

February 1, 2022

Faculty Senate PP Committee

Present: Herle McGowan, Jennifer Kuzma, Sarah Carrier, Walter Robinson.

Convened at 3 p.m.

A) The overall goal of this meeting was to further discuss the DEI-SFR issues.

NEW discussion on DEI on the SFR

We discussed how this needs to be a university wide effort (including possible changes to SFR and tenure/promotion regs). Some colleges are starting to work on this issue, and we should not duplicate efforts. Senators could propose changes, talking to their various colleges and departments, however, it is a big task and we do not know all the nuances of regulation revisions or what is going on in the colleges. There is the risk that the process becomes unwieldy and beyond our capacity.

We agreed to work toward a proposal for a resolution or statement of support for the Sr. Vice Provost's office, Katharine Stewart's office, and the Vice Provost for Institutional Equity and Diversity, Sheri Schwab, to convene a committee, working with the DEI committees in the colleges and including faculty, to recommend changes to the SFR and RPT processes and/or regulations. We also discussed how the Provost's office likely has the staff to provide guidance on how departments, DVFs, and colleges can implement new DEI policies, practices, or criteria for review.

Potential next steps and task force members are contained in the PPC supplemental working document [here](https://docs.google.com/document/d/1kWdHvqLT-6P3zyrdREMVpJvTYPHrhqduLV1mr17H-kk/edit) (<https://docs.google.com/document/d/1kWdHvqLT-6P3zyrdREMVpJvTYPHrhqduLV1mr17H-kk/edit>)

What do we need to do to make this happen?

We need to make a proposal to the Executive Committee to bring to full Senate for discussion. Herle will prepare a cleaned up & revised version of "What needs to be researched/explored/updated in order to make this happen?" section in our working document above.

We then discussed the potential composition of a task force/committee and the need to include faculty as well as administrators.

Also, it was brought up that we will need to discuss the "why?" perhaps tying to goal #4 of the strategic plan as well as inclusion being a core value in the strategic plan—inclusive, equitable, and welcoming environment. If you want people to do that work, they need to get credit for

doing so. That is the big “why”? (another potential “why” or reason is that it is also consistent with broader impacts of grants, or outreach/extension work).

Herle and Jennifer will first need to propose that we have a discussion at upcoming Full Senate meeting to the Executive Committee on Thursday, February 3rd.

B) Issues to discuss/carry forward:

Salary Equity

We discussed some of the work going on in the REE committee that was shared with us over email. We agreed to invite Steven and Eileen’s REE committee to meet with us for a half hour next time, Feb. 15th. We also will invite Taufika Williams, chair of the Subcommittee for Policy Development at the Council on the Status of Women (CSW) at NCSU to meet with us.

The meeting adjourned at 4:00 p.m.