

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
March 7, 2023

Regular Meeting No. 11 of the 69th Session Virtual Meeting

March 7, 2023

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

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Daniel House, Chief of Police; Nancy Whelchel, Assistant Vice Provost for Institutional Survey Research and Analysis

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:

General information sessions on the Reappointment, Promotion, and Tenure process will be held on Wednesday, March 8 and again on March 24; please visit go.ncsu.edu/rptmeetings for additional information.

March is Women's HERstory Month. The theme on campus this year is "Grow Together, Heal Together, Grow with the Flow"--focused on building community and prioritizing self-worth. For more information, see <https://diversity.ncsu.edu/womens-center/womxns-herstory-month/>.

In response to faculty requests, the university is piloting a new mentoring program. Faculty interested in serving as a mentor can sign up until March 15 at go.ncsu.edu/mentor-the-pack; faculty who would like to be a mentee can sign up at that same url after March 15. The goal of the program is to help early to mid career faculty match with experienced faculty who can help mentor them in their areas of need.

2. Approval of the Minutes, Regular Meeting No. 10 of the 69th Session, February 7, 2022
Maria Collins, Associate Chair of the Faculty

Associate Chair Collins called for a motion to approve the minutes for the tenth 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 two presentations today, which will occur in reverse order from how they appear on the agenda. First, we will hear from NCSU Police Chief Dan House, who will comment on campus' preparation for an emergency. I have heard from several faculty concerns about this, especially in wake of the shooting on Michigan State's campus last month. Second, Nancy Whelchel will present the results of the 2022 Employee Engagement Survey."

Chair McGowan continued by addressing the upcoming elections and encouraged faculty to nominate themselves or others for Faculty Senate, Faculty Assembly, and the 603, 604/607 grievance committees.

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

Provost Arden provided the following leadership updates. On-campus interviews have concluded for the College of Engineering dean search. The College of Agriculture and Life Sciences dean search committee has identified four finalists for on-campus interviews. The College of Sciences dean search has also identified four finalists; on-campus interviews will occur March 27-April 17, 2023. The nomination committee for Vice Provost of Global Engagement, chaired by Rob Dunn, held its first meeting on February 20, 2023. Finalists candidate interviews and open forums will occur late spring - early summer.

The implementation plan for NC State's current strategic plan and metrics have been posted online and can be viewed at go.ncsu.edu/implementation and go.ncsu.edu/metrics.

Question and Discussion

Question: In view of the Board of Governors new rule regarding compelled speech, I wonder what guidance units will have for searches going forward and what questions would be considered acceptable and unacceptable for the candidates.

Provost Arden: This applies in three circumstances: job applicants, student applicants for admission, and career progression. The university is reviewing job descriptions at the moment and developing template language that search committees, departments, and colleges can use in their job postings.

5. Campus Safety

Daniel House, Chief of Police

Chief House presented information on how the university would potentially respond to an active shooter. He began by providing the training that each NC State police officer goes through. All NC Police Officers are trained on Rapid Deployment in the Basic Law Enforcement Training program. The Police Department conducts regular training on an individual squad level for active threat response. In cooperation with the Raleigh Police Department, officers are trained in emergency breaching and other techniques for active threat response. The Police Department conducts regular simulator weapon handling and decision making skills training programs. Each officer gets monthly simulator drills. Regular lockdown drills are conducted at Centennial Middle School. NCSU PD conducted a response exercise at Page Hall on October 20, 2022, to test patrol response, tactics, and techniques responding to active threats.

Chief House provided information on how classrooms and departments can prepare for an active threat.

- Create an Emergency Action Plan to include:
 - A preferred method for reporting emergencies (911)
 - An evacuation plan and procedures
 - Escape routes and floor plan diagrams (similar to fire drill)
 - Safe areas and rallying points
 - An emergency notification plan
 - A reunification plan.
- Training is the most effective way to prepare staff to respond to an emergency situation; regular evacuation drills and lockdown drills are designed to
 - Recognize an active threat is occurring
 - Reacting quickly once a threat is recognised
 - Conducting evacuation and/or lockdown procedures in response
 - Practice emergency notification procedures
 - Contact 911 (simulated).

In addition, conduct quarterly or semester training about emergency procedures.

The most effective way to be prepared for a potential threat is to plan ahead by ensuring that your facility has at least two evacuation routes and training on them; posting evacuation routes in conspicuous locations throughout your facility (fire drill maps); train often and include first responders during training exercises; encouraging law enforcement, and other emergency responders to train for an active shooter scenario at your location, so they are familiar with the area.

Chief House went on to discuss ways that University Police are able to assist departments in making preparations. Make a request to have the Crime Prevention Team conduct a site assessment and make preparation recommendations on security updates; request training from UPD on Active Threat Response; ask University Police to assist with any drills you wish to run; work with UPD and SAT on lockdown procedures and other response procedures.

How should you respond to an active shooter event or some other active threat in your office suite, classroom or open area? Run, Hide, Fight!

Run- if there is an accessible escape path, attempt to evacuate the premises; have an escape plan in mind; evacuate regardless of whether others agree to follow; leave your belongings behind; help others escape if possible; prevent individuals from entering an area; keep your hands visible; follow the instructions of any police officers, call 911 when you are safe.

Hide-if evacuation is not possible, find a place to hide where the active shooter is less likely to find you; be out of the active shooter's view; lock the door; blockade the door with heavy furniture; silence your cell phone; turn off any source of noise; hide behind large items and remain quiet.

Fight-as a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter; acting as aggressively as possible against him/her; throwing items and improvising weapons; yelling; committing to your actions.

The Department of Homeland Security (DHS) has developed a simple 13 page guide on how to respond to an active shooter. It is available at no cost and can be downloaded at https://www.dhs.gov/xlibrary/assets/active_shooter_booklet.pdf.

Question and Discussion

Question: Are we considering installing hardware to facilitate locking classrooms?

Chief House: Those measures are already in place. The Lock Shop is able to install those types of locks.

Question: Is there a way to make it a more comprehensive program?

Chief House: That would be a facilities question. The expense that would go in to do every classroom on campus would be quite immense.

Question: Does it make sense to use a pager system at colleges where some of the staff have had the active threat training, for an immediate first-response? Do we have such a system in place?

Chief House: University-wide, there isn't a system of staff trained in active threat. In regards to a paging system, there has been preliminary discussion. We're a little concerned about whether there will be a lot of "pocket dial" instances. It is something that the department has discussed in terms of what the next thing will be and what the future will look like.

6. 2022 Employee Engagement Survey

Nancy Whelchel, Assistant Vice Provost for Institutional Survey Research and Analysis

Ms. Whelchel presented results of the Spring 2022 Employment Engagement Survey. She began by providing background information. The employment engagement survey is a UNC System Office initiative administered by ModernThink. NC State participates every two years, beginning early spring 2018 and likely to continue for the foreseeable future. The population of the survey is all 100% full-time permanent employees; it is administered exclusively online in English, Spanish, and French languages. The NC State EES advisory team comprises the following: HR, ISA, OIED, Faculty Excellence, Faculty Senate, and University Communications. The 2022 survey was a shortened version from past administrations. “There’s actually only 20 questions that are common from the past surveys, which does make trend analyses kind of hard.”

Each college dean received a spreadsheet with results including response rates, how tier groups change over time, ratings for core dimensions and the belief statements compared to other unnamed colleges, the year your college had the most favorable and least favorable ratings.

NC State’s response rate of 45% was just above the system average. NC State SAAO Tier 2 employees had the highest response rate, and faculty the lowest. Similar to employees overall, faculty participation rates dropped 13 percentage points, from 49% in 2020. Response rates varied widely by college; University College was pulled out of DASA.

Overall results are very positive. NC State’s average ratings are notably more favorable than those for UNC System overall on half of the 30 belief statements, and notably less favorable on only one. Ratings for $\frac{2}{3}$ of the belief statements fall in the “excellent to very good” or “good” range. NC State’s ratings from the 2022 EES are generally similar to the 20 comparable items from the survey in 2020.

Faculty had the least favorable overall ratings of all employee groups; lowest average favorable rating on 7 of the 9 core dimensions; faculty ratings on 3 core dimensions were considered to warrant attention (performance management, communication and collaboration, and confidence in senior leadership).

Ms. Whelchel provided the link to the EES data on the ISA website found at isa.ncsu.edu/surveys/facultystaff-surveys/ees-spring2022/. She encouraged faculty to review the dashboard and results.

Question and Discussion

Question: How does the data lead to decisions and actions?

Katharine Stewart: One example of what I do with the data is look at some of the changes that we need to make in process or policy. Thinking of what it means that so many faculty are feeling that teaching is not rewarded and thinking of ways we can elevate the recognition of great teaching, and also evaluate teaching more fairly and more clearly. Some of the things in the survey are things we struggle to change; benefits are one area where we struggle to change things. My office is working with OIED and the Provost's task force on black faculty retention and success to think about how we do a better job creating civil departments for all faculty.

Question: I felt it was really difficult to get an idea of what exact senior leadership you're talking about in the survey. Are they talking about senior leadership in their department, in the college, at the University level? Is the system taking feedback on the language of the survey to adjust for that in the future?

Nancy Whelchel: On the survey itself, there were directions at the top and included some definitions. I've had discussions with the System Office about trying to get that language changed so it wasn't blatantly confusing, but I was not able to get it changed.

7. Old and New Business

a. Update on revisions to UNC System Policy Manual Section 300.5.1

Chair McGowan offered a follow up of the proposed revisions that were collected during the February 7th Faculty Senate meeting. The proposed revisions were passed at the February 23, 2023 Board of Governors meeting. The feedback was combined with feedback from other UNC System schools and shared with the Board of Governors general counsel, Andrew Tripp, who is the one that initially presented the revisions earlier this year. "I do not know if the Faculty Assembly received any feedback or comment in response to our comments before the vote took place. There has been communication back from the Faculty Assembly last week that our feedback was received and would be used to help inform guidance from the UNC System on implementing the policy revisions." In particular, clear "green light" activities that are acceptable under the revisions should be provided in a week or so.

8. Issues of Concern

Chair McGowan reminded faculty that 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 4:36 p.m.