

# Governance, Communications, and Recruitment Committee 2022-2023 Final Report

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Purpose: The NC State **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.

### **Governance:**

Review of succession plan for Faculty Senate Officers

1. Discussion was held to review the current succession plan to be employed in the event that both chair and chair-elect are unable or unwilling to perform their duties.
2. The committee agreed that more flexibility was needed in terms of when a newly elected chair-elect might assume their responsibilities if the current chair and chair-elect were unable or unwilling to continue their appointment.
3. The committee recommended the following changes (in red) to Article VI. Section 1.f. of the Faculty Senate ByLaws:
  - a. **Article VI. Section 1. F.**
  - b. In the event of the resignation or incapacity of the Chair of the Faculty during the term of office, the Chair-Elect of the Faculty becomes Chair of the Faculty. In the event of a vacancy in the office of the Chair of the Faculty, the Chair-Elect of the Faculty will succeed and fill the unexpired term as well as his/her own two-year term. If there is no Chair-Elect of the Faculty, the Associate Chair of the Faculty Senate will succeed. An election will take place immediately for a new Chair-Elect of the Faculty who will take over as Chair of the Faculty for a two-year term on the ensuing July 1. **If both the newly ascended Chair (the previous Associate Chair) and the newly elected Chair-Elect of the Faculty agree, the Chair-Elect may assume the office of the Chair prior to July 1, complete the current term and commence their standard two-year term on July 1. When the Chair-Elect assumes the role of Chair of the Faculty, the previous Associate Chair will return to their role as Associate Chair to complete their term.**
  - c. The Faculty Senate voted unanimously to approve the amendment at the January 24 meeting of the Faculty Senate.

### **Recruitment**

1. The committee reviewed current recruitment procedures for opportunities to increase awareness and participation in the Senate.

2. The committee conducted an audit of each position within the senate and created informational one-pagers for each elected or appointed position within the Senate:
  - a. [Faculty Senator](#)
  - b. [Associate Chair](#)
  - c. [Chair Elect](#)
  - d. [Chair](#)
  - e. The Faculty Senator document was shared widely with the university community during the 2022-2023 senator recruitment process.
  - f. The Associate Chair document was shared widely within the faculty senate during the 2022-2023 associate chair recruitment process.
  - g. Remaining documents will be shared as those recruitment seasons arrive.
3. The committee continued work focused on recognizing and rewarding the time commitment needed to effectively serve on the Senate.
  - a. The committee circulated a survey to past and present members of the Senate to gather information about time spent in service in this capacity.
  - b. The survey was sent to 110 past and present senators; the response rate was 33%. Results of the survey reveal the following time commitments:
    - i. General Senate Service: 3.5 hours/week
    - ii. Senate Service as co-chair of a standing committee: 4.9 hours/week
    - iii. Chair of the Faculty: 7.6 hours/week
    - iv. Chair Elect of the Faculty: 7 hours/week
    - v. Associate Chair of the Faculty: 6 hours/week
    - vi. Parliamentarian of the Faculty: 5.5 hours/week
    - vii. Open responses focused on the variability in these estimates depending on the work of various standing committees and the role of the senator on these committees.
  - c. As a result, GoCore has developed a [Proposal for Recognition of Service on the Faculty Senate](#). This proposal is also included at the end of this document.
4. The committee conducted the work of recruitment and management of the senate election process for the 2022-2023 academic year.

## **Communications**

1. The GoCore Committee identified recruitment as a primary mission with respect to elections.
  - a. In response to this mission, the committee focused on efforts to improve the visibility, awareness, transparency and clarity of roles within the Senate.
  - b. The committee developed and circulated recruitment materials that provided concise, clear information about responsibilities and time commitment associated with senate service (see Recruitment 2a-d above).
  - c. Lead senators within each college were tasked with identifying and communicating with faculty members within their colleges who were interested in senate service
  - d. Lead senators were encouraged to establish 'office hours' during which time interested members of the faculty could learn more about senate service.

## **Proposal for Recognition of Service on the Faculty Senate**

Recent surveys have noted that normal faculty senate service requires an approximate 8-10% addition to faculty senators' workloads. Lead senators for colleges, committee chairs and executive board officers spend even more time. In recent years, there has been a significant struggle to garner faculty participation in faculty senate. In some cases, interested faculty indicate their department heads are reluctant to allow them to serve due to the time commitment. In the last three years, the deadline for faculty senate applicants has been extended multiple times. We have extended the deadline twice already this year and we are still lacking numerous candidates from several NC State University colleges.

We believe that faculty senate service and shared governance is vital to the proper functioning of our university. However, the balance between work life and personal life is at the forefront of campus mental health conversations and senate service is often seen as an expendable part of the daily workload. Senate Service is also often viewed anecdotally as a thankless job better for those nearing retirement or those with fewer items on their agenda. We believe these attitudes can be changed quickly with encouragement from the proper administrators at NC State.

Based on the results of this forementioned survey and the current significant challenges with identifying faculty members who are willing and able to serve, we request feedback from NC State's Provost Arden on the following concerns:

- 1) Serving in the senate normally adds to a senator's faculty workload. Few departments allow senators any relief from other appointment deliverables. Due to this, some department heads and peer mentors heavily discourage senate service for their faculty members. If the college deans were asked to make senate service important in their colleges, we believe the interest in service would significantly increase. We believe senate service should be competitive and an honor, not reserved to those that get repeatedly begged into service.
- 2) Senate service is rarely (if ever) used in a faculty member's RPT or promotion documents. Even if it is used, most evaluators do not understand or appreciate the workload. We believe that standardizing credit for senate service from the top down would allow senate service to be appropriately recognized and thus assist in promotion packages.
- 3) Acknowledgment of senate service would be appreciated and could increase interest. Since there are not many senators - this would not be a huge undertaking but would encourage both department heads and senators to serve.

Some examples include:

- a) **BRANDING & AWARENESS OF SERVICE:**
  - i) A plaque on office doors noting service would recognize our senators, increase awareness, and provide a visual reminder of the value that our University places on serving in this role.
  - ii) Acknowledgement in NCSU publications.
- b) **WELLBEING / WORK-LIFE BALANCE:**

- i) event tickets (athletics, arts): include multiple tickets for bigger families
- ii) activity tickets/access (golf at Lonnie Poole, night at the Stateview, etc.)
- c) WORKLOAD ALLEVIATION:
  - i) Issuance of a B parking permit for the duration of the senator's time of service
  - ii) A small (defined) stipend from the provost to the department from which senators volunteer. Suggested uses:
    - (1) to cover a teaching assistant
    - (2) mini research aid for lack of grant writing time
    - (3) conference allowance following senate service
  - iii) Course release or additional classroom/teaching/research allowance
- d) Tax implications will need to be considered and communicated.