

NORTH CAROLINA STATE UNIVERSITY

Minutes of the Faculty Senate

April 18, 2023

3:00 p.m.

Regular Meeting No. 14 of the 69th Session

Zoom Meeting

April 18, 2023

Present: Herle McGowan, Chair of the Faculty; Maria Collins, Associate Chair of the Faculty; Carolyn Bird, Parliamentarian, Senators Ange-van Heugten, Auerbach, Bell, Bernhard, Blessing, Breen, Carrier, DePerno, Edmisten, Edwards, Hergeth, Koch, Kuznetsov, Lee, Lunardi, Morant, Narayan, Phukan, Reiskind, T. Robinson, W. Robinson, Roland, Stallmann, Tourino, Verhallen, and Zagacki

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

Chair McGowan called the meeting to order at 3:00 p.m. and made the following announcements:

- May is National Bike Month. The kick-off event happened earlier today, but there are other events to attend across campus; please see the links on page 2 of the agenda for additional information.
- The NC State AAUP chapter is hosting a webinar focusing on academic freedom and shared governance on April 21; please see the links on page 2 of the agenda for additional information.

2. Approval of the Minutes, Regular Meeting No. 13 of the 69th Session, April 4, 2023 - *Maria Collins, Associate Chair of the Faculty*

Associate Chair Collins called for a motion to approve the minutes of the thirteenth 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 fourteenth meeting of the 69th session of the NC State Faculty Senate, Chair McGowan stated, "Today is our last meeting of the 69th session of Faculty Senate, but today is about new beginnings as much as it is about wrapping up our year. Today we welcome the new senators and determine the executive committee that will guide faculty senate next year. We will also hear updates from standing committees and the special select committee on DEI that convened at the start of this semester. Finally, Dean Peter Harries of the Graduate School will be joining us to discuss the stipend paid to graduate students."

Chair McGowan went on to remark that, "As I mentioned during our last meeting, this summer will be my time to reflect on our current session and start strategizing for our next session, which will be the 70th year of the Faculty Senate. To those of you that are rolling off, thank you

for your service. To those of you who are continuing or starting new next year, I am looking forward to working with you and seeing what we can accomplish.”

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

Provost Arden provided the following leadership updates. Jim Pfaendtner has been named the Louis Martin-Vega Dean of the College of Engineering following a nationwide search. His appointment becomes effective August 1. Garey Fox has been named dean of the College of Agriculture and Life Sciences following a nationwide search. His appointment becomes effective August 1, pending Board of Trustees approval.

On-campus interviews for four finalists for Dean of the College of Sciences were held between March 30 and April 18. Joseph Bidwell, East Tennessee State University: March 30-31; Carolyn Mattingly, NC State University: April 5-6; Christine Hrycyna, Purdue University: April 11-12; Lewis Owen, NC State University: April 17-18. A new dean will be announced in the coming weeks. More information on the search is available at go.ncsu.edu/cos-search.

Vice Provost for Global Engagement search: The nomination committee will meet next week for a mid-search review to ensure that they’re receiving the caliber of candidates expected, followed by another meeting in early May to identify candidates for first round interviews. Finalist candidate interviews and open forums will be held in early June. Stay up to date on the search by visiting the search page on the Provost’s Office website or go.ncsu.edu/vp-ge-search.

5. Welcome New Senators - Herle McGowan, Chair of the Faculty

Chair McGowan recognized and welcomed the newly elected faculty senators who will be joining the Faculty Senate for the first time next year, or for the first time in a long time.

6. Updates from University Standing Committee and Faculty Senate Committee Liasons

a. Christopher DePerno, Council on Undergraduate Education

Senator DePerno provided the following update. The Council on Undergraduate (CUE) Education meets once a month for roughly two hours. The role of CUE is to approve new courses, which are reviewed and discussed; the courses may be approved or tabled until suggested changes have been made. The changes in suggestions are usually related to the outcomes, and how they will be evaluated by instructors and expectations of the students.

b. Harriett Edwards, Speakers and Lectures Committee

Senator Edwards provided the following updates. The Speakers and Lectures Committee meets monthly and is tasked with an opportunity to use endowment funds to bring speakers and lecturers to campus. As a group, the committee solicits nominations from faculty and students about who those speakers will be.

Recent speakers included Dr. April Joy Erickson, an aeronautical engineer with a passion for mentoring persons of color and young women into the fields of science for study and career choices; Dr. Kwami Anthony Appaya, who visited campus in the spring

and focused on depolarizing identities with an emphasis on how individuals think about identities and how identities are shaped.

c. Tom Koch, University Housing Committee

Senator Koch shared the following updates. The University Housing Committee is a community that serves to advise the Vice Chancellor and DASA dean in the evaluation of university housing policies, in addition to reviewing changes in the policies and proposing new directions for university housing. The committee met five times this academic year, and at the meetings the executive director, Dr. McGalliard, outlined the challenges and solutions that University Housing faced in preparing accommodations for new and returning students each year.

By January, the numbers for fall 2024 admission reached over 7,000 new and transfer students. To assist with the room assignments, the University Housing Committee devised imaginative ways to create space through a room selection process, which included flipping buildings from freshman to upperclassmen, and guaranteeing more spaces for exchange students. The process involved multiple rounds of room selection occurring over the spring semester; by March room selection was completed in round one.

Senator Koch also shared that guest presentations constituted a significant part of committee meetings. Dr. Jane Cole Mackenzie and a residential life coordinator were among those who contributed to the success of University Housing. They presented on University Housing's sponsorship of diverse and impactful learning experiences offered through its Living and Learning Villages. They specifically highlighted a February trip to Alabama where 20 students participated in high impact practices that involve serve, community-based and diversity and global learning. The group was able to visit the 16th Street Baptist Church, Edmund Pettus bridge, and the Equal Justice Museum and Lynching Memorial. The experience enabled students to deepen their awareness of Civil Rights events and leaders and understand the concepts of power, privilege, and oppression, and to evaluate and affirm their own personal values.

d. Roger Narayan, Registration, Records and Calendar Committee

Senator Narayan shared the following updates. One focus of the Registration, Records & Calendar Committee was scheduling Wellness Days for Fall 2023 and Spring 2024 semesters. Wellness Days for Fall 2023 and Spring 2024 semesters were scheduled by adjustments to the reading day schedule. For example, the wellness day for Fall 2023 semester was scheduled on Tuesday, September 19 alongside the removal of a reading day that was scheduled to occur on Tuesday, December 5th; the last day of the fall term was moved from Monday, December 4th to Tuesday, December 5th. Likewise, the Spring 2024 term was modified by adding a wellness day on Tuesday, February 13th and removing a reading day that was scheduled to occur on Tuesday, April 23rd. Through the removal of the reading days for these semesters, the first day of class, the final exam schedule, and commencement were not affected. Concerns were raised during the committee meeting about how adding the Wellness Days affected training and evaluation activities. It is anticipated that the committee will continue to work to minimize the effects of scheduling of Wellness Days on course activities.

e. Christopher Roland, Council on Athletics

Senator Roland provided the following updates. The Council on Athletics is run by Professor Joel Pollock and consists of 26 members drawn from faculty, alumni, WolfPack Club members, coaching staff, student athletes, Faculty Senators, and athletic department staff. The council holds two hour meetings, seven times yearly, as well as additional meetings to access academic eligibility of student athletes. There are currently 550 student athletes among 23 varsity teams.

The council's themes this year focused on the student athlete experience; meeting agendas focused on issues related to time management, the development of student athletes beyond the sport, student mental health and wellness, sports medicine, and the development of facilities. Senator Roland also shared that the Council also discussed issues related to student absolute performance, graduation rates, budgets, Title IX activities, NIL, the transfer of athletes among universities, ongoing changes to NCAA rules, oversight of athletics, meeting with head coaches, reports from student athletes, issues related to facility upgrades and improvements, and the extended eligibility of student athletes related to Covid.

Actions taken by the Council involves a continued revising of the bylaws, an updated academic intervention policy for student athletes related to class attendance, and the approved commendation for outstanding head coach, which was awarded to Laurie Henes.

f. Terrell Robinson, Courses & Curricula

Senator Robinson provided the following updates. The Courses and Curricula Committee (UCCC), in consultation with the Vice Chancellor and Dean of DASA, advises the provost in matters relating to courses and curriculum, specifically the committee reviews undergraduate course and curriculum proposals, including academic minors, honors program, and degree/non-degree certificate programs. UCCC also develops guidelines for a periodic review of courses. The committee meets biweekly for approximately two hours during the academic year. Dr. Kanton Reynolds chaired the committee and conducted efficient and effective meetings, along with the assistance of Alexandra Huggins and Lee Marcus.

Senator Robinson also shared that UCCC consists of 20 faculty members; a quorum is present for each meeting to proceed. Meeting highlights include reviewing, deliberating, and making recommendations on submissions for new courses and revisions to existing courses. Training sessions were held on course submission process and proxy training. The committee also hosted guest speaker Kaitlyn Mittan, Director of Assessment and Accreditation. Alexandria Huggins and Lee Marcus consistently followed up with any needed clarifications to all committee members. The committee also agreed to add Dr. Helen Chen, Senior Vice Provost for Instructional Programs, as a non voting member of UCCC.

g. Michael Reiskind, International Programs Committee

Senator Reiskind provided the following updates. The International Programs Committee, chaired by Heidi Hobbes, is a university committee that deals with all things international. The committee met monthly and heard reports from several district offices on campus including those that deal with student study abroad programs, international visitors, managing international agreements with partner institutions, and programs for

bringing groups on campus. International Programs is still recovering from the pandemic; the committee immediately halted most activities.

Senator Reisking also shared that the committee was involved in helping the interview process of administrators and in the various offices that deal with international programs, as well as deciding on awards that are administered for international work. One of the major challenges, in addition to rebuilding after the pandemic, is effective communication of opportunities.

h. Greg Tourino and Ken Zagacki, Academic Policy Committee

Senator Tourino provided the following updates. The Academic Policy Committee is charged with reviewing, modifying and initiating policies related to undergraduate, graduate academic policy regulations both for on and off-campus teaching and learning environments.

The committee reviewed four issues of concern this academic year. The faculty member who brought forth one of the four IOCs asked that it be taken from consideration.

The first issue of concern was a suggestion from a faculty member requesting not scheduling large assignments and tests on election day in order to allow students to participate in the civic process. The committee deliberated on the topic but determined that the administration should not impose an official university policy that would require scheduling such assignments near election days. The committee suggested that the administration could send a memo to remind faculty of early election days.

The second issue of concern involved DVF input concerning college and university searches. The committee found the recommendation reasonable and suggested that the issue be taken up with the Personnel Committee, and perhaps the Faculty Senate. After deliberation, the faculty member who brought forth the IOC asked that it be tabled so that he and his colleagues could discuss the matter with CHASS faculty administration.

The third issue of concern was brought forth by two faculty members who were frustrated with the administration's revision and last-minute changes to the university attendance and absence policy. The committee developed a memo and shared it with the provost. The committee did not receive a response but Provost Arden announced to the University community of his desire to work with APC to revise the policy.

The last issue of concern dealt with scheduling of wellness days and how they directly affected student morale.

i. Kimberly Ange-van Heugten and Tamah Morant, Governance, Communications, and Recruitment Committee

Senator Morant provided the following update. Governance, Communications, and Recruitment Committee's work mainly focused on election related efforts. The committee started the semester by sending out a survey to past and current senators in regards to the amount of time being spent in the senate. The reason for the survey was twofold, the first is so that the Faculty Senate could be transparent during the recruitment process, letting people know exactly what the time commitment was going

to be and the second reason is to give GOCORE some fodder for its efforts in identifying ways to acknowledge and incentivize senate participation. The committee is working on creating a set of recommendations for the provost around what that might look like. Senator Morant also shared that the committee created one-pagers on all Faculty Senate roles.

j. Leda Lunardi and Walt Robinson, Personnel Policy Committee

Senator Robinson provided the following committee updates. An issue of concern was brought to the committee in the fall, the Senate recommended a working group be formed to review faculty, agreements, policies, and procedures. The working group is chaired by senior vice provost Kathryn Stewart. Changes to UNC System policy is the governing faculty. Grievances are under consideration, and this poses some potential complications. With this in mind, the working group is focused on changes at the campus level where they could enhance the use and efficacy of mediation, and would improve faculty understanding of the grievance process. The working group meets once more in May after which vice provost Stewart will convey its recommendations to the provost.

In response to an issue of concern from spring of 2022, the committee organized a Faculty Senate session on online sections comprising a panel of four instructors of such sections. The implications for possible changes to policy are not clear. The committee has committed to continuing to monitor the growth in the very largest online sections going forward.

The committee discussed the topic of harassment of faculty. Vice Provost Stewart developed, based on a similar document from the University of Massachusetts, Amherst, a guide for faculty or subject to harassment or threats resulting from their professional activities. She brought this document to the committee for comments and review. The most important feedback the committee felt was to include in the document the recognition that students, not just outsiders, can be sources or perpetrators of such harassment. A revised version of the guide will be brought to the Senate in the fall for further discussion.

Another topic the committee discussed was faculty support for investments at the campus level and diversity, equity and inclusion. The committee had a brief discussion of a possible senate resolution on this topic, which, pending for the revision, will be brought to the full senate next semester.

The committee held a discussion of campus budgets and faculty input on budgets. This topic has been discussed regarding next steps. It's motivated by the continuing loss of instructional resources from units, specifically the support for teaching assistance and the perceived lack of faculty input into campus budgetary decision making.

The committee discussed the requirement for background checks to be performed for adjuncts and former students. It was discussed that such background checks are now required, apparently motivated by security concerns around intellectual property. This requirement emerged from the Office of Research and Innovation. The discussion led to a broader recommendation to the chair that the Vice Chancellor for Research and Innovation, Professor Mladen Vouk, be invited to a Senate session in the fall, to answer questions about this issue and to provide an update on research policies.

Finally, as per the regular order of business, the committee recommended members for three University Standing committees, the Group Insurance and Benefits Committee, the Lifelong Faculty Involvement Committee, and the Speakers and Lecturers Committee.

k. *Matt Stallmann and Keith Edmisten, Resources and Environment Committee*

Senator Stallmann provided the following committee updates. The committee discussed an issue of concern regarding why the tents that were erected during the pandemic were now taken down - specifically those in the Governors Scott Courtyard and on the Jordan Hall patio. The committee contacted Doug Morton and received the following information. The outdoor spaces, both covered and uncovered, were a result of the university developing ways to provide welcoming outdoor space for the university community during the pandemic. It worked. Students, faculty and staff used the new furniture and tent areas as we had hoped. These efforts were planned, coordinated and implemented by my staff in the Facilities Division with generous support from the Vice Chancellor for Finance and Administration. There are future plans to build more permanent outdoor spaces.

Another IOC discussed was the issue of having doors locked in the classrooms making it difficult to bar entry in an active shooter situation. Campus administration has been contacted. This IOC is not yet resolved.

The committee also discussed that when evacuation of a building is necessary, because of fire or other emergency, a wheelchair bound person on an upper floor has no option other than to take the elevator and hope for the best. Senator Verhallen, a member of the subcommittee, pointed out the evacuation chair used at one of his previous institutions. The committee passed this information along to Doug Morton, who, in turn contacted David Rainer, Associate Vice Chancellor, Environmental Health and Public Safety. David is waiting to hear back from Amy Orders, Director, Emergency Management and Mission Continuity, who handles fire protection assistance and training for wheelchair evacuation. This issue is not yet resolved.

Finally, the committee discussed whether the University has enough EV charging stations and if the University has plans to deal with the apparent increase in interest in EV vehicles. The response received is that the university currently has eight charging stations for a total of 16 ports. The university recently received a grant to purchase 10 additional charging stations, which will bring the total number of available ports to 36; and are working to have them installed within the next six months. This is an ongoing issue that has not yet been resolved.

7. Diversity, Equity, Inclusion and Belonging Committee (DEIBC) Update

Pamela McCauley, Associate Dean, Textiles

Corey W. Johnson, Karla A. Henderson Distinguished Professor, Parks, Recreation & Tourism Management

Co Chairs McCauley and Johnson shared the following committee updates. The purpose of the DEIBC is to address how DEIB works across all realms of faculty, responsibility, and also how these efforts that are underway can be more formally recognized during the reappointment, promotion and tenure and post tenure review processes. The justification for this is related to the NC State Strategic Plan, which asserts that inclusion of excellence in community are among the core values of the institution.

Co Chair McCauley went on to share the charge of the DEIBC:

1. Document current and planned efforts at NC State and our peer institutions to evaluate faculty efforts with respect to DEIB, and use this knowledge to inform charge items (3) and (4)
2. Give faculty opportunities to express their views in appropriate forums
3. Propose updates to policies, regulations, and rules (and the associated processes) relevant to faculty appointment and evaluation, including but not limited to statements of faculty responsibilities; appointment, reappointment, promotion, and tenure; annual review; post-tenure review; and college and departmental rules regarding RPT and PTR, and
4. Suggest written guidelines on evaluating DEIB work, both broadly defined and within discipline, that would be made available to department voting faculty.

Co Chair Johnson shared that it was important to have a committee that not only was volunteer in nature, but also had diverse representation, both in terms of social identities as well as campus locations, and types of jobs. He went on to explain the three subcommittees: Listening and Feedback, Synthesis and Reporting, and Phase Committee. The Listening and Feedback subcommittee was formed to give faculty the ability to express their views in appropriate forums. The Phase subcommittee is one committee divided into three phases. The first phase of this subcommittee is to gather information about our own campus, our peer institutions and the federal agencies we seek funding from. The second phase is to propose updates to the PRRs in the statement of responsibilities, professional track regulations, PTR, tenure track promotion and evaluation. Phase three will be to begin looking at the operational guidelines according to teaching, research, service and other realms. The third subcommittee, Synthesis and Reporting, will use the information generated from the other committees to provide synthesis and report it out to our campus community.

8. Elections: Council on Athletics, Faculty Senate Associate Chair, Executive Committee - Herle McGowan, Chair of the Faculty

Chair McGowan provided the following election updates and instructions. The elections for sitting faculty senators have been decided; there are still several elections to consider. This year, there was an incredibly high number of candidates for the Council on Athletics. As such, we do not have time to hear from each candidate during this meeting. Instead, candidate statements have been included in an electronic ballot that was sent to all current senators earlier today. Please read each of these and vote for two faculty to serve on the Council. Polling will close this Friday at noon, though I encourage you to complete your ballot as soon as possible.

Two other elections affect the leadership team that guides the faculty senate. The Executive Committee helps determine meeting topics and important actions for senate throughout the year. Members of the Executive Committee also work in pairs to lead our subcommittees. Any senator who has served for more than 1 year is eligible to serve on the executive committee. The election process has two steps. First, outgoing senators voted to establish a slate of 12 candidates from all eligible senators. Next, all new and continuing senators will vote for six finalists to establish the executive committee; as chair, I will appoint the final two members.

Joining the executive committee is a wonderful opportunity to maximize your impact on the university via the faculty senate.

Another wonderful such opportunity is to serve as Associate Chair. The Associate Chair is predominantly responsible for the minutes of our meetings, with support from our Executive Assistant, Nikki Cofield. The Associate Chair is a member of the Executive Committee, an important part of guiding the senate; their overall time commitment is less. I mention this strategically, as we currently do not have any confirmed candidates for this position. As such, I invite nominations from the floor. If you would like to nominate yourself, another returning senator, or if you would like to ask questions about the role, please raise your virtual hand.

A ballot for the Executive Committee and Associate Chair will be sent to all new and continuing senators soon. Voting will be open until this Friday at noon and senators will be notified of the outcome the following week.

9. Old and New Business

a. Discussion of GSSP stipend

Chair McGowan provided some background of the GSSP discussion to the senators. The idea that the stipend might be raised was brought up. There were some questions about where the grad school was in this process and what the plans are and if the graduate school has any idea on where additional funds would come from.

Dean Harries stated that he has been working closely with the provost's office, the provost himself and Adrian Day, as the assistant dean of the graduate school, to work out how to move forward. The plan right now is to raise base stipends and to make master's and doctoral level stipends distinct. Fall of 2023 is to raise masters stipend from 8k to 10 k and move the doctoral from 8k to 15k. The plan is to ultimately arrive at minimum stipends by fall 2024 of 15k for masters and 20k for doctoral students. This is very much inline with what Chapel Hill has done.

10. Issues of Concern (IOCs) - Herle McGowan, Chair of the Faculty

Chair McGowan reminded those in attendance that 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

11. Adjourn

Chair McGowan closed the 69th session of the North Carolina State University Faculty Senate.