

NC STATE UNIVERSITY

Minutes of the Faculty Senate

March 8, 2022
3:00 PM

Regular Meeting No. 12 of the 68th Session: Zoom Webinar

March 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: Allen, Ange-van Heugten, Auerbach, Autry, Bernhard, Blessing, Carrier, DePerno, Duggins, Edmisten, Edwards, Erdim, Gerard, Hakovirta, Hergeth, Jacob, Kirby, Koch, Kuzma, Kuznetsov, Lunardi, McGowan, Morant, Narayan, Riehn, Robinson, Stallmann, Taylor, Tourino, Vincent, Walker, Williams, Yoon, Zagacki

Excused: Senators Bass-Freeman, Ghosh, Nicholas-Walker, Reiskind

Guests: Katharine Stewart, Senior Vice Provost for Faculty and Academic Affairs; Tim Danielson, Associate Vice Chancellor-Human Resources; Gareth Washington, Director of Benefits, Employee Wellness and Work Life; Peter Harries, Dean of The Graduate School; Deveshwar Hariharan, President of the Graduate Student Association

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

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

Chair Berry-James called for a motion to accept the revised agenda which was sent to the Faculty Senators on Monday, March 7, 2022. The motion was moved and properly seconded. The motion passed.

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

Announcements:

Chair Berry-James made the following announcements:

1. Faculty Senate elections will open on March 22, 2022 and close on April 5, 2022 at noon.
2. The topic of the Spring General Faculty Meeting will be Interdisciplinary Education. Guest speakers are Rob Dunn, Interim Senior Vice Provost for University Interdisciplinary Programs; Ray Levy, Executive Director of NC State's Data Science Academy; and Jane Lubischer, Associate Department Head, Department of Biological Sciences.
3. The UNC System is refreshing its strategic plan and wants the NC State community's feedback on the current plan's goals and metrics, as well as ideas for potential new goals and metrics. Feedback may be provided at the [Strategic Plan Refresh](#) Town Hall on March 21st at 11AM or online. You must be registered to make a comment or ask a question during the Town Hall. Provide feedback online by completing the Strategic Plan Refresh Survey at https://northcarolina.co1.qualtrics.com/jfe/form/SV_d6Vg4PunrIAxsMu.

Chair Berry-James will attend the Town Hall on behalf of the Faculty Senate and will be allotted time to ask five questions. Please send your questions to be addressed at the Town Hall to

faculty_senate@ncsu.edu.

4. The University Commencement Ceremony is on May 7, 2022 in PNC Arena.
5. The Faculty Senate continues to use Zoom and may think about pivoting sometime in the near future.

2. Approval of the Meeting Minutes (February 22, 2022) - Maria Collins, Associate Chair of the Faculty

Associate Chair Collins called for a motion to approve the minutes for Regular Meeting No. 12 of the 68th Session. A motion to approve the minutes was made and properly seconded. The motion passed and the minutes were approved.

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

Chair Berry-James introduced the topic of the meeting and introduced the guest speakers.

4. Provost's Remarks, Q&A - Katharine Stewart, Senior Vice Provost

Katharine Stewart announced that the Office of the Executive Vice Chancellor and Provost will offer a general information session on the Reappointment, Promotion, and Tenure process. The session, offered on two different dates, will include information about the process, an overview of the website, and a question and answer period. New faculty with professional rank in all tracks, those who will soon be entering the RPT cycle, and anyone involved in reviewing candidates in the 2022-2023 RPT process are encouraged to attend. One session was offered in person on March 3rd on Main Campus, and the other session was offered remotely via Zoom Webinar on March 9th from 2-3:30 p.m. in Cox Hall, Room 206. The webinar will be accessible on March 9th at go.ncsu.edu/rptmeetings.

On Monday, March 8, 2022, the university started operating under the revised campus face coverings protocol in alignment with, and guidance from, the UNC System and consistent with guidance from Wake County. Face coverings were made optional in most campus indoor locations. Mandatory face coverings exist in clinical and healthcare settings, in federal contract labs that have been identified, and on public transportation, including WolfLine buses. Face coverings are still encouraged in indoor locations, including in instructional settings.

As of Monday, February 28th, NC State stopped requiring mandatory weekly testing for individuals who have not provided proof of vaccination. Free testing is still offered to the NC State community. Compared to the beginning of the semester, daily positivity rates have dropped drastically, down to 1.6% as of March 1, 2022.

Administrator and Leadership Updates

Leslie Boney, Vice Provost for Outreach and Engagement and the Director of the Institute for Emerging Issues at NC State University, has announced his intent to retire effective May 1, 2022. Dr. Kwesi Craig Brookins will serve as the interim vice provost for Outreach and Engagement, and Sarah Langer Hall will serve as the interim director for the Institute for Emerging Issues.

Josh Pierce has been named director of Integrated Sciences Institute.

A hire should be announced soon in the search for the new dean of the College of Veterinary Medicine.

Finalist interviews have been concluded for the new dean of the College of Education; a hire is expected to be announced in the coming weeks.

The search has been launched for the new dean for the College of Agriculture and Life Sciences. The first meeting was held Friday, February 25, 2022. Dean Martin-Vega is chairing. Open forums and finalist interviews will be scheduled in late spring.

Two senior vice provost searches are ongoing; finalists will be on campus in the coming weeks.

5. Employee Engagement & Campus Culture

a. *Tim Danielson*, Associate Vice Chancellor of University Human Resources

The UNC System Employee Engagement Survey is a program sponsored by the UNC System Office. It is a biennial survey on workplace satisfaction. The engagement survey collects data from both faculty and staff and will help the University identify areas of strength at each institution and areas that need improvement. All permanent, full-time (75% FTE or more) faculty and staff as of January 2022 will be eligible to complete the survey. The survey is voluntary.

The survey will launch on March 28 and run two weeks through April 11 with a possible 1 week extension. Participants will receive an email invitation directly from ModernThink that has a unique login and password. The survey, on average, takes 15-20 minutes to complete.

The 2022 Employee Engagement Survey is completely confidential. Only the administrator of the survey, ModernThink, will have direct access to individual responses. Full narrative comments submitted in the open-ended questions will be shared with leadership.

Changes to the survey this year are as follows:

1. Diversity, Inclusion & Belonging statements have been added.
2. Statements specific to actions taken due to the COVID-19 pandemic have been added.

In 2020, the overall results were very positive. Reports on results were posted online and shared with institutional and college/division senior leaders. The survey was administered in February 2020, and there were limited expectations for action plans to be identified and implemented during the pandemic. Information related to action plans focuses on those identified after the 2018 administration of the survey.

In 2020, NC State's response rate of 57% was improved from the 54% response rate in 2018. It was the 7th largest improvement out of the 18 participating institutions, which ranged from +21 to -17 percentage points.

b. *Gareth Washington*, Director of Benefits, Employee Wellness and Work Life

Gareth Washington began his presentation by discussing retiree medical insurance. The retiree medical health insurance may be opted into via ORP or TSERS. Mr. Washington suggests that employees who are considering retiring should attend the Ready to Retire Workshop. The next Ready to Retire Workshop will be held March 16th in Talley Student Union. Registration is required.

Topics covered in the Ready to Retire Workshop are social security, retiree health and the retirement plan that the employee is in. The goal of the workshop is to give employees a plan of what to expect.

Mr. Washington went on to say that employees who are considering retiring should reach out to their benefit consultant at least 120 days in advance of retirement so the consultant can make sure you are in the window for retirement with the Retirement System Division.

In regards to the retirement and health plan benefit effective date, the first month of retirement the retiree

remains covered under their active agency. The State Health Plan benefit effective date is the first of the month following their retirement effective date.

Below are various links for the State Health Plan with rates as they relate to various status for retirees and their dependent as well as medicare eligibility:

80/20 & 70/30 Plan for Active Employees who are Medicare Primary Due to Upcoming Retirement
<https://www.shpnc.org/media/2533/download?attachment>

80/20 & 70/30 Plan for Non-Medicare Primary Subscribers in the Retirement Systems
<https://www.shpnc.org/media/2538/download?attachment>

80/20 & 70/30 Plan for 50% Contributory Non-Medicare Subscribers in the Retirement Systems
<https://www.shpnc.org/media/2530/download?attachment>

80/20 & 70/30 Plan for 100% Contributory Non-Medicare Subscribers
<https://www.shpnc.org/media/2532/download?attachment>

c. *Peter Harries*, Dean of The Graduate School; *Deveshwar Hariharan*, President of the Graduate Student Association

Dean Harries began by providing a history of NC State University's Commitment to a Positive Graduate Education Culture. Dean Harries stated, "When the pandemic initiated, one of the things that happened was the then president of the Graduate Student Association recommended to the Chancellor that a task force be formed focused on graduate student issues." The task force was created and it consisted of 10 people, representing a range of students, faculty, staff, and administrators from across the university.

One of the elements that was quickly brought to the table was NC State's lack of rights and responsibilities documents. The task force researched the rights and responsibilities documents at other institutions and decided to produce its own document that reflects the attitudes and expectations for how we should interact as a group of people promoting graduate education rather than having a specific focus on graduate students.

Deveshwar Hariharan added, "Now that the university is expanding, it is important for us to be clear about what our expectations will be for graduate students and expectations on what a graduate education will look like, especially if they are not from the same culture."

Senator Taylor reiterated that the point of this document is to give everyone at the university a set of norms and expectations. She then went on to say that this is a living document that has taken two years to develop. The group was able to garner a lot of advice from engaged parties to really understand how NC State works and how it should work.

Dean Harries then reviewed highlights of the document, including the general goals and expectations, graduate supervision, advising and mentoring, provisions for the degree and provisions around graduate assistantships, fellowships and scholarships, how to evaluate students, provisions for professional development, and shared governance.

Questions and Discussion

Senator Robinson: The document doesn't talk about levels of support for assistantships. I wonder if there are standards about our expectations that the level of support for someone who has a .5 FTE assistantship would be sufficient. The concept is that a graduate student can expect to support themselves in some

reasonable level of security and comfort if they have a .5 FTE assistantship without having to assume large amounts of additional debt burden. Was that something that was discussed?

Dean Harries responded that one of the issues is that in order to get GSSP, the amount that was established when that program was created remains in place. We probably should think about the FTE of GA appointments. The mode has been, if you reach the \$8,000 annualized, then you receive the tuition and the health insurance benefit. The GA salaries vary incredibly across campus. This issue was discussed briefly, but it was difficult to form a definitive statement on what that should be.

Senator Taylor: It's not a policy or regulation at the University. It's just a document that is put forth by the Graduate School, so it doesn't have the weight of a policy or regulation that the University has written and adopted.

Deveshwar Hariharan: There are people in my executive office that are also working on this issue or at least trying to bring it forward to have a conversation.

Senator Williams: This is very reminiscent of what we talked about when we revised the RPT process. RPT is a developmental process that starts the day that you arrive as a faculty member and it should be uniform to the extent that it can be. It's surprising that it has taken 27 years to say "our graduate students are sort of in the same ball game here." Any graduate student that enters the university, no matter what door they come through, should have certain minimal expectations of what the university is going to provide for them and what they can expect. I like this document and think it's on the right track. Ultimately, maybe it should become policy that every graduate student is entitled to an annual review and update on where they stand. There should be no surprises to graduate students with respect to their progress to degree.

Senator Morant: How will the document be shared with graduate students? Will it be shared upon their admission? Will prospective students have access prior to the decision to apply?

Dean Harries responded that it is his intent to include the document in the graduate catalog.

Roy Baroff: I do have a good number of faculty, graduate students, and postdocs that reach out to the Ombuds office for help in navigating these kinds of issues in terms of expectations. When challenges arise, they can create enormous difficulties for the student, faculty, and lab. I just want to commend the work that's going on and invite you all to take a good look at it, offer feedback, and really think of it as a document that's an invitation for every faculty member at the university to have conversation with their graduate students and postdocs about how they are going to do their work.

Chair Berry-James: Where can we find information about issues of concern that occur repeatedly?

Roy Baroff: On the resources page of the Faculty and Staff Ombuds Office. Primarily, it shows up in annual reports that I do.

6. Committee Updates

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

Senator Williams provided an update for the Academic Policy Committees. The committee received a proposal from Brett Smith to revise some of the language in the REG 02.20.072.12.1 as it relates to electronic use, such as Panopto. The committee made a few suggestions to the proposed new language; Brett will draft a document and bring that to the Senate for general discussion.

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

Senator Kirby thanked the senators who assisted with gathering nominees for the election and expressed appreciation to those running for their second term.

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

Senator McGowan reported that based on the feedback received from the senate during the committee's last update, they have decided to move forward with the Faculty Senate Special Select Committee to look at issues of evaluating and appropriately recognizing work that is done with respect to diversity, equity, and inclusion for faculty. The hope is to get a chair in place for the committee so that they will have input on the draft committee charge.

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

No report.

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

No report.

f. University Committees

Hans Kellner reported on the Lifelong Faculty Involvement Committee. The committee's basic function is to look over matters having to do with retirement and career and post retirement. The discussions this year have been part of a broader discussion over the question of emeritus. Katharine Stewart led a task force looking into emeritus. In the fall the committee discussed emeritus and the difference between faculty emeritus and administrative emeritus, and how you get out of emeritus if you don't want to stay in it.

In regards to getting emeritus, there are two legs: 1) you have to be in 10 years, and 2) you have to have recommendation letters from a chair and a dean. A number of suggestions were made about the possibility of appeals: the need for a letter of explanation from a head or dean in case someone should be rejected or not recommended for emeritus status.

Chair Berry-James inquired about the benefits of being an emeritus.

Hans replied that it depends on where you come from. Different colleges offer different possibilities for working beyond proper retirement age.

Katharine Stewart added that one of the key things emeritus enjoy as a privilege is that they retain their membership in the general faculty and are voting members of the general faculty and able to stand elections to the Faculty Senate. Departments that ask faculty to take on additional responsibilities as emeritus are expected to provide space and appropriate resources for the faculty member to do that work. Other benefits associated with emeritus status are identical to the benefits to retired faculty, such as access to library resources.

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 rberryj@ncsu.edu or the Office of the Faculty Senate via email Faculty_Senate@ncsu.edu.

9. Adjourn

Chair Berry-James asked for a motion to adjourn the meeting. A motion was made and properly seconded. The meeting adjourned at 4:37 p.m.