

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
Regular Meeting No. 7 of the 71st Session
January 7, 2025 at 3:00 p.m.

Regular Meeting No.7 of the 71st Session Faculty Senate Chambers January 7, 2025

Present: Herle McGowan, Chair of the Faculty; Katherine McKee, Parliamentarian; Senators Ange-van Heugten, Bell, Blank, Breen, Campbell, Daley, Davis, Diaconeasa, Drake, Edmisten, Edwards, Fabiku, Fang, Hajibabai, Krim, Hyman, Jasper, Lowe Reed, Meiklejohn, Mullins, Paige, Phukan, Roland, Schwartzman, Taveirne, Taylor, Verhallen

Absent: Christopher DePerno, Associate Chair of the Faculty; Senators Allaire, Burke, Hajbabaie, Hou, Moore, Robinson, Zaarour

Guests: Warwick Arden, Executive Vice Chancellor and Provost

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

Chair Herle McGowan began the meeting by officially calling it to order at 3:00 PM and emphasizing the value of in-person attendance for fostering engagement and camaraderie. While recognizing the convenience of Zoom, McGowan noted the loss of informal interactions before and after meetings in the online format. She encouraged senators to attend in person whenever possible, even if late or leaving early due to other commitments.

McGowan announced the Spring General Faculty meeting on March 4, 2025, and urged senators to promote attendance among faculty in their respective colleges and units. She invited suggestions for discussion topics that would appeal broadly to faculty and prompt meaningful engagement beyond the Senate.

Additionally, McGowan highlighted a commemorative bookmark distributed by the Wilson College of Textiles. The bookmark, designed by Nancy Webster, President of the North Carolina Textile Foundation (NCTF), celebrates the College's achievements, including its interdisciplinary focus and milestones such as its 125th anniversary and the 30th anniversary of key research centers. She commended the College for its creativity and tradition in producing these keepsakes.

2. Approval of the Minutes, Regular Meeting No. 6 of the 71st Session, November 26, 2024 - *Herle McGowan, Chair of the Faculty*

Chair McGowan made a motion to approve the minutes of Regular Meeting No. 6 of the 71st Session. The minutes were passed without objection.

3. Chair's Remarks - Herle McGowan, Chair of the Faculty

Chair McGowan began by outlining the focus of the meeting, emphasizing two significant updates since the last Faculty Senate meeting:

1. UNC System Code Updates: Details on this topic would be discussed later in the meeting.
2. Chancellor Search: McGowan summarized the progress in the search for the next chancellor. In the fall, feedback was collected through listening sessions with diverse university stakeholders, including faculty, students, alumni, and governing bodies. This feedback informed a job advertisement and leadership profile promoting NC State's strengths and desired qualities for the new chancellor. McGowan encouraged faculty to nominate potential candidates via the search website and shared the link for reference.

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

Provost Arden provided updates on several key initiatives:

1. University Standing Committee Survey: The online preference survey for University Standing Committees will open on January 13, 2025, and remain accessible until February 3, 2025. Faculty are encouraged to participate and motivate colleagues to engage, as service on these committees is critical to the university's operations.
2. Climate and Sustainability Academy Launch: The university has launched its fourth academy, the Climate and Sustainability Academy. Dr. Erin Seekamp and Dr. Chris Galich were announced as the executive and deputy directors, respectively. The academy will focus on coastal resilience, sustainability initiatives, and campus-wide climate solutions. Open houses will be held on March 3 and March 6, with details forthcoming.
3. Goodnight Early Career Innovators Program: The 2024–25 recipients of this program were announced, recognizing 25 early-career faculty with a \$22,000 annual award for three years. The program supports scholarship and research, particularly in STEM and STEM education, and aims to retain promising faculty.

5. UNC System Code Chapter VI

[Current version](#)

[Proposed revisions](#)

[Faculty Assembly document to collect feedback](#)

Chair Herle McGowan facilitated a detailed discussion on the proposed updates to Chapter VI of the UNC System Code. Key points included:

Background and Rationale: Updates were prompted by recommendations from professional track faculty working groups to modernize outdated policies. The goal is to improve employment conditions for continuing faculty, ensuring stability and equity, which benefits students and institutional consistency.

The proposed changes to the UNC System Code include clarifications and updates to faculty classifications, establishing clear distinctions among tenure-track, continuing, and temporary faculty to align policies with current practices. For continuing faculty, a maximum of three consecutive one-year contracts will be permitted before transitioning to multi-year contracts, with exceptions requiring Provost approval and annual monitoring. Additionally, the updates aim to enhance the rights of continuing faculty by ensuring their access to shared governance and voting participation in academic and university matters. The changes also introduce minimum notification periods for non-renewal decisions, along with options for a review process to address grievances, further supporting equitable treatment and stability for faculty.

The discussion highlighted several key points regarding the proposed changes to the UNC System Code. Concern was raised over the idea that tenured faculty lines could potentially be eliminated due to “a decision to shift the institution’s academic program offerings,” with faculty asking for clarification about this clause. There was debate over whether dismissal and review processes for tenure-track and continuing faculty should be unified, as well as concerns about the practicality of implementing “compensation floors” to address inflation, cost of living, and equity across institutions. Senators supported measures to prevent exploitative employment practices, acknowledging the diverse resources and challenges faced by campuses. The shift to the term “continuing faculty” was seen as a positive step in recognizing long-term contributions but raised concerns about its impact on contract independence. Codifying equitable participation in governance for all faculty was broadly supported, alongside calls for departments to establish clearer rules on voting rights and promotion criteria. However, logistical challenges, particularly at NC State, were noted due to its large faculty population, which may complicate the implementation of new review and governance processes.

The discussion further explored the long-term implications of the proposed changes, particularly concerns about whether the growing emphasis on professional track faculty could erode tenure-track positions. Participants agreed that if trends continue to shift away from tenure, strengthening protections for continuing faculty becomes even more critical. The importance of tenure was emphasized, with a call to better communicate its value beyond economic benefits, highlighting its role in fostering academic freedom and knowledge generation. Faculty stability was recognized as a key factor in improving student outcomes. Looking ahead, faculty were encouraged to provide feedback on the proposals through a SharePoint document or via email, with a UNC System deadline for submitting feedback of February 11.

6. Old and New Business

- a. Staff Senate Updates - No report.
- b. Student Senate Updates - No report.
- c. Wellness Days:

- i. Discussions on more coordinated and effective approaches to scheduling wellness days.
- d. Retirement Plan Changes:
 - i. Concerns about system-wide changes to retirement investments; efforts to invite experts for clarity are ongoing.
- e. Future Collaboration:
 - i. The Faculty Senate proposed task forces to address broader issues like wellness, policy implementation, and tenure advocacy.

7. Adjourn - Herle McGowan, Chair of the Faculty

The meeting was adjourned at 5:10 PM.