-Tuck Awards for Excellence in Broadcasting, the UNC Board of

Governors Award for Excellence in Public Service, the Holladay Medal for Excellence from North Carolina State University, and the Order of the Long Leaf Pine. His newest books are *Real Solutions* and *Disunionia: A Political Thriller*. His upcoming book, *Re-Launch: How Families Can Be Renewed and the American Dream Revived in the New Independent Lifestyle of the Post-Pandemic Economy* will be published in February 2022. Walden is also a member of the North Carolina Economic Development Association.

### **3. Approval of the Minutes, Spring 2021 General Faculty Meeting, February 23, 2021**

*Maria Collins, Associate Chair of the Faculty*

Associate Chair Collins called for a motion to approve the minutes for the February 23, 2021, General Faculty Meeting. A motion and second were made and the minutes were unanimously approved.

### **4. Remarks**

*Randy Woodson, Chancellor*

*Warwic Arden, Executive Vice Chancellor and Provost*

Chancellor Woodson brought greetings to the Faculty Senate. He went on to acknowledge that normally we wouldn't still be talking about getting a budget passed by the General Assembly. The chancellor went on to say that the state went into the fiscal year very healthy, financially, which has the potential to give rise to a very promising budget for UNC and NC State. The house and the senate both passed budgets, both of which have raises for NC State faculty and staff.

The chancellor went on to thank the faculty for all they've done to keep students learning and engaged during the pandemic. He went on to say that the community spread on campus has remained remarkably low and the positive rates have been phenomenally low as well. Chancellor Woodson commended the faculty for being the most vaccinated employee group on campus. 96% of faculty are fully vaccinated. Overall, campus has reached 82% vaccination among all groups. Graduate students are at 90%, staff are approximately 78%, and undergraduates are around 79% to 80% vaccinated.

Chancellor Woodson gave a couple of shout outs. Katherine Hoya, a professor of biological sciences, won an \$18 million grant from the National Institute of Health for a study that looks at environmental impacts on liver cancer among marginalized communities. James Lester, a professor in computer science, won one of the National Science Foundation's Artificial Intelligence Institute grants, a \$20 million grant focused on machine learning and education. Colleagues in CALs have won one of the coveted Science and Technology Center grants from the National Science Foundation. The chancellor also gave a shout out to Bloomberg for ranking NC State's MBA program at #44. For the first time, Bloomberg ranked universities for their diversity index. NC State ranked #1 in the country for educating a diverse workforce through our MBA program.

Provost Arden began by greeting those in attendance and thanked everyone for their hard work and diligence. He stated that vaccination rates are high and all those who are not vaccinated undergo weekly testing.

Provost Arden went on to provide an update on leadership changes. Paola Stein has been appointed as interim dean of the College of Education. Marianne Danowitz is returning to the faculty, effective

immediately. Dean McGhan is leading the search. Kate Muirs is interim dean of the College of Veterinary Medicine effective January 18, 2022. David Hinks is chairing the nomination committee.

The RPT Committee will be chaired by Christopher Roland, College of Sciences. The Honorary Degree Committee will also meet soon. The provost went on to encourage strong nominations for the Honorary Degree.

### **Questions and Discussion**

Fred Cabbage: I understand that you and the committee are looking at removing Dixie from the alma mater. The Virginia Supreme Court unanimously approved removing the Robert E. Lee monument from monument avenue and similar things are happening in Tennessee. I'm interested in closing the loop and learning more about what's going on about eliminating Dixie from the alma mater here at State.

Chancellor Woodson: The alma mater was adopted by the trustees of the university so it's in the purview of the trustees to consider the point that you're raising. We've had a number of groups comment on this. We haven't had a formal committee, but I know the alumni association has vetted the issue, the name, the word, and the meaning around the word within the ranks of the Alumni Association. The Board of Trustees have been briefed on the legal issues surrounding the alma mater, that is, the copyright issues, etc., and the Board of Trustees is well aware of and would be in their purview to act.

## **5. NC State: Improving the Lives of North Carolinians**

Michael L. Walden, moderator

### **a. Engineering Expansion**

Provost Arden provided an overview of the Engineering Expansion initiative. Over the next 4-6 years, NC State will expand the College of Engineering by 30-40% to meet demand on both the student and workforce side. Companies such as Apple, FujiFilm and Novozymes have announced significant expansion largely in fields associated with computer science, electrical computer engineering and biomolecular computer engineering. This will cause even greater demand for NC State graduates, and NC State is known as the primary producer of highly qualified engineering talent in North Carolina.

NC State has a very strong demand for its engineering program. There has been a 73% increase in the number of applications to the engineering programs. NC State declined admission to over 1300 very competitive engineering applications last year alone. With the current yield rates, which would have yielded about 500 students, 375 would have been in-state students.

NC State is developing strong collaborations with the community colleges across the state. Many students are working towards completing their associate degree in order to transfer into NC State's engineering program.

Challenges associated with expanding the engineering program include ensuring there are adequate seats and sections, particularly in the sciences and humanities and social sciences and also ensuring there are adequate instructors in place. Over the last 10 years, huge gains were made in student success with graduation rates increasing from the low 70% into the

mid 80%. Part of the reason for this success is that we work hard to optimize faculty resources and overall university resources per student FTE.

Early estimates show this would require the hiring of an additional 100 faculty across engineering sciences and humanities and social sciences. If a proportion of the new hires are contract teaching faculty, to maintain our scholarship across campus, if the hires are research active tenure, tenure-track faculty, particularly in the sciences, that will require research space and significant startup.

Lastly, the provost announced that the legislature has recognized that NC State is the go-to university for producing highly qualified, highly employable, engineering talent in the region. In the proposed budget there are significant resources that strengthen both NC State's stem pipeline and engineering programs. For starters, giving NC State non recurring resources to allow for the hiring of faculty, even before recurring enrollment dollars kick in, funding of the integrated sciences building and an extensive funding of R&R so that we can update old buildings, such as Dabney and Polk and others, and also develop state of the art buildings for teaching and research to accompany our new integrated sciences building.

Provost Arden also announced that he appointed a working group, which will be led by Marjorie Overton, Senior Vice Provost for Institutional Strategy and Analysis and a professor of civil engineering. The working group will consist largely of representatives from the Provost's office and Charlie Maimone's office, representatives at the College of Engineering and College of Sciences, College of Humanities and Social Sciences, DASA, and others. The first expansion will take place this fall. The full 500 probably will not be admitted the first year, but admissions will be ramped up as capabilities and capacities are increased. This will have a significant impact on the university and is an example of how NC State has a huge influence on economic development of the region and across the state.

Provost Arden made note that the lead engineer at Google is an NC State graduate and two of the top three people at Apple are NC State graduates as well.

**b. Economic Development**

*Kevin Howell, Vice Chancellor for External Affairs; Mark Schmidt, Associate Vice Chancellor for University Partnerships*

Mr. Howell began by sharing information about the External Affairs, Partnerships and Economic Development (EAPED) Office and some of the work that his team continues to drive. The External Affairs, Partnerships and Economic Development Office is focused on strengthening existing partnerships on campus, as well as creating new partnerships across the state and the nation. The office is also focused on empowering advocacy with policy leaders on the local, state, and federal level. As more and more leaders change and retire from their elected positions, there is a need to develop new partnerships and friends of the university.

Mr. Howell went on to introduce his colleagues in the EAPED: Julie Smith, Assistant Vice Chancellor; Matt Peterson, Director of Federal Affairs; Tom White, Director of Economic Development and former CEO of the Chamber of Commerce, formerly with the Department

of Commerce under a number of governors; Byron Hicks, the new Small Business and Technology Development Center (SBTDC) State Director. Byron is only the second state director in SBTDC's 37 years of service to the state of North Carolina. Leah Burton is the Director of Partnerships and has served 21 years in the Centennial Campus partnership office and was recently named board president of the Association of University Research Parks. Dr. Mark Schmidt, Associate Vice Chancellor for University Partnerships, has spent the last 22 years in the private sector with John Deere where he oversaw the company's university partnerships strategy.

NC State was created with economic, societal and intellectual prosperity in mind. In 2015, the Economic Impact Study showed that NC State University contributed \$6.5 billion in economic impacts to North Carolina. EAPED works with a variety of internal and external constituencies to advocate for NC State in achieving its 3-tiered mission of teaching, research and extension, and engagement.

In 2020, the SBTDC provided service to over 6,000 small to medium sized businesses in North Carolina, including 65,000 hours of no cost advisory services resulting in 10,000 jobs created, \$260 million in capital formation, \$131 million sales increases, 445 new businesses, and \$385 million in government contracts.

Dr. Mark Schmidt, Associate Vice Chancellor for University Partnerships, continued by providing additional information on NC State's partnerships. Where partnerships provide great access to great talent and provide a strong foundation of research to generate new ideas, companies, and jobs across the state. The partnerships office actively focuses on developing partnerships that are inclusive of industry, government and nonprofit and also to consider how to develop those partnerships strategically to go across multiple disciplines. Part of the intent is to give service, not only to the specific needs of the company, but also to consider how companies can develop opportunities, more broadly, to be innovative and how to partner to provide the most impact for the state and beyond.

Dr. Schmidt went on to explain that EAPED's ability to be successful externally and how they partner is also predicated on their ability to be successful internally with partnerships across the colleges including the Office of Research and Innovation and other groups. EAPED has a role in influencing by supporting over 200 different partners across campus including the generation of intellectual property that's yielded over 600 different products, recognizing the ranking of the university to be #2 in licensing and #4 for our share of research, supported by private industry.

**c. Faculty Excellence**

*Katharine Stewart, Senior Vice Provost for Academic Affairs*

Dr. Stewart began by acknowledging faculty. "The far-reaching impact of your work is astonishing and every graduate of this institution, with their skills, their preparation for the workforce for civic life, for their personal life, is in huge part a reflection of the experience that they've had in your classrooms. The reason that our graduates are so well regarded in the world is about you and your dedication to them. You are having a huge impact through all other realms of faculty work, your creative contributions, your scientific innovations, your entrepreneurial efforts and your partnerships with community. The work you do in all of

these spaces defines a public good, the public good that our university is, not just to the state, but to the nation and the world. You are giving shape to what it means to be a land grant University in the 21st century.” Dr. Stewart went on to acknowledge the difficulties and stressors that faculty have had to deal with during the pandemic and despite it all, the faculty have still moved forward and shown the world what a top notch faculty and university can do, even in a pandemic. “That’s what it means, in my eyes, to think about faculty excellence.”

**d. Enrollment Growth**

*Don Hunt, Senior Vice Provost for Enrollment Management and Services*

Mr. Hunt forgoed his presentation since most of the enrollment data was covered in Provost Arden’s presentation.

**6. Discussion**

Moderator Walden - NCSU’s land grant designation forms the basis for its outreach programs beyond the campus. There are many examples of faculty and students working to help businesses, groups, and institutions addressing a variety of issues in the state. From each of your perspectives, do you anticipate ways this mission will - or should - change in the future?

Provost Arden - When I think about the origins of the land grant mission it is really about giving everyday people the opportunities and tools that they needed to be successful in their day and to make a positive impact on the major societal challenges of the day now. In the mid 1800s, the major societal challenges were to feed ourselves and catch up with Europe in the industrial revolution. And so, hence the early emphasis on agriculture and engineering. As we go forward the reality is that we have a lot more complex challenges that include everything from global health to energy to the environment to global climate change and beyond. The population of the world has changed dramatically in its distribution. Several years ago, for the first time in history, the urban population of the world exceeded the non urban or rural population of the world, bringing all kinds of new challenges with them. So if we stay true to our land grant mission, we will continue to produce engineers and agriculture for us, but we will also make sure that we are addressing the emerging challenges of the day. Most of the challenges are complex and require not just individual technical skills, but interdisciplinary teams of individuals working together. One of the changes that we have been pressed for over the last 10 years is the way that this university continues to address the big issues of the day, and do it by developing interdisciplinary teams focused on problem solving.

Kevin Howell - I don't think the mission changes, but I do believe that the delivery changes in a global economy now. I think that being a land grant university is critical, but with the number of people that we have living in our state and our nation, the piece that changes is the delivery of how we teach it out to the rural areas as well as across the entire state. We can get information to people a lot quicker through technology and other means, so I would totally agree.

Don Hunt - I would concur with all of those statements. I’ve been traveling out to the rural parts of the state as well to work with community colleges and try to strengthen our pipelines of understanding the barriers of access to education. As you mentioned the internet, high speed internet is going to be critical in this conversation to support our abilities to give access to all. Whatever we can do to speed up that process will be a critical component of our mission as we continue forward.

Moderator Walden - Having faculty from multiple disciplines and perspectives work together to address issues related to improving the lives of North Carolinians is often very successful. Fortunately, there are on-going examples of this collaboration. If you agree with the multi-discipline approach, what can be done to encourage it?

Provost Arden - As part of our last strategic plan, which encourages interdisciplinarity as one of the major goals, we implemented programs to enhance that. We started the Chancellor's Faculty Excellence Program where we hired over 80 highly research active tenure track faculty into 20 different interdisciplinary clusters. We're continuing that now with the formation of academies. We are looking at making sure faculty are rewarded for interdisciplinary work. There was a time when faculty were discouraged for working in an interdisciplinary manner too early in their careers, and so we changed the reappointment promotion and tenure process, and we made it clear we are working with department heads to ensure that faculty are encouraged and rewarded for working across disciplinary boundaries. The new generation of faculty that will come to us as assistant professors in the last 10 years want to work in this way. I've had numerous young faculty tell me that they chose NC State because of its emphasis on interdisciplinary.

Moderator Walden - I agree with the Provost. I saw that in my department, in the last 10 years of my career, young faculty coming in and they're going in with part of their assignment in their home department and then part of it is in this core issues-oriented field and they love that. You're absolutely right. The new faculty come in with multi-disciplinary thinking.

Mark Schmidt - I certainly agree with the Provost's position. Through the lens of partnerships, it's been interesting to see that a lot of partners that come to NC State have singular needs, perhaps in one discipline, that evolve over time. It's very rewarding to understand how we can work with them interactively and cooperatively to understand how we build upon those individual needs that are often the gateways for how we interact at first. But then to think about how you build on that, both to expand the partnership, but also to expand the opportunity in the university. I think many more companies these days are also thinking about engagements with universities as ways to solve their more complex problems. In many ways, the biggest problems in the world are multi-disciplinary, so part of that is trying to identify ways to translate the industry need to the university capability. One thing I love about NC State is we have a lot of great capability that does translate the industry need, it's just figuring out the artful way to do that and there's a tremendous opportunity for both sides in that.

Katharine Stewart - Because of where I sit in the university and particularly because of my role in supporting faculty advancement and faculty evaluation, I think a lot about the things that the Provost is saying with regard to how faculty can be successful and be rewarded for interdisciplinary work. Most of my scholarly and teaching career was in interdisciplinary spaces, and what I've learned is that you can't be a good interdisciplinary collaborator if you're not very strong in your own discipline. You have to be strong enough in your own discipline that you can translate it for people who aren't in your discipline and then you can take other people's disciplines and translate it into how you can collaborate with them. It's an enormous effort and faculty should be rewarded for that level of skill and adeptness in their work. That's challenging at the departmental level, because it means the colleges have to really dig in and talk among themselves about what it means, operationally, for faculty to demonstrate their skill in the discipline in the context of interdisciplinary work and articulating that through promotion standards and PTR standards. Those are the challenges I think we need to continue wrangling with. As our faculty continue to be innovative and doing work in entrepreneurial spaces, how are those things being

recognized in the faculty evaluation process? That's for the faculty to wrangle with. They own those standards, and they need to wrangle with those. When they see that they can have a pathway to full Professor doing that work, they will jump on it with both feet and I'm excited about that.

Going back to the first question about the mission, one of the things that I think we have a unique opportunity to do because of where we sit in the state and our credibility across the state, the interdisciplinary challenges we're facing as a nation and throughout the world, it's not only those big challenges, it's the polarization around those challenges. We are uniquely positioned to help our students think about and engage with our partners about what it means to try to solve these problems and try to reach across those gaps and manage that polarization that is happening in our discourse as a civic society. That's another area that is very important and a pretty powerful opportunity for us as a credible partner throughout the state and the nation.

Kevin Howell - Going back to what Dr. Smith and Dr. Stuart mentioned, companies are coming to North Carolina State and they might be coming into the partnership office for one issue, but by the time that meeting has finished they're asking us about a variety of different issues. Seeing our professors being able to work together, for the private sector and for the economy, it really shows NC State thinking out of the box and coming up with a better long term product in the end. I'm often reminded when companies come to the Partnership office, they have a general idea what they think, but until those professors get in the room and start talking about different issues that they are the experts on, it changes throughout the course. ABB is one of those companies; they are our longest company that's still on our campus and what keeps them here is because they're not only focused on what they started doing, but they're focused on the long term. That doesn't happen without multidisciplinary professors and leaders, working with these companies.

Associate Chair Collins - (Chat question from Keith Edmisten) Keith is interested in learning more about what we are doing about growth in areas other than engineering.

Provost Arden - The reality is that growth in any one of the disciplinary areas across the university is not off the table. We're not in the business of inhibiting growth. Some of the most rapid growth in majors is in the College of Sciences and College of Management. Timing is everything and, at the moment, student demand for engineering majors is extraordinarily high, and particularly, private sector demand for our graduates is incredibly high and projected to grow at an extraordinary rate over the next several years. So we have to be aware of demand on both sides of the equation.

Over the next few years, our highest growth in demand for our graduates will be in the technical disciplines: engineering, sciences, management. For example, in the College of Veterinary Medicine, Dean Lunn has a proposal on the table to grow their enrollment by 25%. The demand is growing dramatically for veterinary medical graduates so we're looking closely at an expansion of 25% in veterinary medicine over the coming years. We have to be demand driven and strategic about it and not go in too many directions at once.

Associate Chair Collins - (Chat question from Michael Reiskin) Shall we be combating vaccine hesitancy, climate change denial, and other non scientific misinformation? Is that part of our mission?

Provost Arden - What's important for institutions such as ours, is to do great science and great science education. There's a line between that and advocacy that crosses in the political fields, and you have to be careful that you make sure that your stakeholders are not alienated by the terms that you use and the



labels that you put on things. For example, there's no doubt that climate change is a huge issue. We also know that a very significant proportion of the population and their representatives don't like hearing the words climate change. So when we embarked on this with a consortium to bring faculty together and investigators together across the whole university, we used terms like coastal resiliency and sustainability. As much as we can do in the realm of producing great science, having good science communication, but not get into political labeling, we have a greater chance of bringing folks together working towards a common goal.

Moderator Walden - I agree 100% with the Provost. I've dealt with issues like raising taxes, increasing spending, should we use incentives, etc., and my approach was always to provide information as best I could. I always try to avoid using the word, should. I let my audience decide, whether the audience be students or County Commissioners or in the public arena. Many people in North Carolina look at NC State as a source of information, of studies and findings that they can look at and say, well, this is the closest we can get to the truth.

Kevin Howell - Oftentimes when members of the General Assembly look for expertise, they come to NC State University. It's the credibility, honesty, accurate information, but also having the integrity to go with it and let the facts speak for itself.

Chair Berry-James - (question from Sharon Lupkin) If we are ramping up students and faculty in certain spaces, will there also be a ramp up of staff?

Provost Arden - Yes. When enrollment funds come into the university, one of the issues that we face now is that there is a lag between increasing enrollment and getting the recurring funding. It used to be that we would be funded in anticipation of a projected enrollment increase, and now the enrollment increase that is experienced in one calendar year is not pondered over for the following calendar year. So for those enrollment funds that support the university as a whole, the funds go towards hiring faculty, hiring staff, strengthening dining, strengthening housing, strengthening the library, and strengthening advising across the university. So, yes, we will be looking at the expansion of faculty and staff across the university as appropriate.

Chair Berry-James - (Anonymous question in Q&A) The question is about the current state of salaries for faculty and staff, pivoting to the way in which we recruit and retain faculty, staff and administrators. What does the competition look like, particularly as relocated companies are coming in at higher salaries? Any idea or advice or any approaches to looking at market rates of faculty salaries, staff salaries, administrative salaries, etc.?

Provost Arden - We're at a disadvantage right now. After many years of stagnant salaries and often salaries that were low, to begin with, we're ripe for reaping. Making sure that we can both recruit and retain top talent at every level is going to be one of the critical components of seeing NC State fulfill our goals, and particularly enrollment expansion goals, over the next five or six years. There is some relief on the way in terms of the proposed budget. This is an issue that Chancellor Woodson, Charlie Maimone, and I talk about with others on a regular basis. We worry that we are behind our peers and that it is going to take too long to catch up before we lose key talent. We have to have a multi-pronged approach on this, which includes pushing hard on salary raises, retentions, but also making sure that we look at our community environment on campus and that NC State remains a desirable workplace. Multiple surveys show that that is as important to retention as salary, but we will continue to focus on building our salaries as best we can.

Chancellor Woodson - The first issue is getting a budget passed so we have the authority and the resources to give raises. It's not going to be sufficient, we'll have to continue to find strategies to compensate our workforce because we're in a very competitive market for talent.

Senator Carrier - There is great demand for well-prepared teachers. We have an important opportunity to support our state in this area of K-12 education. How can we move forward to meet these needs, especially in these challenging times in our state?

Chancellor Woodson - Certainly there are opportunities for key areas of the university to grow to meet those needs. I think we've achieved a record enrollment this year in the College of Education and that's a good sign, because in recent years we've had some supply challenges of having sufficient interest in education. Hopefully the tide is turning on that.

Walter Robinson - From Spring 2021 numbers, about 8% of the undergraduates in engineering identify either as Black or 2 or more races. How can the expansion of engineering be used intentionally to increase the diversity of our engineering graduates?

Chancellor Woodson - Walt Robinson accurately and, importantly, points out that any growth at the university is an opportunity for us to make sure that we have a diverse and inclusive university and grow the pipeline of underrepresented students at our university. The industries that hire our graduates are demanding a very diverse workforce as well, so it's great on the demand side. We have an opportunity through increased enrollment to continue to plug away at our diversity goals and make sure we're doing everything we can to recruit underrepresented students in fields like engineering and science and technology, etc.

Chair Berry-James - Henry Schaefer asked a question about the way in which we're interacting with North Carolina A&T to assist in improving its reputation. Our Chancellor had pointed out that our primary partnership is in cooperative extension with North Carolina A&T, so there are partners in 100 counties. We're strong partners in the area of agricultural research with shared facilities and grants, and there are partnerships that occur in other areas, given that we have 100 counties.

Chair Berry-James thanked the moderator, Michael Walden, and the panelists for the opportunity to engage in a meaningful conversation particularly as we focus on improving the lives of North Carolinians.

## **7. Old Business**

### **a. Academic Policy Committee - Co-Chairs Lisa Bass-Freeman & Paul Williams**

Senator Williams reported on the two Issues of concern that the Academic Policy Committee is discussing, one of which has been resolved. The committee is currently working on resolving an issue that came from a faculty member in CHASS pertaining to the diversity requirements in CUE. The committee met with Darby Orcutt. Next week the committee will meet with Denicka Scott and Brett Smith to gather information.

**b. Governance, Communications and Recruitment Committee** - Co-Chairs Megan Jacob & Barbara Kirby

Senator Kirby reported that the committee is reviewing the General Faculty and Faculty Senate bylaws to make sure they are consistent with each other. Senator Kirby also reported on the committee's charges of internal and external communications. GoCore partnered with the Libraries and the Office of the Provost to upgrade the Faculty Senate Chambers with new audio-visual equipment.

Senator Kirby encouraged senators to communicate the upcoming election season with their constituents to gauge interest.

**c. Personnel Policy Committee** - Co-Chairs Jennifer Kuzma & Herle McGowan

Senator McGowan reported that the Personnel Policy Committee recently worked on the resolution supporting a Covid-19 vaccine mandate. Senator McGowan also reported that the committee has received a few issues of concern that they will discuss. There is an ongoing discussion on if, and how, the university can support efforts related to diversity, equity and inclusion on the statement of faculty responsibilities and within the promotion dossier in a way that makes sense to support faculty who are engaging in those efforts.

**d. Resources and Environment Committee** - Co-Chairs Eileen Taylor & Steven Vincent  
No report.

**8. Issues of Concern (IOCs)**

Chair Berry-James reminded faculty that issues are assigned to the appropriate committee and then committee recommendations or resolutions are discussed with the Faculty Senate executive committee. Minutes from each committee (Academic Policy; Governance, Communications and Recruitment; Personnel Policy; and Resources and Environment) are posted on the Faculty Senate website so progress on IOCs can be monitored by all. Faculty should send new issues of concern to the Chair of the Faculty (via email [Faculty\\_Senate@ncsu.edu](mailto:Faculty_Senate@ncsu.edu)) or to your college senator.

Chair Berry-James also thanked Chancellor Woodson, Provost Arden, and the guest speakers for attending the Fall 2021 General Faculty Meeting.

**9. Adjourn**

A motion was made and properly seconded to adjourn the meeting. The meeting adjourned at 4:54 p.m.