

NORTH CAROLINA STATE UNIVERSITY

Minute of the Faculty Senate

November 29, 2022

3:00 p.m.

Regular Meeting No. 7 of the 69th Session Hybrid Meeting November 29, 2022

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

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Doneka Scott, Vice Chancellor and Dean of the Division of Academic and Student Affairs; Samantha Meltzer-Brody, Chair of the UNC School of Medicine Department of Psychiatry and Director of the UNC Center for Women's Mood Disorders; Bradley Davis, Associate Director of Student Conduct; Tom Hardiman, Director of Student Conduct

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:

The Staff Senate, University Police, Feed the Pack and The Council on the Status for Women are hosting a toy, coat, and food drive; collection will take place until December 13, 2022.

All members of the campus community have until December 16, 2022 to submit feedback to help guide the Student Mental Health Task Force.

2. Approval of the Minutes, Regular Meeting No. 6 of the 69th Session, November 15, 2022 - *Maria Collins, Associate Chair of the Faculty*

Associate Chair Collins called for a motion to approve the minutes for the sixth meeting of the 69th session of the 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 seventh meeting of the 69th session of the Faculty Senate, Chair McGowan stated, “We have a busy and diverse agenda today. The first presentation is an opportunity to learn more about communication procedures following a student death, in particular death by suicide. The second presentation is an opportunity to provide feedback on proposed changes to the university’s academic misconduct sanctioning process. Finally, we will have updates on several committees and a reading of our first formal resolution of the year.”

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

Provost Arden provided the following leadership updates. The dean searches for the College of Agriculture and Life Sciences, College of Sciences and College of Engineering are currently underway. All committees have been charged; candidates will be invited to campus in the spring.

The three finalists for the Director for the Institute for Emerging Issues will be on campus in the next few days: Jennifer Harris, Department of Commerce, is scheduled for December 6th; Sarah Langer Hall, the current interim director, is scheduled for December 8th; Jim Woodell is scheduled for December 13th.

Provost Arden also announced that a spring Wellness Day will be held on Thursday, February 16, 2023. Instructors are asked to avoid tests or deadlines on February 16th and 17th, if possible.

Question and Discussion

Question: What is the status of reactivating the Faculty and Staff Ombuds Office?

Provost Arden responded that his office did not receive candidates with suitable qualifications. He and Charles Maimone are reevaluating and may consider adding a university employee for this role.

5. Student Mental Health, Privacy, and Campus Response

*Dr. Doneka Scott, Vice Chancellor and Dean of the Division of Academic and Student Affairs
Dr. Samantha Meltzer-Brody, Chair of the UNC School of Medicine Department of Psychiatry and Director of the UNC Center for Women’s Mood Disorders.*

Dr. Scott introduced Dr. Meltzer-Brody and also acknowledged that NC State has discussed and collaborated with partners across the state and across the country on the issue of student mental health. Dr. Brody is the Assad Meymandi Distinguished Professor and Chair of the Department of Psychiatry at UNC - Chapel Hill.

Dr. Meltzer-Brody expressed her deep support for the NC State campus community. She then shared a few remarks on what UNC-Chapel Hill has dealt with and what's happening at the global, national, and statewide levels.

Dr. Meltzer-Brody went on to say, "Globally, there is a full on mental health crisis which started before the pandemic and has since worsened. This crisis is impacting multiple, vulnerable populations of which college age people are one of them. Nationally, college campuses are experiencing the same issues. College age suicide is higher than it has ever been and statistically, it would be impossible to prevent it entirely."

She expressed that nationally, college campuses are not set up to manage the demands of the mental health concerns of students entering. According to the Mental Health America report, North Carolina consistently ranks #42 or #43 in the country for resources provided for child and adolescent mental health services; this includes college-aged people.

In North Carolina, college campuses lack the resources and funding to be able to manage the magnitude of the mental health concerns that are coming in. The expectations around communication are also difficult to manage. Family members, faculty, and staff feel that they should have a full briefing on everything that happens when in reality, the rules and medical legal implications of HIPAA make it a delicate situation in respect to what universities are allowed to disclose.

The reality is that the United States has underfunded mental health for decades. College campuses have a large population of an age group ripe for mental health concerns: the first episode of psychosis is likely to happen in college and graduate age people with schizophrenia, bipolar disorder, the demands of trying to live independently, and the stress of school work, etc.

Dr. Meltzer-Brody finished by saying, "I think that getting through this continues to require engagement of all the different constituents across campus and having ongoing and relentless communication; partly, educating people about what can and can't happen. I think we can all turn our ire to the State legislature and let them know that we need them to step up and improve funding across the state for mental health services so our students have a better chance of getting help before they arrive at campuses, and that campuses then have a fighting chance of trying to respond."

Question and Discussion

Question: I want to know whether there is evidence of wellness days being effective or helpful?

Dr. Meltzer-Brody: The reality is there's no longitudinal data to know if wellness days decrease the rate of mental health concerns. The best thing it's doing is showing commitment by campus that wellness is important. Some of the challenges are that it's

disruptive and some students may break routine. It is helpful to have wellness activities during scheduled wellness days, such as having counselors available, so it's not just a day off.

Question: Is there a reason that faculty can't be told the students' names?

Dr. Meltzer-Brody: There are very clear rules on how information is released and that is subject to multiple levels of scrutiny, including the desire of the family members, which can be complex.

Dr. Scott: As an institution, we don't share names each time there is a student death, as a best practice. When campuses share a student death and there isn't a reason why, then it is automatically assumed that students are dying by suicide, which may not be the case.

Question: What information is being collected from students regarding their perceptions of their mental health and that of their fellow students?

Dr. Scott: Every two years there is a healthy minds study where information is collected.

Question: Even notification that a death has occurred would better prepare us to walk into class, which is sometimes when we learn from our students that a friend of theirs has died.

Dr. Meltzer-Brody: I imagine that the fine balance of how to do this, with a campus as large as NC State, can be really tricky to navigate. Alerting and sending out reports for everything that happens all the time can be overwhelming in and of itself; I think our students have information overload just trying to deal with the incoming all the time.

Dr. Scott affirmed that, "We are in a difficult time and just being there for each other as we are for our students goes a long way. As a group, we are diligently working to try to ensure that as an institution, we are not doing things that would also impact student health."

She went on to say that, "The task force will take a broad look at our institution and come up with recommendations on how we can address this issue."

While the finalized report is due in January, we are actively working on things from now until then to meet those needs.

6. Academic Misconduct Sanctioning

Bradley Davis, Associate Director of Student Conduct

Tom Hardiman, Director of Student Conduct

Bradley Davis and Tom Hardiman gave a presentation on Academic Misconduct Sanctioning. Mr. Davis began by providing background information of the issue, current sanctioning practices, and the proposed sanctioning changes.

Previously, there were challenges with the indefinite nature of academic integrity (AI) probation for a first-time violation. The perception and disparate treatment of AI probation versus disciplinary probation within campus units is another challenge that Mr. Davis and Mr. Hardiman addressed.

Two violations are included with the current sanctioning practices: first violation include/exclude educational activities, grade penalty, AI probation throughout academic career and suspension; second violation include/exclude educational activities, grade penalty, and suspension.

Mr. Hardiman went on to discuss the proposal rationale of considerations outlined in the PowerPoint slides. The proposed sanctioning changes are:

- First incident w/o aggravating factors
 - Grade penalty
 - AI module/wellness coaching
 - Academic Integrity probation for 1 year
- First incident with aggravating factors
 - Grade penalty
 - AI module/wellness coaching
 - Academic integrity probation for specified time period longer than 1 year or for remainder of academic year
 - Suspension (minimum of one term)
- Second incident w/o aggravating factors & AI probation has expired
 - Grade penalty
 - AI module/wellness coaching
 - Academic integrity probation for specified time period longer 1 year or for remainder of academic career
 - Suspension (minimum of one term)
- Second incident while on AI probation
 - Grade penalty
 - Other educational sanctions (if AI module/wellness coaching previously completed)
 - Academic integrity probation for remainder of academic career
 - Suspension (minimum of one term)
- Third incident
 - Grade penalty
 - Other educational sanctions
 - Academic integrity probation for remainder of academic career

- Suspension
- Expulsion

Question and Discussion

Question: The impact is a lot greater for international graduate students than for your typical undergraduate student. Is this an issue you've thought about?

Mr. Hardiman: Yes, we met with Beth James and her team from OIS to get their feedback; Beth is a staunch advocate for international students because coming to the United States could be vastly different from their undergraduate experience.

Question: Are these changes in line with our peer institutions?

Mr. Hardiman: Yes, especially within the UNC System. Our proposed changes are in line with best practices and with what other institutions are doing to discern what minor, moderate, and serious misconduct is with regard to academic misconduct as opposed to just a one size fits all.

Question: Do instances of misconduct cluster among certain courses and departments or even instructors?

Mr. Hardiman: Yes, we do see a fair amount of cases from certain departments, and we have established a good relationship and have open lines of communication about how we can best support students and how we can best support faculty who are addressing these concerns.

Question: Have you looked at the demographics of the students who are most likely to have violations?

Mr. Hardiman: We have pulled data and what we are seeing is an increase in the number of reports of international students, undergraduate and graduate.

Question: The wellness coaching that you mentioned, is it the same wellness coaching that is offered through Wellness and Recreation?

Mr. Davis: Yes, it is the same.

Question: It is my understanding that the coaches are fellow students. Does that present any problems in terms of privacy violations?

Mr. Hardiman: We have used coaches for about three - four years now; in our partnership with Wellness and Recreation, any student who is assigned by our office is assigned a professional coach. The student will not meet with a peer student.

Question: Will there be guidelines of what constitutes a minor, moderate, or severe aggravating factor?

Mr. Hardiman: That is already built into the current process.

Question: How many repeat offenders do we have in any given academic year?

Mr. Hardiman: This would impact roughly 1,000 students. Repeat violations that have come through our process is about 35.

7. Old and New Business

a. Resolution: Call for an Official NC State University Land Acknowledgement Statement

Chair McGowan gave a first reading of the resolution. The floor was opened for discussion, questions and comments of the first reading of the resolution. Chair McGowan took note of the feedback received and will provide the feedback to the drafters to determine how best to adjust the resolution.

b. Update on DEIB Special Select Committee

Chair McGowan provided an update on the DEIB Special Select Committee. The deadline for expressing interest in serving on the committee is November 30th. Representation has not been received from the College of Design, College of Veterinary Medicine, or Poole College of Management. Please encourage faculty to apply.

c. Standing Committee Updates

Senator Ange-van Heugten reported on behalf of the Governance, Communications, and Recruitment Committee (GOCORE). The committee is reviewing the succession plan for the Faculty Senate Executive office. The catalyst for this consideration is based primarily on a set of circumstances that would result if the associate chair ascends to the chair role. The bylaws indicate that in such a circumstance, an immediate election for a new chair will take place and the new chair would assume the role on July 1st. The committee is drafting verbiage that will allow more flexibility regarding the July 1st date for when the newly elected chair-elect can assume the role of chair. GOCORE also recognizes the need to more clearly define the roles of each of the executive officers.

GOCORE is also working on quantifying the time commitment of faculty senators so it can be better recognized in terms of faculty service and allocation of time resources by the members of the senate.

Senator Tourino provided a report on behalf of the Academic Policy Committee. The committee addressed the issue of concern regarding the administration and faculty accommodating students on election days. The committee also addressed the concern of faculty not scheduling large tests near election day in order to help students participate in the civic process. After discussion, the committee agreed that administration should not impose an official university policy that would require faculty to refrain from scheduling assignments and tests near election days. However, the committee suggests that the administration issue a memo a few weeks before elections to notify faculty, staff, and students of upcoming elections and on campus voting sites. Chair McGowan and the Faculty Senate Executive Committee agreed. The recommendation was referred to Kathryn Stewart who said the most likely communication would be an article in the university bulletin reminding the University community of on campus voting locations and early voting hours.

Senator Stallmann provided a report for the Resources and Environment Committee. The committee discussed two issues of concern. The issue of concern regarding the reimbursement for professional development costs, particularly travel for graduate students may be resolved by providing information to departments. The committee is in the process of drafting a statement that can be sent to department heads regarding the use of Pcards and other mechanisms that may ease the issue of concern.

Another issue of concern the committee discussed was housing, particularly for students. This issue is more of an intractable situation and is tied up with other issues, like salaries for graduate students and younger faculty. This issue is still unresolved.

8. Issues of Concern

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

9. Adjourn

Chair McGowan asked for a motion to adjourn the meeting. A motion to adjourn was made and properly seconded. The meeting adjourned at 5:06 p.m.