

Governance, Communications, and Recruitment Committee 2023-2024 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.

Recruitment

1. 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 the full faculty presenting options for recognition, reward, and acknowledgment of service. The purpose was to gain awareness of the types of recognition that are most valuable and incentivizing to the faculty.
 - b. 345 faculty members responded to the survey by ranking incentives from 1-8 in order of preference with 1 being the most preferred.

GoCore Faculty Senate Incentives Survey (Obs: 345)	Avg Rank 1-8 Scale
Course Release/Research Allowance Course release or additional classroom/teaching/research allowance considerations especially for those serving more substantial roles of faculty senate service	2.19
Small, Defined Stipend for Senators A small (defined) stipend from the provost to the department from which the senators volunteer; the stipend should be used to directly support the senator	2.55
B Parking Permit Issuance of a B-parking permit for the duration of the senator's time of service	4.37
Athletic Event Tickets Include multiple tickets for bigger families	4.82
Preparation for Future Administrative Roles Recognition of faculty senate service as preparation for and potential access to opportunities within the college.	5.13

Activity Tickets/Access Golf at Lonnie Poole, night at the StateView, etc.	5.26
Art/Cultural Event Tickets Include multiple tickets for larger families	5.64
Professional Plaque A professional plaque on office doors noting service to recognize senators, raise awareness and provide a visual remind of the value the university places on the role	6.04

- c. Results indicate that opportunities to reallocate time and financial resources were most impactful.
 - d. These results were added to the [Proposal for Recognition of Senate Service](#) drafted last term. This updated proposal is linked in this report for review and implementation by the Provost.
 - e. It is strongly recommended that any incentives approved by the Provost's office are put in place as quickly as possible since recruitment for the next term will begin in the fall 2024 semester.
2. The committee conducted the work of recruitment and management of the senate election process for the 2023-2024 academic year.

Issues of Concern

- 1. GoCore was presented one Issue of Concern: *Should the faculty handbook be renamed the Faculty Policy Handbook? Should there be an official Faculty Handbook created?*
 - a. Background: there exists a partially completed online faculty handbook that was created as part of a pre-covid project to make faculty related issues more readily accessible and searchable. This project lies incomplete as several of the key participants have left the university.
 - b. Current standing: GoCore ascertained that there is interest from the faculty for such a resource but the execution of such a project is beyond GoCore and Faculty Senate. The project rests with Kimberly Grainger in the provost's office and Carolyn Bird, a member of the faculty senate who worked on the original project. The provost's office will move the project forward from this point.

[Proposal for Recognition and Incentivisation of Senate Service](#)