

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
January 10, 2023
3:00 p.m.

Regular Meeting No. 8 of the 69th Session Hybrid Meeting January 10, 2023

Present: Chair McGowan; Associate Chair Collins; Parliamentarian Bird; Senators Ange-van Heugten, Auerbach, Bernhard, Blessing, Breen, Carrier, DePerno, Edwards, Friend, Ghosh, Hakovirta, Hergeth, Koch, Kuznetsov, Lee, Lunardi, Marchant, Morant, Narayan, Phukan, Reiskind, T. Robinson, Roland, Stallmann, Taveirne, Tourino, Verhallen, and Zagacki

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Michelle Healey, Chair of the Staff Senate Employee Experience and Relations Committee; Jill Phipps, Staff Senate Chair

1. Call to Order and Announcements - Herle McGowan, Chair of the Faculty

Chair McGowan called the meeting to order at 3:00 p.m.

Chair McGowan made the following announcements:

- Faculty listening sessions on student mental health will be held virtually on tomorrow, January 11, from 12 - 1 p.m and in person on Friday, January 13 from 10:30 a.m. — 11:30 a.m. You are encouraged to attend one of these sessions and contribute your perspectives on this discussion.
- The Equity for Women Awards nomination window is open until midnight on Sunday, January 22. Faculty, staff and students of any gender identity may be nominated for these awards, which recognize individuals and groups for their outstanding dedication to establishing equity for women at NC State University.
- The Annual Sisterhood Dinner, on Monday, February 27th, will be held in the Talley Ballroom. There will be a reception and silent auction starting at 5:15 pm; the dinner and awards ceremony start at 6 pm. Groups can reserve tables for 8 or individuals can register for individual seats online. Registration will be open until January 27, or until tables are sold out.

2. Approval of the Minutes, Regular Meeting No. 7 of the 69th Session, November 29, 2022
- Maria Collins, Associate Chair of the Faculty

Associate Chair Collins called for a motion to approve the minutes for the seventh meeting of the 69th session of NC State Faculty Senate. A motion and second were made and the minutes were approved.

3. Chair's Remarks - Herle McGowan, Chair of the Faculty

In her remarks to the eighth meeting of the 69th session of the Faculty Senate, Chair McGowan stated, “We focused on student success a lot last semester and will continue these discussions in the future. For today, though, we focus on another group that is equally important to the success of the university: our staff. Think of all the ways, large and small, that staff help support faculty and keep day-to-day operations running smoothly. Faculty have a vested interest in supporting staff in seeking market wages, career development, and other things that contribute to job satisfaction. Today we hear from several members of the Staff Senate about what those needs might be, as well as anything else they wish faculty knew about their roles at the university.”

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

Provost Arden provided the following leadership updates. The University Standing Committee Preference Survey is available online now through January 30, 2023. Employees eligible to serve on a university standing committee are those in a .75 or greater FTE position and are benefit-eligible. Emeritus/Emerita faculty are also eligible.

Sarah Langer Hall has been named the director of NC State’s Institute for Emerging Issues, effective January 1, 2023. Langer Hall has served as interim director since former IEI director Leslie Boney retired in May 2022.

On December 20th, Provost Arden announced Rich Bonanno has been named Vice Provost for Outreach and Engagement, effective January 1, 2023.

Ke Cheng has been named executive director of interdisciplinary scholarship in the Office of University Interdisciplinary Programs. Cheng is the Randall B. Terry, Jr. Distinguished Professor in Regenerative Medicine in the Department of Molecular Biomedical Sciences and Department of Biomedical Engineering. He will report directly to Rob Dunn, senior vice provost for University Interdisciplinary Programs.

Three dean searches are ongoing this semester. Provost Arden thanked the chairs for their service on these committees: Steve Lommel, College of Agriculture and Life Sciences; Ruben Carbonell, College of Engineering; and Kathryn Meurs, College of Sciences.

Provost Arden also announced the search for the Vice Provost for Global Engagement will be kicked off this semester. Heidi Hobbs is serving as interim vice provost.

Wellness Day is Thursday, February 16, 2023. Faculty are asked to avoid tests and deadlines, if possible. Provost Arden clarified that absence verification is not required for physical and mental health issues when absent from classes, not exams. This is not a policy or mandate; faculty have authority over how they conduct their classes.

The Mental Health Task Force has upcoming listening sessions. There will be two sessions each for faculty, staff and students. The university is looking to hire in the central counseling

service and embed counselors in colleges and throughout the university. An online counseling platform is available to students as well.

5. Staff Relations and Staff Retention - *Michelle Healey, Chair of the Staff Senate Employee Experience and Relations Committee; Jill Phipps, Staff Senate Chair*

The Staff Senate serves as the representative voice for staff in matters relating to the University, supports staff members in the realization of their full potential at the University, and advances University excellence through its efforts. Ms. Phipps and Ms. Healey discussed the importance of seeking market wages, career development, and mental health and wellness and other issues that contribute to job satisfaction for staff.

Ms. Phipps encouraged people to sign up for the Mental Health First Aid training program to help develop essential skills to help someone experiencing a mental health or substance use challenge. The training helps you identify, understand and respond to signs of addictions and mental illness.

The Staff Senate realizes that not all staff have the digital training necessary for a digital environment. The group is working on creating positive digital access for all staff.

Ms. Phipps also recognizes that retention of staff is a significant issue and that though funding may not be available, appreciation can work wonders. Ms. Healy added, "...regardless of your task, if you feel connected to the mission and you see the outcomes that you've played a part in, that has such a big role in keeping people, especially subject matter experts, and keeping them happy."

Ms. Healy went on to announce that the Staff Senate's Employee Relations Committee is working on mapping out physical resources on campus so employees will be able to locate computers in their vicinity. The group has also submitted a job description for a digital navigator with hopes that there will be grant funding to hire for the position.

The Staff Senate has partnered with Tim Danielson, associate vice chancellor for human resources, to find a resolution for the salary compression issue at NC State.

Question and Discussion

Question: Faculty have heard that a large number of staff have resigned. Do you have the numbers and the root causes of the dissatisfaction?

Jill Phipps: The great resignation is real. Pay equity is a cause of the dissatisfaction. Many staff left the university for private companies that pay more. Many staff also wanted the opportunity for more flexibility with remote working; some left for private sector companies that would allow them to work remotely 5 days a week. Other staff feel that they are being looked over for promotional opportunities even though they have completed various training and have been at the university for a longer time. Also, people who were able to retire did so. We are

also seeing a generational shift; there are a lot of people at retirement age and few at the new faculty and staff stage.

Question: What could be done within the structure of the university for staff to receive a pay raise without having to switch jobs or seek a promotion?

Jill Phipps: There's a current study to review the career banding process. This review may take up to 18 months.

Michelle Healey: There is movement in a positive direction for those in finance positions; some are being reviewed and are being converted to EHRA jobs which allows them to be offered at a higher salary.

Question: What do you wish that faculty knew about the staff role, or potentially wish that faculty could help advocate for?

Michelle Healey: Staff are not trying to make processes complicated; we have to ask questions and come back to faculty for justifications because we are asked to. If you're a new faculty member and have never supervised anyone before, I would take a course at the university on how to supervise people.

6. Old and New Business

- a. Resolution: Call for an Official NC State University Land Acknowledgement Statement
 - i. Chair McGowan is in the process of seeking answers to the questions raised at the last Faculty Senate meeting.
- b. Update on DEIB Special Select Committee
 - i. The DEIB Special Select Committee has been convened; the first meeting will be January 17, 2023. The committee is chaired by Dr. Pamela McCauley, Wilson College of Textiles and Dr. Corey Johnson, College of Natural Resources. They are both full professors within their disciplines and colleges and have experience with diversity, inclusion and social justice. The goal of this committee is to have a full report submitted to Chair McGowan and Provost Arden by January 2024.

7. Issues of Concern (IOCs)

Faculty Issues of Concern can be submitted at any time to a senator or to the Office of the Faculty Senate via email at Faculty_Senate@ncsu.edu

8. Adjourn

Chair McGowan adjourned the meeting at 3:53 p.m.