

**NC STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**Regular Meeting No. 5 of the 70th Session**  
**November 14, 2023 at 3:00 p.m.**

Regular Meeting No. 5 of the 70th Session Faculty Senate Chambers November 14, 2023

**Present:** Herle McGowan, Chair of the Faculty; Chris DePerno, Associate Chair of the Faculty; Senators Hajbabaie, Burke, Kedrowicz, Roland, Daley, Davis, Blank, Tourino, Hou, Dae Lee, Edmisten, Zagacki, Ange van Heugten, Hajibabai, Breen, Reiskind, Taveirne, Diaconeasa, Verhallen, Morant, Drake, Robinson, Jasper

**Guests:** Warwick Arden, Executive Vice Chancellor and Provost; Peter Harries, Dean of the Graduate School

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

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

Chair McGowan then went on to provide the announcements:

- We did have a change to the agenda that needs to be approved. This is new business and an update from the Personnel Policy Committee.
  - A motion and second were made and the revised agenda were approved.
- A few quick announcements, Kwanzaa is celebrated at the University from November tenth to seventeenth. The actual observance of Kwanzaa falls over the winter break. So, it is celebrated a little early on campus. There are still several events upcoming, including the feast of faith, which is open to students, staff faculty and community members. If you have students that are graduating in December, there is an opportunity that they could be recognized during the Feast of Faith. If you think that's something they would value. Please look at the information at [go.ncsu.edu](http://go.ncsu.edu) Backslash Kwanzaa to see how they could register to be recognized.
- This weekend, there is an opportunity to pack meals for school lunch programs around the world in celebration of the 25 anniversary of Rise Against Hunger (formerly Stop Hunger Now). This is an organization which started in Raleigh, and had many of its first meal packing events on NC State's campus. To participate, please register using the link on page 2 of the agenda.
- Our last meeting of the fall semester will be on November 28<sup>th</sup>. Per our bylaws, senate liaisons to university committees should provide an update each semester. So, I will reach out to the liaisons with additional instructions later this week. Please keep an eye out for that email if you are a liaison to a University Standing Committee. We will also have an opportunity to hear an update from each of the subcommittees.

**2. Approval of the Minutes, Regular Meeting No. 4 of the 70<sup>th</sup> Session, October 31, 2023 – Christopher DePerno, Associate Chair of the Faculty**

Associate Chair DePerno called for a motion to approve the minutes of the fourth regular meeting of the 70th session NC State Faculty Senate. A motion and second were made and the minutes were approved with one correction to attendance and a request to add a link to the minutes.

### **3. Chair's Remarks – Herle McGowan, Chair of the Faculty**

Chair McGowan began her remarks by indicating that today's meeting is going to be a continuation of several important discussions. We will revisit the Supreme Court summer ruling on the use of race and admissions, this time focusing on graduate admissions. We will also revisit the lead Senator discussion that was tabled during our October third meeting. Both of these discussions are well suited to a representative body like the Faculty Senate, where we can share ideas and questions from across the university. I hope we'll have a good conversation, and that we can learn from each other.

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

Provost Arden provided the following remarks:

So recently I and Dr. Overton presented the strategic plan report card to the ALM Administrative leadership meeting on November 7th. If you would like to view that presentation on where we are on the strategic plan, you can go to [go.ncsu.edu/alm](http://go.ncsu.edu/alm).

And then a couple of exciting leadership announcements. Latasha Wade was named Associate Vice Provost for Academic Planning. She will be part of the Office of Instructional Programs under Helen Chen and will lead degree and non-degree academic program planning across the University. Latasha comes to us from Elizabeth City State University. In this position, she is responsible for providing leadership and support for student success efforts including first year experience, transfer, student experience, student academic support services, the general education program, retention, persistence, and graduation. We are looking forward to welcoming Latasha on board effective November 30.

Dr. Levent Atici has been named Associate Vice Provost for Student-Centered Interdisciplinary Initiatives This is part of the office of University interdisciplinary programs reporting up through Dr. Rob Dunn. We will work to expand project based interdisciplinary opportunities for undergraduate students, graduate students, and postdoctoral scholars. Levent currently serves as Executive Director of Undergraduate Research at the University of Nevada, Las Vegas. She works to create diverse undergraduate research opportunities on campus with collaborating university partners. We are really looking forward to having both Latasha and Levent on board. They will be working together to establish policies and procedures to support the operations of interdisciplinary courses, curricula, and programs. I believe this is a major step forward in both relatively new offices that we established a couple of years ago that Rob and Helena are doing an awesome job leading. Levent will be starting effective January 2.

### **5. Peter Harries, Dean of the Graduate School,**

As everyone knows, the Supreme Court decision has obviously changed things quite substantially in terms of what we need to do on the back end of graduate admissions. I do not think it actually impacts the decisions all that much. What I wanted to do today was to give a little overview of how we are thinking about things and some of the efforts that we are making to work on continuing to have the diversity that we have within our student body. I am not going to go too much into the review of the decision itself, as that is really the purview of our general counsel's office. The direct impact of the decision rendered on June 29th is that race and

ethnicity can no longer be used as an element in admissions decisions. and required immediate changes to the admissions process.

We use a platform called Slate, as do many other institutions across the country, to run our admissions system. We removed access to the race and ethnicity data from anyone involved in making admissions decisions, including myself.

I wanted to give some context in terms of our graduate population here over the last 10 years. We have had a 17% increase in our graduate population. The native Hawaiians increase is below 10%, and for the Native American population the increase is a little below 30%. If we look at the trends, what we see is that international students have increased by almost 30%, especially within our master's programs, but also within our PhD. The white component of our graduate population has declined slightly by about 3% over that time. The black population has increased by about 25%. We have seen the most pronounced growth in our Hispanic population, which has grown by about 80%. For those that select 2 or more races, we have had about a 25% increase.

Question from the Faculty Senate Chambers - *What are the absolute numbers?*

For the black population, we went from around 525 to about 740, for the Hispanic population went from about 250 to 580, and for the 2 races went from 230 to about 270. Most of the growth is in the humanities, social sciences, and education.

Question in the chat – *What are the primary nationalities represented among graduate students?*

Our number one country is India, which over the past 10 years has replaced China as the largest contributor to our graduate population. Other important countries are Bangladesh, Iran, and South Korea, although India and China are by far and away the major contributors to our population.

To support the recruitment of a diverse student body, we attend a wide variety of events across the country; a number of them are focused on HBCUs (historically black colleges and universities) and HSIs (hispanic serving institutions). We offer annual recruiting funds of \$3,000 per program for 5 programs per year. We continue to be involved in various funding opportunities especially associated with NSF and NIH to promote diversity on our campuses.

For admissions, we are encouraging a holistic review of applications, to minimize bias and improve transparency accountability for the program. Those involved in making admissions decisions within a program may want to focus on socio-emotional competencies that go beyond the academic components of a student that may help in determining who is a good fit for a program. Things like self-management, self-awareness, relationship, management and social awareness.

I think one of the biggest challenges here is actually rethinking our applications beyond just a personal statement. Maybe use several short answer items instead of a personal statement, and develop rubrics that allow an admissions committee to be more consistent in terms of evaluating the individual applications focusing on things like academic preparation, scholarly potential alignment with the program.

**6a. Old & New Business: Personnel Policy Committee Update, Walt Robinson, the Co. Chair of the Personnel Policy Committee**

This issue is about the language in the Statement of Faculty Responsibility (SFR) template. At the bottom of the SFR language indicates the faculty members are expected to meet and “strive to exceed” performance standards. This language is not new to the SFR but actually goes back to the previous Statement of Mutual Expectations (SME). The issue is how do you assess “striving”? Further, people constantly striving to exceed standards is not consistent with our efforts to improve faculty well-being and mental health. It also distracts attention from the fact that every unit has rules that establish standards which are not explicitly linked in the SFRs or previously in the SMEs.

We propose a change in wording. Remove the “strive to exceed” language, make explicit reference to the unit rules and performance standards. Also: use the person's name instead of the pronouns. Beyond these suggestions, it is probably a good time to really take a hard look at the SFR and see what changes are needed. Also, we really should be looking at outcomes and outcomes aligned with the unit rules that set the standards.

*Question - What about rewards, such as merit-based raises, for faculty who exceed expectations?*

Chair McGowan noted that the purpose of the SFR is to give a faculty member and their department some mutual understanding of that faculty member's goals, and then there's a separate process for evaluation of their performance. The evaluation should be in line with the SFR but is separate. So the merit based raises would be based on the evaluation not the SFR.

*Question- Will the SFR be changed soon based on changes to UNC System policies?*

Kim Grainger, Associate Vice Provost for Academic Personnel and Policy, responded. We're in pretty good shape with our faculty workload and our current policies; we will probably be making some minor changes. NCSU is actually a model for other universities, and the System really held out NCSU's process and asked other universities to look at what we're doing, particularly with respect to the SFR. There will be minor changes, but we are likely going to be able to use our existing process to meet the new requirements with some tweaks around the edges.

Chair McGowan reminded everyone that the policy on faculty workload has been updated at the system level. Now is the opportunity for feedback with respect to the corresponding regulation. She sent out an email to all faculty on November 7<sup>th</sup> with the subject line opportunity for faculty feedback, which will close November 27<sup>th</sup>. So, if you have concerns, you have an opportunity to voice those and those will be taken seriously at the next level.

Discussion was conducted on preparing a memo to the Provost to send forth the recommendations from the Personnel Policy Committee on changes to the SFR language.

**6b. Old & New Business: Faculty Senate Lead Senator Discussion – Herle McGowan**

The idea of the college lead senator was to facilitate communication between the Faculty Senate and their college. We are a representative body, but it is helpful to keep the lines of communication between the representatives and those we represent. Senators need to have the pulse of your college when you are called to vote so that you best represent your college.

We also want the college to understand what the senate is doing, because the senate is the primary formal mechanism by which faculty can advise the administration. Another role of the lead Senator was to kind of have a point of contact that could encourage faculty to run for Faculty Senate.

We want to know how this works within the colleges, if at all? How does communication between the senate and the colleges happen? Is it one individual like a lead senator, is it a team of individuals that take turns taking the lead on the communication piece, or does it not happen at all? And then a follow-up question to all of this would be, how could we improve this model? How could we improve this communication piece?

The Faculty Senate had an open discussion on the issue related to communication and the lead senator role which will vary by college.

Elections will take place sometime in the spring. GoCore has been working on fact sheets. So, if you go to the Faculty Senate website, under the about Faculty Senate link, there is a link to Senator resources: <https://facultysenate.ncsu.edu/senator-resources/>. There is introductory information for new Senators, a quick sheet which is just one page that covers the responsibilities and the election and succession procedures. I would like to encourage you to have conversations with people in your unit about senate and plant the idea of running.

## **7. Issues of Concern (IOCs)**

Issues of concern can be submitted to any Senator, to me, and at the bottom of the Faculty Senate website there is an electronic submission form. The electronic submission form allows for a completely anonymous submission. Faculty Issues of Concern can be submitted at any time to a senator or to the Office of the Faculty Senate [online](#) or via email at [Faculty\\_Senate@ncsu.edu](mailto:Faculty_Senate@ncsu.edu)

## **8. Adjourn**