

NC STATE UNIVERSITY
Faculty Senate Meeting Agenda
Regular Meeting No. 5 of the 68th Session
October 26, 2021
3:00 p.m.

Present: RaJade M. Berry-James, Chair of the Faculty; Maria Collins, Associate Chair of the Faculty; Carolyn Bird, Parliamentarian; Hans Kellner, Immediate Past Chair of the Faculty
Senators: Allen, Ange-van Heugten, Auerbach, Autry, Bass-Freeman, Bernhard, Blessing, Carrier, Duggins, Edmisten, Erdim, Gerard, Ghosh, Hakovirta, Hergeth, Kirby, Koch, Kuznetsov, Lunardi, McGowan, Morant, Nicholas-Walker, Reiskind, Riehn, Robinson, Stallmann, Taylor, Tourino, Williams, Yoon, and Zagacki

Excused: DePerno, Gerard, Jacob, Kuzma, Narayan

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Rachel Levy, Professor and Executive Director; Kwesi Craig C. Brookins, Professor and Director; Susan White, Executive Director

1. Call to Order and Announcements - RaJade M. Berry-James, Chair of the Faculty

Chair Berry-James called the fifth meeting of the sixty-eighth session of the NC State Faculty Senate to order at 3:05 p.m.

Announcements

- a. Due to the holidays, the Faculty Senate meeting scheduled for November 23, 2021, has been canceled.
- b. Honorary Doctoral Degree Nominations are being accepted on a rolling basis. Please consider nominating extraordinary individuals.
- c. The deadline for the Feedback for Post COVID-19 Taskforce Recommendations will be extended to provide additional time to respond and offer insight.

2. Approval of the Minutes, Regular Meeting No. 4 of the 68th Session, September 28, 2014 & Fall 2021 General Faculty Meeting, October 12, 2021 - Maria Collins, Associate Chair of the Faculty

Associate Chair Collins called for a motion to approve the minutes for the 4th meeting of the 68th session of the NC State Faculty Senate and the Fall 2021 General Faculty Meeting. A motion was made and properly seconded; the minutes were unanimously approved.

3. Chair's Remarks - RaJade M. Berry-James, Chair of the Faculty

Chair Berry-James announced that in recognition of Red & White Week, a new Howling Cow Ice Cream, Icing on the Cake, has been announced.

Chair Berry-James introduced the topic of the meeting and provided background information on how the topic was chosen. Chair Berry-James then introduced the guest speakers of each Academy, Institute, and Center.

4. Provost's Remarks, Q&A - Warwick Arden, Executive Vice Chancellor and Provost

Provost Arden provided clarification on the topic of NC State's Employee Vaccine Requirements which requires covered employees of federal contractors to be fully vaccinated against COVID-19. Provost Arden stated, "Even when interpreted narrowly, this absolutely applies to employees who are funded, or in part, by those contracts." He added that employees who are covered by federal directives must be fully vaccinated by December 8, 2021. The federal vaccine requirement applies to all full time and part time employees, including postdoctoral scholars and graduate students who are working on, or in connection with, a federal contractor who work in the same location.

Provost Arden then provided an update on the COVID dashboard. Positive rates remain low, under 1% and vaccination rates are high, at 82% overall. He added that the concept of the Post COVID-19 Task Force is to vet the feedback received from the campus community; the highest priorities will be integrated into the strategic plan. He also mentioned that Friday, November 12, 2021, is the new deadline to provide feedback on the Post COVID-19 Innovation Task Forces.

Provost Arden also reported on leadership and organizational changes occurring at the university. Debbie Acker, interim director of Shelton Leadership Center, has been named the permanent director of the Center. Restructuring in the Office of the Executive Vice Chancellor and Provost will include the retirement of Duane Larick and Tom Miller. A new position will be created, Senior Vice Provost of Instructional Programs, which will include all on campus programs, Distance Education programs, the McKimmon Center for Continuing Education, and the Office of Assessment Accreditation. A Senior Vice Provost for university-wide interdisciplinary programs, which will have academies, entrepreneurship, integrated sciences building, and other interdisciplinary programs will also be formed. These two new positions will be structured around functions, rather than people, for continued success and fulfillment of the new strategic plan. The provost will announce the appointment of an interim Senior Vice Provost of Instructional Programs within the next two weeks.

Q&A

Senator Kuznetsov - The US Constitution is based on the system of checks and balances. The founding fathers were wise to realize that if people are not checked they start abusing their power. At NC State, department heads have enormous power; their power is not checked because department heads work for the deans, and faculty have no input on their actions. The deans don't want to micromanage. Our dean visited the department four years ago. When faculty try to make an appointment with the dean, it takes six months to see the dean and even then the dean wouldn't interfere because he thinks it's not his job to micromanage the department. So the faculty has a problem with the department head; they have no place to go and complain. The problem is that we hired some people as department heads who enjoy their power too much. It is a systemic problem at the university level. The system of checks and balances is broken, because our department heads are not checked. Any thoughts about that?

Provost Arden - All the department heads of the university, in fact all administrative leaders, department heads, deans, vice provosts, senior vice provosts, etc., undergo comprehensive five year reviews. We take those reviews seriously. If there are serious concerns about the leadership of a given administrator, avenues are open through the associate deans and deans, and through the Office of Faculty Excellence with Dr. Stewart and through the Faculty Senate. The job of a department head is

one of the most difficult jobs on campus. They work incredibly hard and carry a huge load. We take their evaluations very seriously, and overall, I think that we have outstanding department heads on campus.

Katharine Stewart - I haven't looked at the number of turnover rates of department heads over the last year, but I think that turnover actually slowed a little bit in the pandemic, so we may have a smaller proportion of our department heads with fewer than three years in the role.

Senator Auerbach - In regards to the Federal compliance of the vaccine mandate by NC State, why the narrow interpretation of the compliance rather than something more widely interpreted?

Provost Arden - We're working within the System, and our interpretation is in line with the UNC System. There is also some urgency to getting this done and making sure the key individuals are compliant by the appropriate date.

Robert Riehn - So we are now about two months away from the spring semester, and I wonder where the university stands with respect to Covid planning for spring and whether you foresee any accommodations for keeping campus safe.

Provost Arden - It's very important that we don't let our guard down too early. We're in good shape with high vaccination rates, good compliance with mandatory testing for those who are not vaccinated, and we have mandatory indoor masking for the entire university, and we have good behavioral compliance. It's important that we keep all of those things in place come the spring semester. It's also important that we follow CDC recommendations and guidelines. The vaccination rates are going to obviously be the same or a little higher because of this federal requirement or because more people upload proof of vaccination status.

Steven Vincent - I'm disappointed, of course, that there's not a universal mandate required on the university campus. The Chancellor indicated at a previous senate meeting that he was interested in having a universal mandate on campus and was really constrained by the central administration. You've talked today about consistency. Is it consistency, or is it a constraint coming down from above?

Provost Arden - Our attorneys have been in discussion for weeks about interpreting these vaccine requirements appropriately, how we would stage them, and how we would be consistent across ourselves. I do see it as consistency at this point in time.

5. Academies, Institutes and Centers: Interdisciplinary Research Supporting Faculty Excellence, Q&A

a. Data Science Academy - Rachel Levy, Professor and Executive Director

Rachel Levy began with an introduction and definition of data science.

The Data Science Academy interprets data science quite broadly as an iterative process of generation of data collection, processing, storage management, analysis, and visualization.

What's an academy? At NC State, the definition of an academy is taken from the very first press release; an academy is a true university-wide effort involving all 10 colleges and it encompasses multiple departments, centers, and institutes, and it addresses all the pillars of

the university's land grant mission of education, research, and service to the state of North Carolina.

The website is a great place to get up to date about what's going on in Data Science Academy, as we roll out new initiatives (see link at go.ncsu.edu/dsa). Our tagline is that data sciences are for everyone. You can think of data science as something that is evolving over time, so as the field of data science evolves, even the most avid practitioners at the head of the field are going to need to level themselves up constantly in data science to stay current.

The role of the Data Science Academy is to help people get engaged and improve their ability to use these tools. When we think about everybody, we're not just thinking about undergraduates or graduates, we're thinking about everyone. For example, the Communications staff members are saying, "Analytics and communications is all we hear about, but in our training, we did not always get experience in analytics. We have a feeling that there's more that could happen with analytics than just looking at the one number that we always look at on the website. Could the Data Science Academy create something for our communications staff to build around analytics?" This creates an opportunity to collaborate with that staff, and maybe one of our staff would end up teaching that course, which may result in students taking that class as well. There are a lot of opportunities for groups of people to be the learners, and I also see opportunities for many different people to be the experts who could share and level up themselves.

One of the things that came out in all of my interviews is that there are a lot of things already happening in data science at NC State, but nobody knows what each other is doing. In terms of our role as an academy, we really need to build the community, communication, and collaboration within the university. It's my job to bring different groups of people together and make them aware of each other. I'm also facilitating external partnerships to raise the presence of NC State and data science. Data Science is having its first career fair on November 9, 2021. All of the things that I do for outreach can help our students and our faculty build career opportunities and contribute back to our courses and help us understand what we might teach.

My postdoc and I are working on mapping data science at NC State including use of data science, data science collaborations, and related courses. We hope to also map who's included and who's excluded. This fall the Academy started out with five one credit classes and will possibly bundle them into certificates. The Academy may even build up a workforce through something similar to a Preparing the Professoriate program, which is successful with pairing faculty and advanced graduate students and postdocs to teach. The courses are all project-based and are very low floor, high ceiling; meaning it's easy to get in if you know nothing and easy to challenge yourself to the max if you're ready for that. The Academy has consulting services in collaboration with the Libraries. The Academy also has interdisciplinary seed grants and has already held the Red Talk series.

The courses are project-based and have multiple levels of homework difficulty, so we have IRB permission to study the choices that students are making in these classes in respect to the level of difficulty of homework, how perspective on homework difficulty changed over the course of the Semester, and whether or not we tuned things properly. Common elements for every course include addressing an ethical issue, highlighting the work of the diverse group of data scientists and addressing open problems. The Academy is working department by

department to build these one credit courses into different programs. A number of departments have already said that these students can use these courses for electives in their majors and minors.

The NC State Data Science Academy will build partnerships to catalyze workforce development and interdisciplinary innovation across NC State, North Carolina, and beyond.

b. Genetics & Genomics Academy - Fred Gould, William Neal Reynolds Professor and Co-Director

Dr. Gould presented the timeline of events for the Genetic Engineering Society Center and the Genetics and Genomics Academy. The process was initiated by faculty and was approved by the administration and encouraged and supported.

The Genetics department at NC State started in the 1950s and was one of the first genetics departments in the United States. Starting in 1990, the graduate program and the Department of Genetics had NIH sponsored basic research on the genetic architecture of quantitative traits. On the other side, the CALS Department of Entomology and Crop Science was starting to work on genetically engineered crops. This was in the early days before any commercialization. From this work, an idea came about to substitute genetically engineered crops for insecticides.

The commercialization of genetically engineered crops came about with a huge amount of controversy. The biological scientists found themselves in the middle of the controversy of trying to figure out how to move within it ethically and deal with societal challenges. Experimentation started soon after, not just with genetically engineered crops, but with genetically engineered insect pests and the possibility of using genetics to suppress the insect directly. In other words, how to put genes into insects that would cause them to not transmit diseases such as malaria or dengue.

This became a big issue, but since this was not a real business model, the question was how to get huge corporations to support it. We looked at how to develop a better way of commercializing, or at least deploying them in a way that we would be more engaged.

Before the recession in 2010, we hired two molecular geneticists who worked in this area, but we realized that, as biologists, we didn't know how to deal with all of the social issues. We wound up interacting with great social scientists from anthropology. After that, we had the first international conference on genetic manipulation of pest species looking at ecological and social challenges. Groups and people who were opposed to genetically engineered crops for either societal reasons or health reasons were brought in and asked how to bring in these genetically engineered tests in a way that they would find acceptable. The meeting brought in faculty in social sciences, humanities, and the biological sciences at NC State, interacting with global leaders.

There were three attempts to fund the IGERT proposal. We decided to work together to have a broad, interdisciplinary training program where we brought students in from the social sciences as well as actual scientists to work together on projects involving genetically engineered pests. The program was awarded a \$3 million grant in 2011. We were fortunate to hire Jennifer Kuzma. Dr. Kuzma came with a great background in the development of centers, and she is

also a biochemist and social scientist. We were also able to hire Jason Delborn and Zac Brown in Economics.

When CALS and COS reorganized, the genetics department was dissolved. While the program in the Genetic Engineering Society Center was coming together, we were trying to figure out where we were going with genetics and genomics. The university program started to reinvigorate genetics and genomics on campus; there has been a genetics and genomics initiative that was strongly supported in the last four years by the Provost's office in terms of bringing in graduate students. This year the Provost inaugurated the Genetics and Genomics Academy. We had a five year review of the GS Center and now we have five years of stable funding going forward.

Dr. Gould ended by saying, "The academy is the Genetics and Genomics Academy, but it really is in collaboration with a Genetic Engineering and Society Center. I think we are seeing so much in our students and our faculty. There is a growing realization that genetics and genomics are getting incredibly powerful and intrude into all parts of our lives. There really is this need, at NC State, for students to understand what the science of genetics and genomics are, and also to understand the societal implications."

c. Center for Family and Community Engagement - Kwesi Craig C. Brookins, Professor and Director

The Center for Family and Community Engagement (CFACE) has been around since 2008. It was founded by Professor Joan Pennell from the Department of social work. The mission as an engaged university center is to learn from families and communities and create and inform practice, policy, and knowledge. The vision is to build safe, healthy, and productive families and communities together.

The Center for Family and Community Engagement operates across the university, as well as in every one of the 100 counties in the state of North Carolina. Craig noted that the goals of the center are to optimize child welfare work across North Carolina; serve as a hub for community engagement and engaged scholarship at NC State; enhance opportunities for interdisciplinary research and engagement; support student success within the Center, the college, and university, as well as build a model that is focused on organizational excellence.

The Center for Family and Community Engagement is operating according to Organizational Excellence, which is a collaborative leadership culture where people feel connected and supported, are encouraged to be wildly creative, and find fulfillment in their work. We practice consistent and transparent communication, cultivate an environment of curiosity and creativity, and make space for collaboration, connection, and recognition.

The Center for Family and Community Engagement's primary work lies in the child welfare arena. The goal of the Child Welfare Leadership Model is to improve child welfare outcomes for youth and families by engaging, empowering, and utilizing family voices in all aspects of child welfare. It has been funded by the NC Department of Social Services since 2016, and it has implemented the strategy of systemic child welfare and family engagement into the child welfare system. The Center also organizes and works with the Child Welfare Advisory Council,

which was part of federal legislation that required that North Carolina make sure that the state was directly engaged in family involvement and getting lived experience and perspective about child welfare into the policies and other programs where the State was involved.

A second component of the child welfare work is called the Family Centered Practice Project in which the Center provides training, technical assistance, and evaluation that advances cultural safety, family leadership, community partnerships and inclusive planning. The project serves all 100 counties in North Carolina and supports child welfare social workers, community service providers, foster parents, and community members who support youth and children in care.

The Center for Family and Community Engagement's service center offers professional training; curriculum development, in-person, virtual, and hybrid; and train-the-trainer programs. The service center also offers support programs for foster and resource parents.

Community Engagement is another aspect of The Center for Family and Community Engagement. The Wake Community University partnerships grew out of a 2015 strategic goal of Outreach and Engagement. Since late 2008 the partnership has been housed in CFACE, and it is a community university initiative that extends from an MOU signed by the Provost and Wake county that focuses on two engagement zones, one in southeast Raleigh and one in East Wake. CFACE partners with the Wake County Office of Social and Economic Vitality. CFACE connects its goals for building community wealth, wellness, and community resilience in those engagement zones, with Social and Economic Vitality's strategic goals for economic opportunity, educational advancement, health and wellness, and civic engagement.

d. North Carolina Sea Grant College Program - Susan White, Executive Director

NC State is the academic host of the Sea Grant Program, Water Resources Institute (WRRRI) and Space Grants. They are considered multi-campus programs of the UNC System, The Sea Grant Program and WRRRI are 40-50 years old in the state and are part of a national network. They're often based at land grant institutions, as we are here at NC State, and this really makes a lot of sense for the missions that these three programs have in research extension and education.

The three programs provide long standing service to the State. We have individuals with expertise in fisheries and engineering in Wilmington at our own Center for Marine, Sciences and Technology (CMAST) at NC State, and Morehead, where we have expertise in fisheries science, marketing, and coastal resilience. In the Outer Banks, at the coastal stations with ECU, we often have our K-12 educators and northern fisheries specialists. In Raleigh, we also have extension specialists focused on community engagement and watershed.

The programs are often relied on to provide information, most of which is through funded research at our faculty and graduate school student levels. The research extension impact includes measuring impacts and sharing information across NC and the nation, identifying research needs with end users, collaborating with researchers to fund, design, and conduct research, and providing useful and practical information to end users.

There are many faculty and student engagement opportunities. All programs offer varied

funding mechanisms to address critical issues:

- Providing competitive research funding across the state.
- Including rapid response mini grants and special calls.
- Leveraging partner capabilities and resources to expand the impact of research, education, and outreach.

One of the research and industry partnerships that speaks to the interdisciplinary nature of the work is called The Community Collaborative Research Grant (CCRG) Program. The Community Collaborative Research Grant Program is a partnership between the Sea Grant and the Kenan Institute for Engineering, Technology and Science. CCRG requires the use of collaborative research that couples knowledge of community stakeholders with academic experts to address priority issues.

An example of community partnerships is the Citizens Science program. The Citizens Science program allows the public to assist in science. By allowing the public to gather data and participate in experiments, scientists are able to engage the public and further their research.

The North Carolina Sea Grant has a tradition of teaching the teachers about marine science, thus multiplying the impacts as teachers reach students. SciREN (Scientific Research and Education Network) is one of the many ways science reaches broader audiences. SciREN brings teachers and researchers together to share lessons that have real-world data and needs. Educators then bring the lessons to schools, as well as informal educational settings like museums.

Space Grant has hosted lunar parties this year to join NASA and state partners in celebrating the 50th anniversary of the Apollo moon landing.

NC State's Coastal Resilience and Sustainability Initiative is a university-wide effort that has been in development for a number of years now. This initiative is directed and coordinated by Mary Watzin and Amanda Mueller. The initiative broadly engages the different colleges to build the foundation of an academy moving forward in this area, which is a prime time to do so for NC State, but also for the state of North Carolina and poster resilience.

6. Committee Updates

- a. Academic Policy Committee - Co-Chairs Lisa Bass-Freeman & Paul Williams
Senator Williams reported that Brett Smith and Doneka Scott attended the last meeting of the Academic Policy Committee. Brett provided a fairly extensive description of the events in history of the US DEI changes. The committee will develop a response to the issue at hand for changes, particularly in the terms of information feedback.
- b. Governance, Communications, and Recruitment Committee - Co-Chairs Megan Jacob & Barbara Kirby
No report.
- c. Personnel Policy Committee - Co-Chairs Jennifer Kuzma & Herle McGowan
Senator McGowan reported that the committee is still considering the possibility of recognizing diversity, equity, and inclusion work on the statement of faculty responsibilities, and those conversations are ongoing.
- d. Resources and Environment Committee - Co-Chairs Eileen Taylor & Steven Vincent

Senator Vincent reported that Adam Breuggerman and Barbara Moses are attending the next committee meeting to provide more information about resource allocation.

- e. Faculty Assembly Delegates: RaJade M. Berry-James, David Berube, Juliana Mukunchi Nfah-Abbenyi, Richard Spontak, Hans Kellner (alt) and Darby Orcutt (alt)
Chair Berry-James reported that the Faculty Assembly met on October 15, 2021, and discussed pay and compensation as well as retention and promotion policies at the UNC campuses. The Faculty Assembly dates are posted but the meeting minutes have not been posted yet.

The Faculty Assembly sent out a survey asking where to find promotion and retention policies, when they were last updated, and other items regarding pay compensation and promotion and retention.

7. Old & New Business

- a. CUE Recommendation Report
- b. Panopto Opt-out Policy

Chair Berry-James reported that she received a resolution on the Panopto Opt-out Policy, and it will be discussed at the upcoming Executive Committee meeting.

- c. [R1: 2021-2022: Resolution Supporting a COVID-19 Vaccine Mandate](#)
Chair Berry-James reported that this resolution is an ongoing discussion this semester.
- d. [R2: 2015-2016: Resolution in Favor of Updating the Alma Mater](#)
Chair Berry-James reported that this resolution is an ongoing discussion this semester.

8. Issues of Concern (IOCs)

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

9. Adjourn

A motion passed to adjourn the meeting at 4:49 p.m.