

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
January 25, 2022
3:00 p.m.

Regular Meeting No. 9 of the 68th Session: Zoom Webinar January 25, 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: Allen, Ange-van Heugten, Auerbach, Bernhard, Carrier, DePerno, Duggins, Edmisten, Erdim, Gerard, Hakovirta, Kirby, Koch, Kuzma, Kuznetsov, Lunardi, McGowan, Morant, Narayan, Nicholas-Walker, Riehn, Robinson, Stallmann, Taylor, Tourino, Vincent, Walker, Williams, Yoon, Zagacki

Absent: Autry, Bass-Freeman, Blessing, Ghosh, Hergeth, Jacob, Reiskind

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Doug Morton, Associate Vice Chancellor of Facilities; Margery 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 ninth meeting of the sixty-eighth session of the NC State Faculty Senate to order at 3:06 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 call the meeting to order. The motion was properly moved and seconded.

Announcements:

Chair Berry-James shared the Mental Health First Aid Training Program; a training program to identify, understand and respond to mental health and substance-use issues.

The 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. The Spring General Faculty meeting will be held on Tuesday, March 22, 2022, in Talley Student Center, Ballroom 3210. The capacity will be limited to 60 people, auditorium style. Please share suggested general meeting topics with the Office of the Faculty Senate at Faculty_Senate@ncsu.edu.

Chair Berry-James also encouraged those in attendance to visit the Protect The Pack website for important COVID-19 updates and reminders.

Chair Berry-James also encouraged attendees to view the University Calendar for Black History Month events which will be celebrated during the month of February. For campus events, dates and times, see the University Calendar.

Chair Berry-James also shared that The Office for Institutional Equity and Diversity (OIED) hosts the annual Recognizing Excellence in Diversity (RED) Event, presenting Chancellor's Creating Community Awards in six categories, including Outstanding Faculty. Nominations are due March 7, 2022.

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

Associate Chair Collins called for a motion to approve the minutes for Regular Meeting No. 8 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 acknowledged the instructional guidance received from Provost Arden and Katharine Stewart. The students appreciate the flexibility that the faculty are able to provide. Chair Berry-James mentioned that in addition to taking COVID tests, she also visits the CDC website to receive updated information; community transmission is still high. NC State faculty, staff, and students are encouraged to wear masks indoors and to follow local laws, regulations, and guidelines.

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

Provost Arden announced that the University Standing Committee Survey is open through January 31, 2022. The committees play a critical role in partnering with university administration to develop programs and policies to enhance NC State. Information will be included in the Provost's newsletter.

Provost Arden continued by reporting that the Quality Enhancement Plan (QEP) pre-proposal deadline is Friday, January 28, 2022. QEP is an integral component of the SACSCOC reaffirmation of accreditation process. It reflects and affirms a commitment to enhance overall institutional quality and effectiveness by focusing on an issue that NC State considers important to improving student learning outcomes and/or student success. Visit go.ncsu.edu/QEP for campus updates.

Provost Arden also remarked on the 3D memo sent on January 20, 2022, [Special Faculty and Staff Leave Provisions for COVID-19 Vaccinations](#). The memo discusses using leave for vaccinations and boosters, and the interchangeability of community service leave. Provost Arden also went on to say that Chancellor Woodson also sent a Protect the Pack memo on January 14, 2022. He went on to say that vaccines are the best defense against Omicron and encouraged those who have not done so to get a booster; vaccination with booster is very protective of serious illness. Provost Arden shared that cloth masks have been questioned by the CDC. Ideally, wear a well fitting KN95 mask or surgical mask.

Provost Arden reminded those in attendance that the university has pivoted to isolation in place where students now stay in their dorm rooms instead of being relocated to special isolation facilities. Students that isolate in place are instructed to wear masks

when they leave their room, which should only be to go to the bathroom and pick up meals.

Provost Arden also reported on recent leadership and organizational announcements. The first being the announcement of Dr. Rob Dunn's appointment as interim Senior Vice Provost for Interdisciplinary Programs. He then announced the five-year leadership review of Bailian Li, Senior Vice Provost for Global Engagement, will be held in the next few weeks. The overview presentation of goals and accomplishments is scheduled for Wednesday, February 15, 2022, in Talley Student Union, room 4280 followed by in-person sessions with university representatives go.ncsu.edu/oge-review.

The semi-finalist interviews in the search for the next dean of the College of Veterinary Medicine were held over the last week. The finalist interviews will be held the second and third weeks of February go.ncsu.edu/cvm-search. The search for the next dean of the College of Education first round of interviews will begin the week of January 31st. The search for the next dean of the College of Agriculture and Life Sciences will begin in the next couple of weeks. Dr. Martin-Vega will chair the search committee. Listening sessions for internal and external stakeholders will be held in the spring go.ncsu.edu/cals-search. The search for Senior Vice Provost of Interdisciplinary Programs, chaired by Dr. Margery Overton, and Senior Vice Provost for Instructional Programs, chaired by Dr. Katharine Stewart, are both well underway.

Questions and Discussion

Chair Berry-James: Has there been any discussion at the university in regards to providing KN95 masks for students who may be experiencing financial hardship?

Provost Arden commented that there has been discussion and that masks are provided to employees in critical and mandatory positions. The university has decided not to provide masks free of charge across the university. It would also insinuate an endorsement of a particular mask.

Dr. Julie Casani added that the recommendations right now are to reserve N95 for high risk populations and high risk exchanges. Dr. Casani noted that the nonwoven masks have a very good record for filtration.

Senator Zagacki: Is purchasing masks with available department funds something department heads might consider for their respective faculty/staff?

Provost Arden responded that that is happening independently across the university but there will not be a university policy on purchasing and distributing masks.

Dr. Casani added that N95 masks are most useful and reliable when appropriately fitted to your face.

Senator Taylor: Has there been an update on the availability of menstrual products across campus?

Doug Morton commented that the chancellor charged him and Donna McGalliard with running a pilot program to add dispensers in high traffic buildings on campus to include libraries, student unions, gymnasiums and dining facilities. The menstrual products will

be provided free of charge. After the pilot program, a survey will be sent to the campus community asking for suggestions of additional locations to add the menstrual products.

Paula Gentius remarked that the chancellor has plans to send a message to the campus community pertaining to the menstrual equity initiative.

Senator Riehn: Is information available to faculty in regards to which masks are better than others? In regards to mask availability, I have to provide PPP for people in my lab. Are we not providing PPP so people do not end up in the hospital?

Provost Arden responded that while third party groups rate and test KN95 masks, the university does not rate and test KN95 masks. In regards to why the university does not provide KN95 masks, the provost commented that as the pandemic moves towards being endemic, we have to move away from the concept that it's the university's responsibility to protect everybody's personal safety.

Senator Robinson: By providing better protection, wouldn't we elevate the public health, whether it be a severe illness or a bad cold, of the community as a whole?

Provost Arden commented that the university gives out the best information as possible and encourages people to get vaccinated and wear good face masks but there comes a time where it is not the university's responsibility to protect you from all possible negative consequences that could happen to you.

Senator Carrier: Isn't the request about providing masks for those with limited funds (students/staff)?

Provost Arden responded that the university is concerned about those who do not have the means for appropriate PPE or healthcare. There was a very robust discussion and the consensus of opinion is that the university not provide masks campus-wide, but will give guidance as to where masks can be found.

Senator Zagacki: There seems to be a lot of confusion in my college about why the university cannot mandate vaccines. Would it be worth sending a memo on why the university cannot mandate vaccines?

Provost Arden commented that there isn't a public university that is mandating vaccines. When you compare NC State's vaccination rates with institutions that have mandated vaccinations, they are not radically different. Even with a vaccine mandate you still have to make allowances for health and religious exemptions.

Senator Morant: In this space of providing masks for folks who may have a financial burden, I just want to bring our attention to the fact that we just spoke about giving free menstrual products. So we recognize that there is this financial burden on students for very basic things. If we are still requiring students to wear masks as they come into the classroom, it's just reiterating and underscoring that we need to give serious consideration to those students for whom this might be a financial burden. We don't want to put another hurdle in place for students coming to class and getting an education that they need. While it may not seem much to us, it may be huge to students who are struggling to buy a pack of masks.

Provost Arden responded that this is an ongoing discussion and that there are a number of solutions that we could probably come up with. It may be as simple as donating masks to Feed The Pack. He continued by stating that the length of time that the campus community is required to wear masks is determined by the transmission rates of the virus.

Senator Duggins: Can we get vaccination rate breakdown by college? I strongly suspect faculty/staff/students are facing rather different realities and reporting a single, overall number is not a useful statistic for individuals.

Dr. Casani responded that there was some effort to report that last semester. She continued that Omicron doesn't respect vaccinations very well, but it does respect boosters. She cautioned that those who have been vaccinated longer than six months ago, with the primary series but have not had a booster, are considered under vaccinated in regards to the Omicron variant.

Senator Robinson: This gets back to who benefits from wearing effective masks. There are vulnerable people on campus; students wearing masks make those vulnerable people more protected. It's not just about protecting the wearer of the mask; it's about protecting the community and the most vulnerable people of the community.

Provost Arden commented that that is exactly why there is an indoor mask mandate in all buildings at all times.

Senator Duggins: I think it is disingenuous to represent the entire university with a single vaccination rate. I do recognize that there are those under vaccinated and those with boosters. Word of mouth would be great to encourage people to upload their booster status. This data is about us; we should be able to see it.

Provost Arden commented that it's not a matter of withholding data; the university strives to provide data that are helpful and meaningful.

5. Committee Updates

- a. Academic Policy Committee, co-chairs Lisa Bass-Freeman and Paul Williams
Senator Williams will provide a full report at the February 8, 2022 Faculty Senate meeting.
- b. GoCORE Committee, co-chair Barbara Kirby and Megan Jacob
Senator Kirby reported that 16 of 37 senators will need to be elected this year; five senators will need to be elected on the Faculty Grievance Committee; five senators to be appointed to the Hearings Committee and one chair-elect.
- c. Personnel Policy Committee, co-chairs Herle McGowan and Jennifer Kuzma
Senator McGowan reported that the committee has been working on a few issues of concern to include salary equity, issues of recognizing work that faculty do within their realms of responsibility on their SFRs that pertain to diversity, equity and inclusion.
- d. Resources and Environment Committee, co-chairs Eileen Taylor and Steven Vincent
Senator Taylor reported that the committee has partnered with the Personnel Policy Committee on the issue of concern of salary equity. The committee will also revisit issues of concern regarding the NC State alma mater.

- e. Faculty Assembly delegates
No report.

6. NC State Strategic Initiatives

- a. Doug Morton, Associate Vice Chancellor for Facilities

Doug Morton presented the Power Forward Electrical Distribution Upgrade project. NC State is embarking on a multi-year, multi-phase upgrade to NC State's electrical system. The Electric Distribution System Upgrade project will organize the system to reduce operational risk, enhance reliability, improve safety, and position the campus for future growth.

Doug went on to share that a crucial part of NC State's utility infrastructure is the medium-voltage electrical distribution system. We produce our own energy through one of the substations located on campus, but most comes from Duke Energy. In 1960, NC State had 60 buildings and 3.2 million GSF. In 2021, NC State had 177 buildings and 9.3 million GSF.

Doug continued by sharing NC State's path towards improving the campus electrical system. The replacement of the current system began 20 years ago with the acknowledgement of the issues. In 2002, Bragaw Switchyard was refurbished followed by a completed Sullivan Substation Study in 2005. In 2012, Cates Cogen Plant Startup distributed generation and efficiency; 2013 improvements were completed at Sullivan Substation which included a new 15Kv metal clad switchgear and redundant transformer. More recently, in 2020-2021, duct bank and new circuits were installed, buildings transitioned: Motor Pool area, Wolf Village, South Campus and Faucette.

There will be 53 new above ground switches and 104 transformer connections. The Supervisory Control and Data Acquisition (SCADA) allows Facilities to read how the voltage is being delivered across campus; the system is able to send reports and keep records of each problem and also allows technicians to be able to go straight to where the problem is. Industry advances mean we can make our system safer, more resilient and more powerful. If outages happen, we can isolate them and minimize campus impact.

Updates on the Power Forward project and any campus impacts may be found by visiting go.ncsu.edu/electric.

Questions and Discussion

Senator Robinson: Will this upgrade allow us to phase out backup generators? Will this upgrade facilitate installing more renewable power sources?

Doug responded that the generator is still very important and we need to protect research above all else. He went on to say that Facilities is doing a better job of making sure that those generators and the automatic transfer switch that feeds them, work. As far as renewables, Doug continued by sharing that a solar array is currently being installed atop Fitts Woolard Hall and a battery backup system in Centennial Campus;

these two things combined will work in tandem to help NC State better manage its energy.

Senator Williams: Are there any particular buildings on campus that need to be rewired?

Doug commented that now, more than any other time, Facilities evaluated the system reliability and most of the electricity is consumed by heating and air conditioning in buildings. All the buildings are safe and if things need help, there are resources to address them.

Senator Bird: Is the economic challenge one of initial investment in equipment/infrastructure? If so, is the dollar amount such that a fundraising campaign might address it?

Doug commented that Facilities has a tough time finding funding other than from its own resources on the campus to cover the costs. It is the initial cost, the difference between putting in the infrastructure ourselves or dropping it in from Duke Energy.

b. Margery Overton, Senior Vice Provost for Institutional Strategy and Analysis

Margery Overton provided an overview on the Strategic Implementation Planning Update. The timeframe for FY 2022 - FY 2024 includes incorporating high-level university initiatives. The university continues to push forward with strategic initiatives.

The Post COVID-19 Innovation Task Force was launched right before the Strategic Plan was finalized. The next steps will be to reflect on lessons learned and suggest initiatives that should be included in the implementation planning in response to COVID-19.

Dr. Overton went on to say that this strategic plan builds upon the prior strategic plan, so the implementation actions that had been documented in the last three years of the prior plan need to be reviewed.

The strategic plan task force reports remain a valuable resource. These reports were written in response to obtaining ideas to feed the strategic plan. The intention is to do implementations and assess implementations on a three year cycle.

Dr. Overton continued by sharing that she is working on making sure that there are well articulated data definitions and a consistent data set and that ISA is updating technology and the way that the data is revealed. Colleges and units were informed of the need to refresh their unit level strategic plans.

Dr. Overton ended by sharing current high-level initiatives: SEA Change, Flexible Work Policy, Engineering North Carolina's Future, among others listed on the slide.

7. Old and New Business

8. Issues of Concern - Chair Berry-James

Faculty Issues of Concern can be submitted at any time to a senator or to faculty_senate@ncsu.edu. Minutes from each Faculty Senate committee are posted on the Faculty Senate website so progress on issues/discussions can be monitored by all.

9. Adjourn

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 4:58 p.m.