

NC STATE UNIVERSITY
Faculty Senate Meeting Agenda
Regular Meeting No. 6 of the 68th Session
November 9, 2021
3:00 p.m.

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

Excused: Hans Kellner, Immediate Past Chair of the Faculty; Senator Reiskind

Guests: Randy Woodson, Chancellor; Warwick Arden, Executive Vice Chancellor and Provost; Fashaad Crawford, Vice Provost for Assessment and Accreditation; Kaitlyn Mittan, Coordinator of Outcomes Assessment; Daniel House, Chief of NC State University Police; Layla Saliba, NC State Student; and Troi Davis, NC State Student

1. **Call to Order and Announcements** - *RaJade M. Berry-James, Chair of the Faculty*
Chair Berry-James called the sixth meeting of the sixty-eighth session of the NC State Faculty Senate to order at 3:00 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** - *Maria Collins, Associate Chair of the Faculty*
Associate Chair Collins called for a motion to approve the minutes of the fifth meeting of the 68th session of the NC State Faculty Senate. A motion and second were made and the minutes were unanimously approved.
 3. **Chair's Remarks** - *RaJade M. Berry-James, Chair of the Faculty*
Chair Berry-James introduced the guest speakers. Fashaad Crawford and Kaitlyn Mittan presented the NC Quality Enhancement Plan and shared information about the University Strategic Plan to improve success. Chief Daniel House addressed important issues of concern regarding campus safety and shared safety resources available to the campus community. NC State students, Layla Saliba and Troi Davis, provided a research presentation and shared findings regarding their project, Menstrual Equity For All.

Chair Berry-James shared a Harvard University article that aligns with the presentation from Layla's research team titled, [Period Equity: What is it, why does it matter?](#).

4. **Chancellor's Remarks, Q&A** - *Randy Woodson, Chancellor*
Chancellor Woodson brought greetings to the Faculty Senate and reported that the General Assembly has yet to enact a budget. Lack of a budget puts restrictions on the Division of

Budget and Resource Management's ability to resolve some salary and equity issues on campus. He stated that if the budget passed the way it is currently drafted, it would provide a significant amount of funding to the university to address some of the backlog of R&R projects and across the board raises for all employees.

Plans for December 14th graduation are being finalized. It will be held at PNC Arena and the commencement speaker will be announced after the Board of Governors meeting later in the week.

He continued, "Next week the Board of Governors will spend three days on our campus. On Tuesday, the Board of Governors is holding their annual Board of Trustees Workshop; Trustees from all 17 campuses in the UNC System will be on campus and will go through a day-long workshop."

Q&A

Senator Kuznetsov: Last year, we started the fall semester before the beginning of our contract time, which began on August 16th. This seems to disagree with our 9-month contract. Are we going to get paid for this time? In our department, we have faculty meetings, faculty evaluations, and lab moves over the summer. Could you please share some thoughts about that?

Chancellor Woodson: The change that was made during the pandemic was a reflection of the change in operations of the university with regard to the start of the semester. The faculty received the same compensation; the timing was different based on the beginning of the semester being altered due to the pandemic.

Provost Arden: That is correct. Faculty were not asked to work more days. Moreover, the Chancellor has the authority to change the start date of the semester. Chancellor Woodson worked completely within policy and within his authority as Chancellor.

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

Provost Arden brought announcements from his office:

- NC State is subject to the new requirements of executive order 14042, and all covered employees of federal contractors must be fully vaccinated against COVID-19. Approximately 250 people are affected by the executive order and will be notified. The deadline has been extended to January 4, 2022.
- Overall campus vaccination rate is approximately 83%: undergraduate students and staff are both approximately 80%, graduate students are approximately 90%, and faculty are approximately 96% vaccinated. The overall positive rate is at .5%.
- The Post-COVID Innovation Task Force captured what we've learned over the last year and a half. If you have not had the opportunity to provide feedback, you may do so at go.ncsu.edu/post-covid-19. The deadline for submitting feedback is November 12th.
- The Academy of Genetics and Genomics was officially launched last week. Dr. Fred Gould, Professor of Entomology and a member of the National Academy, has been named the executive director.
- The search for Senior Vice Provost of Instructional Programs has been launched. Katharine Stewart will chair the committee and the first charge meeting will be on November 12th. Courtney Sullivan has been appointed the interim Senior Vice Provost for Instructional Programs.
- Dean Chris McGahan is chair of the College of Education search committee and Dean David Hinks is chair of the College of Veterinary Medicine search committee.

Question and Answer

Senator Kuznetsov: We have had faculty searches and eight tenure track faculty were hired but a vote was not conducted. Our department has a five year leadership review of the department head; regulation establishes rules for this process that appear to not be followed.

Provost Arden: With respect to your first issue, Dr. Stewart's office will thoroughly investigate it. With respect to your allegations of violation of policy, Dr. Stewart and I are reviewing the issue to ensure the policies are being followed. We are also working with the Dean as quickly as possible to make sure all things are done appropriately.

6. Topic: Student Success, Q&A

a. NC State Quality Enhancement Plan (QEP) - *Fashaad Crawford, Vice Provost for Assessment and Accreditation and Kaitlyn Mittan, Coordinator of Outcomes Assessment*

Fashaad Crawford shared a presentation regarding the reformation process for SACSCOC and QEP.

The reaffirmation of SACSCOC will take place in 2024. The Compliance Certification is the final report demonstrating compliance with Core Requirements and Standards submitted by NCSU and will need to be submitted by August 2023. An Off-Campus Instructional Sites report will be presented in October 2023. This report shows new off-campus instructional sites established at NCSU since 2014. The Off-Site Review will occur in fall 2023. This is a committee of peer evaluators that reviews the compliance certification and records preliminary findings about compliance. Lastly, in spring 2024, a SACS Review Team will be on campus to meet with a series of individuals around campus to validate the information in the self-study.

The Quality Enhancement Plan (QEP) reflects and affirms a commitment to enhance overall institutional quality and effectiveness by focusing on an issue that NC State considers important to enhancing student learning outcomes and/or student success. QEP is an integral component of the SACSCOC Reaffirmation of Accreditation process. The topic of QEP is identified through university's ongoing strategic planning and evaluation processes and has broad based support of institutional constituencies. QEP also includes a plan to assess overall achievement (impact).

The THINK model was most recently wrapped up. THINK had faculty and student outcomes that were intertwined. The faculty component focused on enhancing professional learning, engaging faculty, and workshops to enhance their pedagogical teaching practices to enhance students critical and creative thinking skills, as well as reflections of their environments. In theory, if we meet the outcomes for faculty, the outcomes of students should also be met. Overall, there were 11,000 students in THINK courses and 130 faculty members participated, representing every undergraduate-serving college on campus.

The new QEP will focus on student success, a common thread in past university-wide strategic plans. The QEP process will be conducted in two phases: the pre-proposal phase that kicked off October 27, 2021, followed by a full proposal development phase in spring 2022. QEP Information Sessions are held Friday, November 19, 2021, 11:00 -12:30 and Thursday, December 9, 2021, 10:00 - 11:30. QEP guidelines and rubric may be found at provost.ncsu.edu/institutional-quality/accreditation/quality-enhancement-plan/. Any NC State group is invited to create and submit a pre-proposal. Faculty representatives are also needed on the SACSCOC Steering Committee and QEP Review Team. Faculty representatives will also be needed for the QEP Implementation Team and QEP Advisory Team after a topic has been selected.

b. Campus Safety - Chief Daniel House, University Police

Chief House shared information with the Faculty Senate about campus safety and addressed issues of concern. He began by describing the difference between safety escorts and transportation. Safety Escort Services provide a walking escort with a police officer or contract security officer to on campus destinations for the campus community for legitimized safety concerns. Safety Escorts are not designed to be transportation.

The Transportation Escort Service was a service that the University provided through contract security vendor. The contract vendor provided a point to point transportation services late at night, 10:00 p.m. - 4:00 a.m., much like a rideshare or taxicab. This service was established through a partnership with University Housing and the police department. The police department negotiated and executed the contract with the contract vendor and University Housing paid for the service.

In 2020, COVID-19 affected the NCSU campus, causing faculty and staff to work off site and students to engage in online classes. As a result, the service was temporarily suspended. Over the past summer, the University worked to bring the transportation escort back to NC State but ran into barriers. The contract security vendor was unable to support the service due to staffing issues. In order to remain solvent, the contract security vendor was forced to increase the rates for contract security, affecting several areas: football games, the escort service, and walking security guards. In addition, the vendor was no longer interested in providing the transportation escort service.

University police have been working with University Housing, Transportation, Motor Pool, and the student body president to come up with a solution. Some of the options discussed include obtaining a vehicle at a reasonable cost through motor pool or MFMD, expanding the WolfPack pickup service, and utilizing the WolfLine application, TransLoc, for the service.

Finding staffing to provide this service has been problematic. It would take a pool of 15-20 temporary employees to make the program work and at least one full-time employee to manage the program. Funding is another issue. The existing funding for the service will most likely not be enough to fully fund this program.

Q&A

Associate Chair Collins: Are there liability issues if students staff the program?

Chief House: Yes, and that's the problem we ran into before. There are a lot of things to think through if we have students to staff the program.

Associate Chair Collins: Recently, a student walking after 7pm near the McKimmon Center was assaulted by three men who had a handgun. She ran away and was fortunately not hurt. Should she have done this? Could this had been avoided if we had a transportation escort? The university has invested thousands of dollars into COVID prevention. Safety should be a number one concern for the university.

Chief House: Absolutely, if anyone fears for their safety, give the Campus Police a call. One of the concerns that students, faculty, and staff have expressed is they do not want the program to utilize police cars. That is why we are working hard to find another solution.

Senator Yoon: In terms of the budget, what is the likelihood to get enough funds from the university?

Chief House: We are trying to look at different programs and may try to implement some of them. The easy solution is for us to find another company that is willing to run the program and let them manage it.

Associate Chair Collins: How long does someone typically have to wait for a safety escort late at night?

Chief House: It's usually pretty quick. It also depends on the calls for service that our department receives. When we had the contract security company it went pretty quickly. Our staff numbers are down 19% for police officers so that makes it a little difficult because we have calls for service coming in and other things that we do as well. Safety is always going to be our number one priority.

Senator Williams: Related to the incident near the McKimmon Center, there was a mugging at 10:00 in the morning, near Cup of Joe. My impression is that crimes around campus tend to occur in the wee hours. Recent incidents have occurred in earlier times of day. Is this out of the ordinary or is this just my misperception?

Chief House: No, you're 100% right that they've been more common during the day. However, for the most part, most happen after dark, but again, anytime anybody feels uncomfortable walking to their car or walking to the building next door, we're more than happy to come out and get people where they need to be.

Associate Chair Collins: Could we partner with a rideshare service so that students pay some flat fee for unlimited access? Perhaps there is a way to absorb the cost into their financial aid as transportation or a safety fee.

Chief House: Raising fees is not popular, however, we have discussed this because UNC Chapel Hill tried a similar pilot program. A rideshare company promoted the program with the university; they tried it and it just didn't stick. There are other options out there that we certainly can look at. If anyone has any other ideas we are more than willing to look into them.

Senator Yoon: As you mentioned, students can be mobilized, trained, and compensated to cover needed services to fill the gap until July, when the current contract expires. July is too far away.

Chief House: We agree. This is why we're working through it. We're trying our best to get some type of solution together, at least something that bridges the gap.

Chair Berry-James: As a point of privilege, how will you communicate the just in time service to students, faculty, staff, and others who might need this type of assistance?

Chief House: It depends on how we're going to do it. If we go with my program idea, we could communicate using the TransLoc app. That would be a different way for people to access it than the current way, which is by calling the 911 center.

Chair Berry-James: Would you also make sure that you communicate next steps going forward with the Office of Faculty Senate, so we can help you push out information?

Chief House: Absolutely.

Troi Davis: Might I suggest that the graduate student association president be included in these conversations as well? There are a large population of international graduate students in need of transportation.

Chief House: Absolutely.

c. **Menstrual Equity for All** - Layla Saliba and Troi Davis, NC State Students
Students Layla Saliba and Troi Davis presented on the issue of menstrual equity for all and shared their research findings.

Menstrual products, such as pads and tampons, are some of the most needed, yet very rarely donated items at food banks and at homeless shelters. Additionally, menstrual products are not covered by federal assistance programs, such as WIC or SNAP, commonly known as food stamps. This creates a gap in access and it can serve as a source of financial stress. The average person with periods spend up to \$20 per month on pads, tampons, and other related supplies over a lifetime.

Research shows that there is a lack of accessible and free menstrual products on NC State's campus. Our goal is to ensure that all members of the NC State community have equal access to free menstrual products, ideally in all bathrooms.

The research focused particularly on the main campus. The main campus has the highest student use and highest student population. We created a map of where free menstrual products on campus can be found. Currently, products are only located in Witherspoon, Talley Student Center, D.H. Hill Library, and Poe Hall. Other buildings have broken machines or are out of product, or have a cost associated with them. This makes it challenging for students to access affordable menstrual products, especially if they do not have a vehicle.

Saliba shared a chart of the cost of supplying menstrual products in Talley Student Center and Witherspoon Student Center, the most heavily trafficked buildings on campus. Dispensers cost \$258 each for installation at Talley Student Center in 2018, and \$286 each at Witherspoon Student Center in 2019. Dispenser costs can range based on the type of products that are being offered; for example, it's more expensive to have a dispenser that offers both pads and tampons versus a dispenser that only offers one product. For universities, such as NC State, the cost associated is fairly minimal compared to the benefits; total costs are estimated at \$10,000 to \$20,000 to provide pads and tampons for an entire year for the NC State community.

Access to menstrual products is a necessity. Products on campus are in scattered locations, not refilled regularly, and are inaccessible. Providing menstrual products to campus helps students succeed in the classroom. Many students cited a lack of menstrual products as a reason for missing class, showing up late to class, and or for lower performance on exams.

We Bleed Red started as a student government program that advocated for student government funding of menstrual products. We Bleed Red became a registered student organization for greater freedom and the ability to apply for outside funding. A documentary was filmed about their efforts and student government legislation was passed by the student senate, advocating for free menstrual products. Senator Mayce Mattox authored a bill in support of menstrual products being sold in Talley Market.

We Bleed Red partnered with Feed The Pack and raised money to provide free menstrual products.

Saliba ended by stating, "We want menstrual products to be considered a basic need,

just like food and housing. We would love it if you would consider putting resources for free menstrual products in your syllabus so students will see it.”

Question and Answer

Senator Carrier: Thank you for this presentation. Like our clothing support for students and staff, are there donation and funding avenues?

Saliba: Yes, through our partnership with Feed The Pack. Feed The Pack provides free products that are available to everyone. If you would like to donate menstrual products to Feed The Pack, that would be fantastic.

Senator Duggins: Is there an estimated cost for adding dispensers to all restrooms on campus? I have to imagine that, compared to our budget, the cost would be relatively small.

Saliba: The cost depends on the number that are purchased and could be approximately \$5,000 to \$8,000. Once a dispenser is installed we just need to refill it with pads and tampons; so the startup cost is a little bit higher initially, but it does pay off in the long run. Also, because NC State is a large university, buying dispensers in bulk is a cheaper option.

Associate Chair Collins: Carolyn Bird mentioned that Feed The Pack is open to students, staff, and faculty.

Senator Taylor: I really feel it's something that the university should provide. It should not depend on donations from anyone. We provide toilet paper, paper towels, and unlimited masks for students for health. And we provide prophylactics. We don't need students to be in a position where they have to miss class because we don't provide them what they need. It's not a choice; it's something that they need.

Saliba: This is a conversation that I've had with the Student Government. Student fees can't be used on pads and tampons because they are considered a personal use item. According to the Board of Governors, tampons are a luxury and not a necessity, and therefore, we cannot use student fees to pay for them. Condoms are seen as a public health issue that was actually advocated for in the 1980s by AIDS activists. They worked very hard in order to get condoms funded as a public health issue and, unfortunately, that same advocacy hasn't been applied towards menstrual products.

Davis: As introduced earlier, I am the VP of the Graduate Student Association, and I work closely with the student government. I reached out to Layla and her group not too long ago to see if I could start working with them, because this is similar to the work that I did at Western Carolina University. There's a medical journal, published recently in February 2021, by the Women's Center that says that one in 10 college students cannot afford menstrual products. That may not seem like a big number, but it's actually very large, and thinking about the size of our campus, that's a lot of students that are being affected by this. I appreciate all of your support on this and I hope that you will think about it.

Senator Duggins: Thank you for the information. I'd like to encourage the Faculty Senate to encourage the administration to do a full study on cost. We should be able to make a plan on how to move forward from there. This should already be done, but since it isn't, we should get it done as soon as possible.

Senator Morant: Ultimately, the lack of provision and the board stance reek of discrimination if there's no choice in the need for or use of the products. They are not luxury items.

Senator Ghosh: Thank you, Layla. This definitely is an important issue. I believe it is no different from providing toilet paper and so on.

Anonymous: Can we use sustainability funds to buy cups or period underwear?

Saliba: If the sustainability funds come explicitly from student fees, then we're not able to, because they will be seen as a personal use item. According to the Board of Governors, student fees cannot be used for that. I'm trying to get additional clarification from our state legislators. Troi has been really awesome with that, and as soon as I can get further clarification I'll be sure to communicate that with you. I really do appreciate the support. I've been working really hard on this, and it means a lot to me.

Senator Robinson: I'm a member of the Sustainability Council. Because reusable menstrual products can be seen as a sustainability project, I would encourage your group to look into proposing this as a project to the Sustainability Council.

Saliba: I really appreciate that, especially because the menstrual cups are expensive. The average cost is about \$30 to \$40. They definitely save you money in the long run, but the costs upfront can be a barrier towards access.

Senator Duggins: Are there financial donation avenues?

Saliba: We have a Venmo account if anyone is interested in donating. As far as the reason that Student Health gave for not working with us, essentially, they said that they were busy with the vaccine rollout and the mask policy.

Chair Berry-James: Thank you, Layla, for increasing what we know about this topic and, particularly, how it impacts NC State faculty, staff, and students. Your research really makes the point that this is an idea whose time has come.

7. Committee Updates

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

Senator Williams reported that the Academic Policy Committee drafted a resolution on the issue of panopto and whether the protocol should be changed from opt out to opt in. The committee presented at the prior executive committee meeting, and the executive committee advised the Academic Policy Committee to pursue a different avenue before the issue of concern becomes a resolution. The Academic Policy Committee contacted Duane Larrick and is waiting for a response.

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 Kuzma reported that Personnel Policy Committee is currently addressing a few issues of concern: one in particular, is in respect to the issue of salary equity. Another issue of concern is related to the need to continue having a virtual option for some members to attend the Faculty Senate meetings.

d. Resources and Environment Committee - Co-Chairs Eileen Taylor & Steven Vincent

Senator Vincent reported to the Faculty Senate that the Resources and Environment

Committee met with Katharine Stewart in regards to getting a report of trends of faculty compensation and equity. The committee will provide an update to the Faculty Senate once all of the information has been gathered.

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 provided an update to the Faculty Senate on the creation of a special committee to investigate charges of structural racism and violations of academic freedom and shared governance in the University of North Carolina System and that she has been identified as a person to be interviewed.

8. Old & New Business

- a. CUE Recommendation Report
- b. Panopto Opt-out Policy for Classroom Capture
- c. [R1: 2021-2022: Resolution Supporting a COVID-19 Vaccine Mandate](#)
- d. [R2: 2015-2016: Resolution in Favor of Updating the Alma Mater](#)

9. 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.

10. Adjourn

Chair Berry-James adjourned the meeting at 4:40 p.m.