

# NC STATE UNIVERSITY

## Minutes of the Faculty Senate

April 5, 2022  
3:00 PM

**Regular Meeting No. 13 of the 68th Session: Zoom Webinar**

**April 5, 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, Erdim, Gerard, Hergeth, Jacob, Koch, Kuzma, Kuznetsov, Lunardi, McGowan, Morant, Narayan, Robinson, Stallmann, Taylor, Tourino, Vincent, Walker, Williams, Yoon, Zagacki

**Excused:** Senators Edwards, Ghosh, Hakovirta, Kirby, Reiskind, Riehn

**Guests:** Warwick Arden, Executive Vice Chancellor and Provost; David Tully, Librarian for Student Success and Affordability; Will Cross, Director of the Open Knowledge Center; Joel Pawlak, PhD, Associate Professor, Faculty Athletics Representative, Department of Forest Biomaterials; Boo Corrigan, Director of Athletics; Katie Graham, Assistant Dean and Associate Athletic Director for Academics

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

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

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

Chair Berry-James asked for a motion to approve the revised agenda. The motion was moved and properly seconded.

#### **Announcements:**

Chair Berry-James made the following announcements:

1. Faculty Senate elections closed today at noon. The results will be given to the Office of the Faculty Senate on April 12, 2022.
2. The class of 2022 spring commencement will take place on May 7, 2022.
3. The UNC System Employee Engagement Survey is open March 28 through April 11. You are encouraged to provide feedback on key measures of job satisfaction, including professional development, communication, senior leadership, employee well-being, and institutional pride.
4. The meeting dates of the Faculty Senate Executive Committee and other committees are posted under the Calendar and Announcements section of each agenda.

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

Associate Chair Collins called for a motion to approve the minutes for Regular Meeting No. 13 of the 68th Session. A motion to approve the minutes was made and seconded. The motion passed and the minutes

were approved.

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

Chair Berry-James remarked on the elections for Faculty Assembly delegates that are to take place later during the meeting. NC State has a delegation of five; the faculty delegates at the system level are composed of 16 universities and one high school that comprise the UNC System Faculty Assembly. The Assembly is an advisory body that serves the President of UNC System, Board of Governors, the NC State General Assembly, as well as the campus faculty and administrative bodies.

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

Provost Arden provided an update on recent administrator and leadership changes.

Kate Meurys has been appointed dean of the College of Veterinary Medicine. She is the 5th dean and first women dean of that school.

Paola Sztajn has been appointed the new dean of the College of Education.

The search for the dean of the College of Agriculture and Life Sciences is ongoing. On-campus interviews will occur over the summer.

Three candidates for senior vice provost of instructional programs visited campus over the last couple of weeks: Barbara Johnson, Arkansas Tech University; Mario Boboc, Cleveland State University; and Helen Chen, University of Cincinnati.

The first round of off campus interviews for the senior vice provost for interdisciplinary programs search will start next week.

COVID statistics on campus continue to be low, although there was a slight increase after spring break. Testing continues to be widely available for faculty, students and staff; the current average number of tests daily is 100. The federal government has approved a fourth booster for those 50 and over and those with pre-existing, immunocompromised conditions. The booster vaccines are available at Student Health.

### **Question and Discussion**

Chair Berry-James inquired which type of vaccine is available on campus for the fourth booster.

Provost Arden answered that only the Pfizer vaccine is available on campus. According to the CDC and FDA, vaccines may be mixed and matched.

### **5. Topic: Council on Athletics & Libraries - David Tully, Librarian for Student Success and Affordability; Will Cross, Director of the Open Knowledge Center; Sheariah Stevens, Student OER Ambassador**

Sheariah Stevens led the presentation on Supporting Affordability and Equity in Course Materials. She shared that the cost of attending college has skyrocketed over the past 40 years and tuition costs have greatly outpaced the rate of inflation. While college costs continue to be a major strain on families and individuals, many continue to invest in higher education because they believe that they will see a return on their investment down the road in terms of job prospects and higher standards of living.

For many students and families, the price of attending college includes costs associated with tuition and housing, but there are smaller costs that have an effect on a student's ability to succeed in college. For instance, if a student is skipping meals because they cannot afford to buy groceries that week or they are unable to make it to class because they cannot afford gas in their car, or skipping purchasing the required

textbook because they cannot afford it, then they are putting themselves at an increased risk of failing college.

Sheariah shared a slide which estimates the costs of attending NC State University for 2020-2021 residents and out-of-state residents. The costs are significant for students who do not have the financial means to cover those types of costs. It especially affects students from low income and first generation college families, who both are statistically more likely to take longer to graduate or drop out altogether.

A recent study by Dr. Mary Haskette found that 23% of NC State students experienced food insecurity two years ago and 15% experienced housing insecurity. Sheariah went on to say that, "One way we can support them is by ensuring that they have equitable access to their textbooks and other supplies." NC State Libraries ensures that at least one copy of every required textbook is available at either Hunt or D.H. Hill library. The library also supports faculty members who are looking to move away from using traditional textbooks by working with them on open educational initiatives. This means expertise and support in discovering free open source materials, including textbooks, known as open educational resources ([OER](#)).

The [Alt-Textbook Program](#) supports instructors who are looking to take part in OER. Each semester, the Alt-Textbook Program awards a series of grants for instructors in a variety of disciplines.

Sheariah ended her presentation by sharing ways faculty can help students: include the Libraries as a resource on your syllabi; tell the Bookstore what textbooks you're using; check out the [Open Pedagogy Incubator](#); review an Open Textbook (\$200 grant support).

## Question and Discussion

Senator Morant: Does the library have support for faculty who are using digital books?

Will Cross answered that Delta has developed an online, open source homework system that is great, but imperfect.

Maryam Mohaghegh: If someone chooses to go with the open source books how would we go about it?

David Tully answered that there is an application process to apply for grants. The Libraries has a textbook committee that reviews applications on a rolling basis. The Libraries then work with you on the project.

**b. Athletics Update** -*Joel Pawlak*, PhD, Associate Professor, Faculty Athletics Representative; Department of Forest Biomaterials; *Boo Corrigan*, Director of Athletics; and *Katie Graham*, Assistant Dean and Associate Athletic Director for Academics

Joel Pawlak started his presentation to provide an update on the status of athletics as a whole. The purpose of the Council on Athletics is to assist the Chancellor in exercising institutional control. It is made up of 26 different members, including faculty, alumni association members, Wolfpack Club members, the coaching staff and students and student athletes. The Council meets seven times a year.

Joel went on to discuss the changes in NCAA legislation. The changes in the NCAA legislation allows for all student athletes to transfer once without sitting a year in residence and increases choices for student athletes to transfer and play. The Big Ten Conference is the most frequently transferred to conference; Conference USA and the Big Sky Conference round out the top three. Most NC State students transfer back to Division I schools.

Joel reviewed the key graduation rates that his department reviews. The graduation success rate (GSR) removes students that transferred while in good academic standing. The federal graduation rate (FGR) includes students that transfer while in good academic standing.

Katie Graham reviewed the student athlete academic performance, student athlete enrollment, and graduation success rates. As of fall semester, there were 570 student athletes on varsity sport rosters; the overall term GPA was 3.06. Ten percent of student athletes earned 4.0 term GPA and 19 of 23 teams are holding a fall GPA of 3.0 or higher. Cumulatively, 39 students have a 4.0 GPA and the department GPA is 3.2.

Student-athlete enrollment by college:

- Education 1.7%
- CALS 4.5%
- Engineering 7.8%
- University College 8.3%
- College of Sciences 8.3%
- College of Design <1%
- Textiles <1%
- Natural Resources 24.3%
- HSS 22.1%
- PCOM 21.6%

Top 10 Undergraduate Majors

1. Sport Management
2. Business Administration
3. Communication
4. Biological Sciences
5. Psy
6. Accounting
7. Nutrition Sciences
8. Industrial Engineering
9. Mechanical Engineering
10. Criminology

Katie shared that as of the fall 2021 semester, there are 44 active roster student-athletes in graduate school. She went on to share that the graduation success rate is a metric created by the NCAA to measure graduation progress of student-athletes. It included first-time, full-time freshmen, students who enter midyear, and transfers into institutions. It excludes students who leave an institution in good standing prior to graduation with athletic eligibility remaining.

Boo Corrigan remarked on the budgetary challenges during the pandemic. He noted that going into June of 2020, the Athletics department was projecting a \$22 million loss. To overcome this, the department focused on fundraising; a group of fans turned their football season tickets into donations; a select group of people were chosen to create the Guardian Wolves who then generated a significant amount of money to help offset the projected loss; October through June 30, 2020, everyone in the Athletics department took a pay cut, some as much as 20% of their total income, others took a 10-day furlough or 10% pay cut. All in all, the \$22 million loss was turned into a balanced budget.

Boo went on to comment on Pack United, "I have learned a great deal from this group in the last two years. It's a group that started off as a social justice group and expanded into working with Habitat for Humanity, working with neighbor to neighbor, worried about housing and food insecurity for our students, and it really broadened what their approach is."

## **Question and Discussion**

Senator DePerno: How is the relationship between coaches and the student-athletes that enter the transfer portal?

Joel Pawlak responded that when students go into the transfer portal that usually coincides with the end of their

participation on their team. This presents unique challenges. Their team dynamic changes.

Boo Corrigan added that it's tough, and athletes have many reasons for entering the transfer portal. Is it more playing time, do they want to be closer to home? It's a delicate conversation that goes on there. We typically ask for a 24-48 hour wait period before they do it because with the number of scholarships that are out there and the number of slots we have on our teams, it's a dynamic time.

Senator Robinson: What are the various sizes of your revenue streams, and what fraction of your revenue stream is accounted for by the student athletic fee?

Boo Corrigan responded that the revenue stream from student activity fee is about \$6.3 million dollars. We have the lowest fee in the North Carolina State system. Our budget is approximately \$97 million dollars and about 7 or 8% of that largest share of our money comes through TV revenue, both through the ACC, our deal with ESPN and the ACC Network.

Senator DePerno: Is NC State doing anything in regards to the equity around female athletes as it relates to NIL?

Boo Corrigan answered that we have an executive order in North Carolina that prohibits us from being involved in NIL, and it also does not make it mandatory for students to tell us whether they are involved in NIL. When you look at the marketplace, that's going to be market-driven.

Senator Zagacki: Is the LSU basketball team investigation related to NIL or were these violations pre-NIL?

Boo Corrigan answered that all of the allegations are before NIL.

Carolyn Bird: For the graduation success rates of the men and women basketball teams, is that a statistically significant difference in their rate? If so, is there something different about their academic profile when they come in, or is there something different about the academic programs that they pursue, that they're performing differently?

Katie Graham responded that the real main contributing factor is that there are many more opportunities to pursue professional basketball for men than there are for women. There is some difference in incoming profiles of men's basketball and women's basketball students coming out of high school, but not much difference. The big difference is that we have a very high transfer rate nationally, and men's basketball is the highest. The NBA draft happens prior to the end of spring semester. Even though the WNBA draft occurs in the spring semester, a very small number of students consider themselves to have a chance at being drafted.

Boo Corrigan added that the transition of coaches also plays a role in that.

## 6. Committee Updates

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

Senator Williams reported that the committee met with Amy Jinnette and assigned faculty to the University Standing Committees. Also discussed were the changes to the syllabus regulation. Suggestions were sent to Brett Smith.

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

No update.

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

Senator Kuzma reported that the committee is continuing to work on the formation of the Special Select Committee on Diversity, Equity, Inclusion and Belonging. She also reported that the committee received an issue of concern regarding how the promotion from lecturer to assistant teaching professor occurs.

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

Senator Taylor reported that the committee is working on two issues of concern; one relating to masking and the other relating to gas prices. She also reported the committee continues to work on the Salary Equity Study and are putting together visualizations. She went on to say that the committee may also look into the cost of rising housing in Raleigh and how that affects our ability for students to attend in person.

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

No report.

f. University Committees, Faculty Senate Representatives

Associate Chair Collins reported on behalf of Senator Harkovirta. The Housing Committee, chaired by Zachary Lewis, met fall 2021. The topic, voting on housing increase, was passed. The next meeting will be in April.

Hans Kellner provided a report on the Lifelong Faculty Involvement Committee; an issue was brought up to the Association of Retired Faculty (ARF) regarding emeritus status and the process by which emeritus faculty are chosen/selected. The ARF suggested that because of the possibility of bias, deans and department heads should be eliminated from the process; the process should simply be 10 years, retire, and you're an emeritus.

Chair Berry-James reported on the Pay Equity Salary Group. The group discussed previous models of pay equity at NC State. Marcia Gumpertz spoke on the kind of concerns around pay equity on campus.

## 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](#)

e. Faculty Senate considers formal endorsement of [NC State's Commitment to a Positive Graduate Education Culture](#)

Senator Taylor made a motion that the Faculty Senate endorse the Graduate Student Compact, NC State's Commitment to a Positive Graduate Education Culture.

Senator Robinson seconded. The motion passed. The vote 23 in favor, 0 votes against and 0 in abstention.

f. Vote for NCSU Faculty Assembly Delegates

The candidates for Faculty Assembly Delegate spoke shortly on why they would like to run as a delegate.

## **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 [rmberryj@ncsu.edu](mailto:rmberryj@ncsu.edu) or the Office of the Faculty Senate via email [Faculty\\_Senate@ncsu.edu](mailto:Faculty_Senate@ncsu.edu).

## **9. Adjourn**

Chair Berry-James asked for a motion to adjourn the meeting. A motion was made and seconded. The meeting adjourned at 4:48 p.m.

## Faculty Senate Calendar and Announcements

### 4/07/2022 3:00 PM– EXECUTIVE COMMITTEE – *Rajade M. Berry-James, Chair*

The **Executive Committee** shall have the responsibility of developing long-range plans for the Faculty Senate activities and shall act for and represent the Faculty Senate, as authorized by the Faculty Senate, while the Faculty Senate is not in session. The Executive Committee shall be responsible to and shall make periodic reports of its activities to the Faculty Senate. The Chair and Associate Chair of the Faculty Senate shall be the Chair and Associate Chair of the Executive Committee.

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### 4/12/2022 3:00 PM - FACULTY SENATE COMMITTEE MEETINGS

#### **ACADEMIC POLICY COMMITTEE – *Lisa Bass-Freeman and Paul Williams, Co-Chairs***

The **Academic Policy Committee** is responsible for reviewing, modifying and initiating policies related to: undergraduate and graduate academic policy, regulations and reform, for both on and off-campus teaching and learning environments; faculty instructional development; faculty evaluation and assessment, teaching and advising; research; and the academic calendar.

#### **GOVERNANCE, COMMUNICATIONS & RECRUITMENT COMMITTEE – *Megan Jacob and Barbara Kirby, Co-Chairs***

The **Governance, Communications, and Recruitment Committee** deals with matters internal to the Faculty Senate and the General Faculty. It oversees the outreach strategies for the Senate and evaluates their effectiveness in disseminating information and recruiting new members.

#### **PERSONNEL POLICY COMMITTEE – *Jennifer Kuzma and Herle McGowan, Co-Chairs***

The **Personnel Policy Committee** is responsible for generating proposals for consideration by the University Administration concerning institutional policies and regulations that best support the work of the faculty at NC State University. This includes, but is not limited to, institutional policies and regulations relating to faculty appointment and compensation, and faculty review and evaluation for reappointment, promotion, and tenure. In addition, the committee shall review proposed or recently instituted additions to and/or revisions in existing institutional policies and regulations that impact the faculty and that have been initiated by non-faculty entities including the Provost, Chancellor, and General Administration. Such a review shall culminate with an evaluation of the quality of the support the proposed revision and/or addition presents for the work of the faculty at NC State University. The Personnel Policy Committee shall report annually or upon request concerning its activities to the Chair of the Faculty and to the General Faculty.

#### **RESOURCES AND ENVIRONMENT COMMITTEE – *Eileen Taylor and Steven Vincent, Co-Chairs***

The **Resources & Environment Committee** is responsible for reviewing and making recommendations regarding policies related to the allocation and management of University resources, and maintenance of and improvements to the University environment. The environment is broadly defined to incorporate not only the physical plant but also the less tangible elements of the University living and workplace climate that affect the ability of University faculty, staff, and students to accomplish their goals and objectives. This includes, but is not limited to, the campus physical plant; outdoor spaces; campus safety; transportation and parking; campus bookstore and other on-campus retail outlets; University housing and student life; availability and support for computer, networking, and other technological resources; and issues related to faculty, staff, and student academic freedom and ownership of work created in the course of employment and/or residence in the University.

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### **ANNOUNCEMENTS**

1. [Class of 2022 Spring Commencement](#) will be held at 9am on Saturday, May 7 at PNC Arena.
2. [UNC System Employee Engagement Survey](#) is open March 28 through April 11. Give feedback on key measures of job satisfaction, including professional development, communication, senior leadership, employee well-being and institutional pride.
3. **Join Faculty Senate Meetings:** [Register](#) by using the Zoom link on each agenda. Panelists, guest speakers, and Faculty Senators will receive a separate Zoom invitation.
4. Faculty Elections closed today, April 5, 2022, at noon. Faculty Senate office will receive the results by April 12, 2022.