

January 18, 2022
Faculty Senate PP Committee

Present: Herle McGowan, Sarah Carrier, Walter Robinson, and Tom Koch.

Convened at 3 p.m.

The overall goal of this meeting was to evaluate where we left off last semester and determine steps forward for this semester.

- 1) DEI on the SFR (and recognized in RPT):
 - a) Discussion: We briefly discussed the [websites](#) Katharine has shared with us; the first 2 links could provide good models for how to implement this at NC State. For example, presenting guidance with examples on what DEI work could look like in teaching, research, and service (click [here](#) for a document from University of Oregon); we also need to consider other areas that could be listed on the SFR. Related: need to communicate to faculty that this is not just a “top-down” mandate...faculty own this.
 - b) Next steps:
 - i) Draft a concrete checklist of things that need to be done/considered in order to make changes—currently planned for February 1 PPC meeting
 - ii) Bring plan to Executive Committee of Faculty Senate to determine how to move forward
- 2) Salary Equity
 - a) Discussion: Need to address the following: what data do we need, where does it come from, who organizes/analyzes that data? We may need to hire an outside consultant to conduct the relevant research.
 - b) Next steps: Arrange a meeting with the Resources and Environment Committee to see what they have discussed/learned.
- 3) New IOC on gap before health care coverage kicks in for retired faculty
 - a) Discussion: Is this a systemic issue or a limited example (i.e. one faculty member who missed the information)? What is the off-boarding process for retiring faculty?
 - b) Next steps: Invite someone from HR to help address our questions.

The meeting adjourned at 3:50 p.m.