

NC STATE UNIVERSITY
Minutes of the Faculty Senate
February 8, 2022
3:00 p.m.

Regular Meeting No. 10 of the 68th Session: Zoom Webinar

February 8, 2022

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

Absent: Senators Autry, Allen, Edmisten, Edwards, Jacob, Kuzma, Reiskind

Guests: Marjorie Overton, Senior Vice Provost for Institutional Strategy and Analysis

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

Chair Berry-James called the tenth meeting of the sixty-eighth session of the NC State Faculty Senate to order at 3:00 p.m.

Chair Berry-James asked Associate Chair Collins to affirm the quorum. Collins affirmed that a quorum was present.

Chair Berry-James called for a motion to accept the agenda. The motion was properly moved and seconded.

Announcements:

Chair Berry-James shared that out of an abundance of caution, the Faculty Senate has continued to meet virtually; Faculty Senate committees and the Executive Committee use a hybrid format. She also shared that Faculty Senate meeting dates, agenda and minutes are shared on the Faculty Senate webpage at facultysenate.ncsu.edu. To join the Faculty Senate Meetings, please register online via the University Calendar or via the Faculty Senate meeting agenda.

The Spring General Faculty Meeting will be held via a hybrid on March 22, 2022 at 3:00 p.m. in 3210 Talley Student Center. The capacity is limited to 60 people, auditorium style. Please share suggested meeting topics with the Office of the Faculty Senate at Faculty_Senate@ncsu.edu.

Chair Berry-James also encouraged those in attendance to support Feed the Pack. Feed the Pack supports food insecurity and hygiene needs for members of the Wolfpack community through monetary donations, food drives, drop off donations, Pack the Shelves and their Amazon wishlist.

2. Approval of the Meeting Minutes - *Maria Collins, Associate Chair of the Faculty*

Associate Chair Collins called for a motion to approve the minutes for Regular Meeting No. 9 of the 68th Session. A motion was made and properly seconded and the minutes were unanimously approved.

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

Chair Berry-James remarked that today's meeting is a focus on shared governance and there will be exciting updates from the faculty senate liaison's who are engaged with the University Standing Committee, as well as from the Faculty Senate co-chairs. There will also be an update from Dr. Margery Overton, Senior Vice Provost for Institutional Strategy and Analysis.

Chair Berry-James also announced that Faculty Senate elections open on March 22, 2022. Vacant seats to be elected include chair-elect, fifteen faculty senator seats, four seats in the (603) Faculty Discharge Hearing Committee, and five seats in the (607/604) Faculty Grievance and Non-Reappointment Review Committee. Chair Berry-James strongly encourages those faculty interested to consider running for a Faculty Senate seat or one of the committees mentioned above.

4. Provost's Remarks and Q&A - *Marjorie Overton, Senior Vice Provost for Institutional Strategy and Analysis*

Dr. Overton shared that twenty-three faculty were named University Scholars for the 2021-22 academic year. These 23 early-and mid-career faculty receive this designation in recognition of their outstanding academic achievements and contributions to NC State through their teaching, scholarship, and service to the university. Since the program began there have been a total of 214 faculty who have been named.

Eight NC State faculty have been elected to be fellows of the American Society for the Advancement of Science (AAAS), the world's largest scientific society and publisher of the journal *Science*. NC State has the sixth highest number of any university.

Hollylynn Lee, Distinguished Professor of Mathematics and Statistics Education, has been named the 2022 recipient of Baylor University's Robert Foster Cherry Award for Great Teaching. This is an honor that comes with a \$250,000 prize and honors professors with exceptional teaching skills who have a record of having a positive impact on students.
(<https://provost.ncsu.edu/news/2021/04/provosts-office-announces-new-professional-faculty-award/>)

Dr. Overton also reported on recent leadership and organizational announcements. The first being the search for the dean of the College of Veterinary Medicine. Two finalist interviews have been scheduled for February 10th and 11th and February 15th and 16th (go.ncsu.edu/cvm-search). The search committee for the dean of the College of Education is conducting first round interviews; two to four candidates will participate in final interviews on campus during the weeks of February 21 and February 28th (go.ncsu.edu/ced-search). The search for the dean of the College of Agriculture and Life Sciences is chaired by Dean Louis Martin-Vega. The nominating committee will hold its first meeting on Friday, February, 25th (go.ncsu.edu/cals-search). The search for Senior Vice Provost of Instructional Programs is chaired by Katharine Stewart; the mid-search review meeting occurred on January 26, 2022. The committee will meet again to identify a smaller pool of candidates for first round interviews to take place mid-February. Lastly, the search for the Senior Vice Provost of University Interdisciplinary Programs is chaired by Dr. Overton. The search committee has completed a one-pager to advertise the position. Their mid-search review meeting is scheduled for February 21, 2022.

Dr. Overton continued by providing COVID-19 updates. The first update being that NC State Emergency Management and Mission Continuity maintains a supply of face coverings and hand sanitizers; departments may request supplies for employees. The University has also received a limited supply of KN-95 masks and is working to distribute them at pop-up events for students,

faculty, and staff who would like one. The University is not planning to purchase supplies of KN-95 masks for the campus community at this time. She went on to report that the NC State is continuing down the right path and emphasized the importance of personal responsibility and getting vaccinated.

Question and Discussion

Senator Duggins: Are there plans, particularly since the Faculty Scholars program was recently started in 2012 when there were plenty of professional track faculty, to expand this program or create an equivalent scholars program that would recognize our professional track faculty for their excellent contributions to the university?

Dr. Overton: I don't know if there are plans but I will take this as a comment.

Kimberly Grainger: There are some efforts to think about awarding professional track faculty. (<https://provost.ncsu.edu/news/2021/04/provosts-office-announces-new-professional-faculty-award/>)

Senator Duggins: I was very excited that the provost added the BOG Teaching Award. Something along these lines or being inclusive and including all faculty for faculty scholars would be a nice touch.

5. University Standing Committee Updates

a. Administrative Board of the Graduate School, *Senator Eileen Taylor*

Senator Taylor provided an update from the Administrative Board of the Graduate School. The Administrative Board of the Graduate Schools is charged with approving graduate courses and dealing with other issues that come up with graduate education. The committee meets via zoom and utilizes the polling feature. Senator Taylor also serves on a graduate student committee that is working on drafting a document to include the rights, responsibilities, and expectations of graduate students and faculty and how faculty should interact with graduate students. The meeting minutes of the Administrative Board of the Graduate School may be found online.

<https://grad.ncsu.edu/faculty-and-staff/abgs-resources/>

b. Admissions Committee, *Senator Tamah Morant*

Senator Morant, chair of the Admissions Committee, provided a link to the committee's [charge](#). She went on to update those in attendance that during the spring '22 semester, the Admissions Committee reviewed 184 appeals; 20 of those were submitted by students who had taken at least a semester away from the university. Of the appeals that were submitted, 85% were approved to return. Senator Morant went on to describe the various responsibilities of the Admissions Committee. The committee advises the director of undergraduate admissions and the provost and reviews applications for readmission. She went on to note that the committee is looking at a few additional topics, one being the support of returning students. A subcommittee has been appointed to gather information on how returning students are being supported and how they are reconnecting with the university and its resources. The subcommittee is also connecting with the colleges to obtain information on what they are doing in regards to connecting with returning students. In addition, the committee is also reviewing trends of

suspensions and resubmissions and working with representatives from Registration and Records to see if there are any populations that are disproportionately affected. Senator Morant completed her report by providing the date of the next Admissions Committee meeting, which will be September 22, 2022.

c. Bookstores Committee, *Senator Burak Erdim*

No update.

d. Commencement Committee, *Senator Tom Koch*

No update.

e. Council on Undergraduate Education, *Senator Jonathan Duggins*

Senator Duggins reported that the Council on Undergraduate Education has been approving classes and things are going as planned. He went on to say there has been an ongoing discussion around a joint program at UNC from Biomedical Engineering around residency requirements and how requirements will be met for joint programs across multiple campuses. Senator Duggins requested that those who are in the College of Sciences and have not heard about this can reach out to Senator Duggins separately. UCCC meets every other Wednesday. Updates can be found at <https://committees.provost.ncsu.edu/courses-curricula/>. Details about the Undergraduate Courses, Curricula, and Academic Standards may be found at <https://oucc.dasa.ncsu.edu/event/uccc-meeting-17/>.

f. Council on Athletics; *Senator Paul Williams*

Senator Williams provided an update on the Council on Athletics. Senator Williams reported that the primary purpose of the Council on Athletics is to conduct eligibility verifications. The committee is composed of faculty who meet at the end of each semester to evaluate student athlete records and verify that they are eligible to compete. The committee meets monthly, except in March, and usually invites a student athlete and a coach(es) to the meetings where they talk about the athletic and academic success of the program.

Senator Williams went on to describe the big issues facing athletics; the NCAA Constitution Project is giving more autonomy to divisions. Chancellor Woodson is involved on the committee that will rewrite the Division I Bylaws. One of the reorganizations of the NCAA is to provide more autonomy to each of the Divisions and the recognition that a Division I school is radically different from a Division II or III school.

Senator Williams went on to report on Name, Image, Likeness (NIL) of which there is not an issue of concern at NC State. There has been some movement involving the National Labor Relations Board as to whether or not student athletes should be designated as employees of the institution, which would start another issue of whether we pay athletes to attend NC State. He went on to say that the Council on Athletics received a report from Katie Graham, Assistant Dean and Associate Athletic Director for Academics, that stated the academic performance of NC State athletes continues to improve retention rates and

graduation rates. The overall average of all scholar athletes is above a 3.0 GPA with only two athletes on campus under a 2.0 GPA.

Senator Williams also went on to report that NC State's basketball coach, Kevin Keatts, is better able to recruit stellar athletes now that the sanction issues surrounding Mark Godfrey have been resolved.

Senator Williams completed his report by providing an update on the portal issues. The portal has created a great deal of uncertainty for high school students since teams are not only recruiting from high schools but they are also recruiting through the portal.

g. Council on the Status of Women, *Senator Sarah Carrier*

Senator Carrier provided an update on the Council for the Status of Women. The Council on the Status of Women meets every other week. The committee supports equity for women, faculty, staff and students by advocating their rights, values, and professional principles and by providing opportunities, counsel, and leadership to promote a diverse and inclusive university community. Recently, the committee has been working on organizing a book club and choosing interesting reads. She continued by saying that the Sisterhood Dinner is scheduled for February 28th at 4:00 p.m. <https://cswomen.wordpress.ncsu.edu/>

In addition to supporting students and faculty of need on campus, the Council on the Status of Women is also discussing the childcare needs for faculty and staff and identifying the needs on campus.

h. Evaluation of Teaching Committee, *Senator Andrey Kuznetsov*

No update.

i. University Diversity Advisory Committee and Group Insurance and Benefits, *Associate Chair of the Faculty, Maria Collins*

Associate Chair Collins reported that the University Diversity Advisory Committee (UDAC) has not yet met but plans to meet in the spring semester. UDAC hopes to revamp the membership of the group to include voices from the African American Faculty and Staff Organization, Council on Status of Women, the American Indian Advisory Council, Hispanic and LatinX Advisory Group and other key groups to work with OIED in establishing a newly reconstituted group. (<https://diversity.ncsu.edu/diversity-committees/>)

Associate Chair Collins went on to provide an update on the Group Insurance and Benefits Committee. The committee revisited an old item of business, a potential bereavement policy to allow for three days off upon the circumstance of a loved one passing away. The committee agrees that there needs to be an organized effort to support the policy among all institutions. The Staff Senate is also in support of a bereavement policy and continues to support this as an important priority, but there were a couple of other priorities they wanted to take care of first: staff raises and equity adjustments. Associate Chair Collins says this is likely to be an issue that will return to the Faculty Senate to discuss at some point in time.

j. Honorary Degree Committee, *Senator Joan Nicholas-Walker*

Senator Nicholas-Williams reported on the Honorary Degree Committee. She shared that the Honorary Degree Committee gathers to discuss possible Honorary Degree recipients. She went on to say that they work confidentially and thus are unable to share names, but that there are several people moving forward in process and several others in various other stages.

Chair Berry-James added that the committee has met twice so far, once in the fall and once this semester. The job of the Honorary Degree Committee is to make recommendations based on the nomination packets that are received. The initial nomination is received with a letter of support, the committee meets to discuss the nomination and then the library researcher is responsible for collecting additional information and then the committee is able to move nominees forward or not.

<https://leadership.ncsu.edu/board-of-trustees/honorary-degrees/>

k. International Programs Committee, *Senator Meagan Kittle-Autry*

No update.

l. Library Committee, *Senator Matt Stallmann*

Senator Stallmann reported that the Library Committee met in the fall semester and that the next meeting is scheduled for next week. He will contact the chair to find out where the meeting minutes may be found.

m. Lifelong Faculty Involvement, Group Insurance Committee, *Senator Hans Kellner*

Immediate Past Chair Kellner reported the Lifelong Faculty Involvement Committee last met in November 2021. The meeting minutes will not be posted until they have been approved, which will be March 2022. He went on to say that the committee is more attuned to benefits rather than curricular matters.

n. Registration, Records & Calendar Committee, *Senator Roger Narayan*

Senator Narayan reported that the Registration, Records & Calendar Committee has met but that there is nothing substantial to report.

Senator Kirby added that the committee will meet a second time to take up a proposal from the student government to consider an increase in campus engagement on election day. Students want to discuss ways for students to be more available to vote and have a presence as part of the electorate. The next meeting is scheduled within a couple of weeks.

o. Speakers and Lectures Committee, *Senator Steven Vincent*

Senator Vincent, reported the Speakers and Lectures Committee has met three times. He noted that the funds previously used for the Harrelson Committee to bring in speakers have been rolled into the Speakers and Lectures Committee.

He went on to say that the committee met several times to discuss who to bring to campus that may be of interest to the campus community. The committee also co-sponsored the Equity Research Symposium that occurred on February 8, 2022 - <https://www.youtube.com/watch?v=HUaPAaNpd2k>. Senator Vincent went on to report that the Speakers and Lectures Committee has approximately \$54,000 to use for speakers. Among the people in consideration for next year is MacArthur Fellow, Monica Munoz Martinez, University of Texas.

p. Survey Advisory Committee, *Senator Walt Robinson*

No update.

<https://isa.ncsu.edu/surveys/administering-a-survey-at-ncstate/survey-advisory-committee/>

q. UCCC, *Senator Ken Zagacki*

No further updates in addition to the ones that Senator Duggins reported.

r. Watauga Medal Committee, *Chair Berry-James*

Chair Berry-James reported that the Watauga Medal Committee initially met in October 2021 to discuss the candidates; the committee reviewed 24 candidates and made five recommendations. The three medal winners will be announced on Founders Day, March 4th 2022.

History and tradition of The Watauga Medal
<https://www.ncsu.edu/about/history-and-tradition/watauga/>

s. University Housing Committee, *Senator Marko Hakovirta*

Senator Hakovirta reported that the most recent University Housing Committee meeting was scheduled for November 2021 but that it was canceled. The chair of the committee is Zachary Lewis. The committee last met in September in which they voted on endorsing the increase of housing rates. After some discussion it was passed in the committee.

University Housing Committee
<https://committees.provost.ncsu.edu/university-housing/>

6. Faculty Senate Committee Updates

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

Senator Williams reported that the Academic Policy Committee has been working on three issues this year. The resolution pertaining to COVID-19 and things that the university should have permitted was resolved and the resolution was withdrawn.

He went on to report on the issue of concern pertaining to the opt-out policy for Panopto, the supporting technology that was introduced this past year. Instead of opt-in, the policy was opt-out. The issue of concern is that opting out could catch some faculty members by surprise

that their classes were being taped without their knowledge. The Academic Policy Committee wrote a resolution to recommend going back to an opt-in policy. The resolution was sent to the Executive Committee who felt that there may be other ways to resolve the issue in a more diplomatic way. Chair Berry-James has contacted someone to form an ad-hoc committee to add to the syllabus template language about instructors' policies and information to students that they are being videotaped. The committee is also pursuing a simple way to make sure that every faculty member has been given advance notice and an easy way to opt-out.

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

Senator Kirby reported that the election season is an important time. Chair Berry-James and Nikki Cofield are the point people. The Senate office is responsible for verifying the voting roster and seats and who is eligible to run. GoCore assists with information and recruiting. Communications with the Office of Institutional Strategy and Analysis have been ongoing to identify those seats that are available in colleges and committees. An important position to fill is the chair-elect; the chair-elect will serve one year alongside the current chair to learn the role and responsibilities. The new chair-elect then serves two years as Chair and then one year as Immediate Past Chair.

Senator Kirby went on to provide an update on the seats needed for the 603 and 607/604 committees. The (607/604) Faculty Grievance and Non-Reappointment Review Committee will need to elect five seats and the (603) Faculty Discharge Hearing will need to elect four seats. Elections open March 22, 2022 and close on April 5, 2022, at noon. Senator Kirby encourages senators to start recruiting in their colleges. GoCORE has an information sheet prepared for cohorts in each college and also a few suggested soundbites to share as well. There will be an announcement shared in the Provost's newsletter.

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

Senator McGowan reported that the Personnel Policy Committee has been considering several issues of concern, the most recent one is the issue of retiring faculty and health care benefits in the State Health Plan. There is a gap between the date of retirement and the date that the health care takes effect. The committee is looking into why that happens and if there is a way around it.

The Personnel Policy Committee will meet with the Resources and Environment Committee to collaborate on salary equity issues.

Lastly, Senator McGowan reported that over the past two semesters, the Personnel Policy Committee has worked on ways to better represent faculty scholarship extension service teaching that is done in the area of diversity, equity, and inclusion, making sure that is recognized when faculty members are up for promotion. The committee has a few recommendations that it will share with the Executive Committee and then to the full faculty at a future meeting.

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

Senator Taylor reported that the Resources and Environment Committee has been working with the Personnel Policy Committee and Katharine Stewart to obtain data and answers to questions about gender equity and equity across campus, looking at disparities and inequalities across the university.

She continued by saying that the committee has also been working on an issue of concern that has to do with the Alma mater, which has been brought up again specifically the lyrics that refer to dixie. The committee will look at the initial resolution from 2015 that was not responded to in a way that resolved faculty's concern.

- e. Faculty Assembly Delegates: David Berube, Juliana Mukunchi Nfah-Abbenyi, Richard Spontak; (Alts) Hans Kellner and Darby Orcutt

Chair Berry-James reported that the Faculty Assembly is discussing campus climate and equity issues and also the funding model. Another issue that the Faculty Assembly is dealing with is the concern with Project Kitty Hawk, a UNC system model of online education. <https://www.higheredworks.org/2021/11/project-kitty-hawk-takes-flight/>. Chair Berry-James stated that she will share information she has pertaining to this project with the General Faculty. She will also share the attachments that talk about the funding model that is being proposed for the universities. <https://www.northcarolina.edu/leadership-and-governance/councils-and-working-groups/faculty-assembly/meeting-minutes-and-notes/>

7. Old & New Business

- a. CUE Recommendation Report
- b. Recommendations on 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](#)

8. Issues of Concern (IOCs)

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

9. Adjourn at 4:32 PM

Chair Berry-James asked for a motion to adjourn the meeting. A motion to adjourn was made and properly seconded. The meeting was adjourned at 4:32 p.m.

Faculty Senate Calendar and Announcements

2/10/2022 3:00 PM– EXECUTIVE COMMITTEE – *Rajade M. Berry-James, Chair (Virtual Meeting)*

The **Executive Committee** shall have the responsibility of developing long-range plans for the Faculty Senate activities and shall act for and represent the Faculty Senate, as authorized by the Faculty Senate, while the Faculty Senate is not in session. The Executive Committee shall be responsible to and shall make periodic reports of its activities to the Faculty Senate. The Chair and Associate Chair of the Faculty Senate shall be the Chair and Associate Chair of the Executive Committee.

2/15/2022 3:00 PM - FACULTY SENATE COMMITTEE MEETINGS

ACADEMIC POLICY COMMITTEE – *Lisa Bass-Freeman and Paul Williams, Co-Chairs*

The **Academic Policy Committee** is responsible for reviewing, modifying and initiating policies related to: undergraduate and graduate academic policy, regulations and reform, for both on and off-campus teaching and learning environments; faculty instructional development; faculty evaluation and assessment, teaching and advising; research; and the academic calendar.

GOVERNANCE, COMMUNICATIONS & RECRUITMENT COMMITTEE – *Megan Jacob and Barbara Kirby, Co-Chairs*

The **Governance, Communications, and Recruitment Committee** deals with matters internal to the Faculty Senate and the General Faculty. It oversees the outreach strategies for the Senate and evaluates their effectiveness in disseminating information and recruiting new members.

PERSONNEL POLICY COMMITTEE – *Jennifer Kuzma and Herle McGowan, Co-Chairs*

The **Personnel Policy Committee** is responsible for generating proposals for consideration by the University Administration concerning institutional policies and regulations that best support the work of the faculty at NC State University. This includes, but is not limited to, institutional policies and regulations relating to faculty appointment and compensation, and faculty review and evaluation for reappointment, promotion, and tenure. In addition, the committee shall review proposed or recently instituted additions to and/or revisions in existing institutional policies and regulations that impact the faculty and that have been initiated by non-faculty entities including the Provost, Chancellor, and General Administration. Such a review shall culminate with an evaluation of the quality of the support the proposed revision and/or addition presents for the work of the faculty at NC State University. The Personnel Policy Committee shall report annually or upon request concerning its activities to the Chair of the Faculty and to the General Faculty.

RESOURCES AND ENVIRONMENT COMMITTEE – *Eileen Taylor and Steven Vincent, Co-Chairs*

The **Resources & Environment Committee** is responsible for reviewing and making recommendations regarding policies related to the allocation and management of University resources, and maintenance of and improvements to the University environment. The environment is broadly defined to incorporate not only the physical plant but also the less tangible elements of the University living and workplace climate that affect the ability of University faculty, staff, and students to accomplish their goals and objectives. This includes, but is not limited to, the campus physical plant; outdoor spaces; campus safety; transportation and parking; campus bookstore and other on-campus retail outlets; University housing and student life; availability and support for computer, networking, and other technological resources; and issues related to faculty, staff, and student academic freedom and ownership of work created in the course of employment and/or residence in the University.

ANNOUNCEMENTS

1. **Join Faculty Senate Meetings:** General Faculty register for Faculty Senate meetings by using the Zoom link on each agenda. Agendas are found on the [Faculty Senate website](#). Panelists, guest speakers, and Faculty Senators receive a Zoom invitation.
2. **Spring General Faculty Meeting** will be held in a hybrid format to combine the benefits of live and virtual interaction between faculty and administrators who choose an in-person or virtual meeting. Please hold the date for the Spring General Faculty meeting on Tuesday, March 22, 2022 at 3:00pm, in Tally Student Center Ballroom 3210, (60 people, auditorium style). Please share suggested general meeting topics with the Faculty Senate at Faculty_Senate@ncsu.edu.
3. **Feed the Pack** supports food insecurity and hygiene needs for members of the Wolfpack through monetary donations, food drives, drop off donations, Pack the Shelves, Amazon wishlist.