

NC STATE UNIVERSITY

Faculty Senate Meeting Agenda

February 22, 2022
3:00 PM

Regular Meeting No. 11 of the 68th Session: Zoom Webinar

February 22, 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,, Bass-Freeman, Bernhard, Blessing, Carrier, Duggins, Edmisten, Erdim, Gerard, Ghosh, Hakovirta, Hergeth, Kirby, Koch, Kuzma, Kuznetsov, Lunardi, McGowan, Morant, Narayan, Nicholas-Walker, Riehn, Robinson, Stallmann, Taylor, Tourino, Vincent, Walker, Williams, Yoon, Zagacki

Absent: Senators Allen, Auerbach, Autry, DePerno, Edwards, Jacob, Reiskind

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Randy Woodson, Chancellor; Eric Hawkes, Executive Director-University Recreation; Kathy Woodford, Senior HR Consultant-University Human Resources

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

Chair Berry-James called the eleventh meeting to order at 3:04 p.m.

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

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

Announcements:

Chair Berry-James reminded those present that the Faculty Senate meeting dates, agenda and minutes are posted on the Faculty Senate website at FacultySenate.ncsu.edu. She announced that during the pandemic, out of an abundance of caution, and to align with the federal, state, and local guidance, as well as our community standards, the Faculty Senate has met virtually and via hybrid meeting formats.

She also announced that the Spring General Faculty meeting is scheduled Tuesday, March 22, 2022 at 3:00pm, in Tally Student Center Ballroom 3210, (60 people, auditorium style).

Chair Berry-James 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 locations, Pack the Shelves and their Amazon wishlist.

Chair Berry-James then announced the upcoming Faculty Senate elections. Elections will go live on March 22, 2022 and will close at noon on April 5, 2022. A chair-elect, senators and committee members for the 603 and 604/607 committees will be chosen during this spring election cycle.

Chair Berry-James thanks Senator Autry and members of the GoCORE committee for developing the Faculty Senate Elections Newsletter.

2. Approval of the Meeting Minutes (February 8, 2022) - *Maria Collins*, Associate Chair of the Faculty

Associate Chair Collins called for a motion to approve the minutes for Regular Meeting No. 10 of the 68th Session. 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 remarked that the meeting is focused on faculty mental and physical health and well-being. The Chronicle of Higher Education reported that faculty in higher education are experiencing high levels of stress, hopelessness, anger, and grief; these are all issues that are impacting faculty life at NC State. She went on to say that there are several important announcements from the chancellor and provost today that will help faculty know the state of things, particularly at NC State as we continue to operate during the pandemic.

4. Chancellor's Remarks - *Randy Woodson*, Chancellor

Chancellor Woodson greeted the Senators and guests. He acknowledged that the community is struggling in a lot of ways due to the past two years of the pandemic. He then went on to share the many awards and recognitions that members of the NC State faculty have been honored with over the past few months: Hollylynne Lee, College of Education Distinguished Professor, is the recipient of the national Robert Foster Cherry Award for Great Teaching; eight additional faculty members at NC State were elected AAAS Fellows, the largest science academy in the United States; Lilian Hsiao, an assistant professor of chemical and biomolecular engineering, has been awarded the 2022 Sloan Research Fellow.

Chancellor Woodson provided an update related to votes by the Board of Trustees. The board voted unanimously to change the lyrics in the Alma mater to remove the word dixie and replace it with a lyric that replaces the view that dixie was referring to a part of the country. The board adopted a new lyric to be "where the southern wind so softly blows". The Board has also approved a number of recipients of the Holladay Medal.

Chancellor Woodson then announced that the Board of Governors has been considering a number of potential changes to the 12-Cell Matrix, a calculation used to establish the reimbursement cost of delivering student credit hours on each of the UNC campuses for enrollment growth. Chancellor Woodson went on to say that, "They have reinstated funding for the fourth quadrant of the 12-Cell Matrix, which is nursing and engineering; they've reestablished higher levels of funding to acknowledge the higher cost of education associated with those disciplines. They've also suggested increased funding for doctoral students, and I'm told that there will be some additional concessions for masters students as well in the proposed revisions coming forward tomorrow."

Lastly, Chancellor Woodson announced that with regards to community standards and in response to the changing policies from Wake County and the City of Raleigh and with regard to where we are with regard to community spread of the virus and the dramatic changes associated with rates of infection, NC State has instituted new community standards effective Monday, February 28, 2022, that will continue to require face coverings in instructional spaces and on buses.

Question and Discussion

Senator Zagacki: Can you comment on why the Board of Governors is considering this change to the funding model?

Chancellor Woodson responded that the Board is interested in simplifying the model and introducing funding for summer school credit hours into the formula, and they are not interested in having a formula that subsidizes out-of-state students. The new model says there will not be reimbursement for out of state students.

Senator McGowan: Initially you said the Board of Governors proposed getting rid of the differential funding for graduate students and then in the new revisions they'd proposed higher. Is that higher than what it was previously as in we might be able to increase graduate student stipends?

Chancellor Woodson responded with an example. In agriculture, the current model reimburses agriculture at \$311 per credit hour for undergraduate students, \$766 per credit hour for masters, \$1,651 for PhD. Their proposed model would reimburse agriculture at \$461 for undergraduates and would have been the same for masters and the same for doctoral.

Senator Yoon: Will this proposed funding model reduce the state's overall financial support for the UNC System and ask each institution to secure its own funding (such as more external grants and contracts) or significantly increase in-state tuitions, like other states did to their public universities?

Chancellor Woodson responded, "I've been told that the goal of the Board of Governors is not to reduce funding from the state to the UNC system. It does slant it away from graduate education towards undergraduate education which is a challenge for us. They are making strides towards adjusting that, but I've been told that there's no goal to reduce the state funding."

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

Provost Arden greeted the faculty senators and guests. He then spoke more in depth on the newly updated community standards that were sent out earlier in the day. There will continue to be mandatory masking on buses, classrooms, and clinical settings and also at select food and dining services where staff will be asked to continue to wear a mask. The mandatory use of masks indoors and the mandatory testing of unvaccinated individuals who have not uploaded their status, will not be required any longer effective Monday, February 28, 2022.

Provost Arden then announced that the RPT General Information Sessions are for anyone going into the RPT cycle this year or anyone involved in the RPT process. There will be two sessions: Thursday, March 3rd at Cox Hall, room 206, and a Zoom session Wednesday, March 9th from 2:00-3:30pm go.ncsu.edu-rptmeetings.

Provost Arden then mentioned that NC State is going back to the previous way of doing course evaluations. Class evaluation formats will return so that faculty who are entering the RPT cycle will have quantitative data to be able to include in the RPT dossiers. The timing is appropriate to go back to a methodology that included some quantitative data, so it will be reimplemented this spring.

Provost Arden then updated senators on the leadership searches. Two finalists for dean of the College of Veterinary Medicine, Nick Frank and Kate Meurys, were interviewed. Three finalists for the dean of the College of Education were announced: Paola Sztajn, Thomas Hodges, and Andre Green. Dr. Louis Martin-Vega is chairing the search for the dean of the College of Agriculture and Life Sciences; the first nomination committee will be held this Friday. There will also be listening sessions for stakeholders. These listening sessions will be via Zoom go.ncsu.edu/cals-search. The search committee for senior vice provost of instructional programs, chaired by Katharine Stewart, held the first round of candidate selection meetings on February 19th. The first round of interviews will take place early March and on-campus interviews will take place early in April. The search

committee for the senior vice provost for interdisciplinary programs, chaired by Margery Overton, held its mid-search meeting on February 21st.

Question and Discussion

Chair Berry-James, as a point of privilege, noted that she received a message from a faculty member regarding search committees on campus. One concern was related to our strategic plan, Goal 4, which says to champion a culture of equity, diversity, inclusion, belonging and well being in all that we do. The faculty member talked about whether or not the search committees that have been established lately, have been diverse in nature.

Provost Arden responded that NC State puts a lot of work in configuring the search committees. Once names are gathered, an equity and diversity analysis is conducted to make sure that there is indeed equitable and diverse representation on the committee. At each initial meeting of the search committee, the Office of Institutional Equity and Diversity meets with the group concerning unconscious bias and otherwise. He went on to say that, "We're trying to be very deliberate about this, and I think you should be pleased when you look at the finalists and the semi-finalists, to see that we have a good, broad representation and the group is both equitable and diverse.

6. Topic: Faculty Mental & Physical Health and Well-Being

a. Wellness and Recreation, *Eric Hawkes*, Executive Director, University Recreation

Eric Hawkes began his presentation by sharing the definition of wellness as being the connected and interactive combination of six elements that foster a balanced, holistic life. This is achieved by having love for what is done each day, security of finances, vibrancy of physical health, self-awareness and emotional resilience, quality relationships, and pride in what is contributed to our communities. He went on to say that University Recreation is working towards a strategic plan to help embed wellness and well being across campus.

Eric shared University Recreation's mission statement: to inspire a culture of wellness by providing premier, innovative and inclusive programs, services and facilities that promote healthy, active lifestyles to enhance student success. He then shared the program and services provided at University Recreation, some of which are aquatics, club sports, group fitness, intramural sports, outdoor adventures, personal training, and wellness coaching.

Eric ended his presentation by sharing a few resources that the University Recreation team developed, one being the Employee Wellness Toolkit, a guide to help employees experiment with and apply strategies and utilize resources, and help employees enhance personal accountability through the self-paced, guided workbook. He also shared the Mental Health First Aid program which teaches individuals in the community how to identify, understand, and respond to signs and symptoms of mental health challenges and substance use. The Mental Health First Aid program is free for faculty, staff, and students.

Questions and Discussion

Chair Berry-James inquired about COVID protocols in the gym.

Eric responded that the specifications for air ventilation systems in gyms are more than your typical classroom. Another good thing is that all of the fitness equipment is spaced out more than it has ever been; there are also private fitness studios that may be reserved.

Chair Berry-James asked if there was a rule of thumb to go by when it comes to fitness.

Eric responded that the rule of thumb is 30 minutes of exercise daily.

b. Faculty and Staff Assistance Program (FASAP), Kathy Woodford, Sr. HR Consultant, University Human Resources

Kathy Woodford began her presentation by sharing that NC State has partnered with ComPsych, and has a specific, integrated work-life model in place that offers confidential counseling, LegalConnect, FinancialConnect, and FamilySource Work-Life Solutions. This program is available to employees and anyone in the employee's household. The FASAP NC State Program Model also offers critical incident stress management resources.

Another critical piece of FASAP is confidentiality. The program is strictly confidential, records are maintained by ComPsych, and general employer reporting includes a summary of the number of requests for assistance.

The most popular aspect of the FASAP program is the confidential counseling. Confidential counseling is the most utilized aspect of the FASAP program. Three free sessions, per issue, per year are offered. Short-term counseling is available 24/7 with multilingual access to master's and doctoral-level professionals. Long-term counseling for continuing treatment for long-standing issues will be referred to your insurance. Counseling services are offered via telephone, video, online chat or email functionality.

LegalConnect offers expert legal information from licensed in-house ComPsych attorneys. They provide unlimited consultation regarding family law, wills, bankruptcy, custody, real estate, ID theft and tax questions. If you need actual representation, ComPsych will refer someone local where you may be able to receive a 25% discount off legal fees and a free 30 minute in-person consultation.

FinancialConnect offers financial information from ComPsych staff of financial experts. Unlimited consultation is available for budgeting, tax issues, credit, real estate, debt, retirement planning, and estate planning.

Family Source/Work-Life Solutions offers unlimited support to assist with work-life balance needs to include child and elder care, educational options, health and wellness, personal convenience and relocation.

FASAP can be reached at 866-467-0467 or online at guidanceresources.com, your company web ID is FASAP.

Question and Discussion

Parliamentarian Bird: For the family support programs, is screening done on the vendors that ComPsych refers people to? Are there certain standards that vendors have to meet?

Kathy responded that it is basically a web-based research. "I don't think they have vendors, specifically, that they associate with or screen."

7. Faculty Senate Committee Updates

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

No update.

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

Senator Kirby reported that the recruitment of new senators is taking precedence. She encouraged senators to talk with colleagues, especially in the recruitment for chair-elect. The committee is also working on developing a written protocol of virtual and hybrid meeting and professionalism. GoCORE is also working on developing a new faculty senator presentation to be a resource.

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

Senator McGowan shared that the Personnel Policy is considering ways to better recognize faculty for diversity, equity, and inclusion. The general idea is to ensure that this work is appropriately recognized for the faculty who engage in it. Ultimately, this is a bigger task than the Personnel Policy committee can address alone. The committee will request a task force to be formed with broad faculty representation from across the university, as well as representation from key administrative offices. With this in mind, the Personnel Policy committee has prepared a set of recommendations for this task force to address to get feedback.

Senator McGowan shared a presentation with a set of recommendations and asked for feedback from those present.

Senator Hergeth: These items to be addressed are almost identical to the items we need to address in terms of globalization efforts.

Jessica Jamison: I really liked the idea of adding examples to the SFR that work within the various realms. If we have a collection of examples of how policies might or have changed to be more inclusive, I would be very interested in seeing those examples as well.

Senator Riehn: Having written quite a few NSF grants, there is a fair bit of performative action that is unlikely to reach the goals of actually including diversity. My fear is that we encourage performative action and won't actually lead to real results.

Senator McGowan responded that the committee was very careful not to say DEI research or DEI teaching, but rather they used DEI work, broadly defined.

Senator Eileen suggested adding a question to class evaluation, for example: How well did the instructor create an inclusive classroom?

Jessica Jamison: It will have to be made clear that this is intended to reward people who are actively doing this work, not necessarily to punish those who are not doing it.

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

Senator Vincent shared that the Resources and Environment committee had a joint meeting with the Personnel Policy committee regarding the resource allocation. They hope to have more data, including where resources have been sent in the university, in terms of faculty administrative appointments and salaries, and also hoping to get more questions answered regarding the scheduled equity study that is taking place this spring. The past equity studies have only included the variables of gender, race, and ethnicity. The committee is hoping to get other variables included in the general study.

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

Hans Kellner reported that the Faculty Assembly met last Friday; there was a panel on faculty leadership that was moderated by Julius Gonzalez, former Vice President for Academic Affairs. He continued by saying, "There was no member of the faculty who didn't have a portfolio on that group and that their notion of faculty leadership seem to be entirely training administrators of the future."

8. 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](#)

9. 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.

10. Adjourn

Chair Berry-James asked for a motion to adjourn the meeting. A motion to adjourn was made and properly seconded. The meeting adjourned at 4:58 p.m.