

NORTH CAROLINA STATE UNIVERSITY
Minutes of the Faculty Senate
Regular Meeting No. 6 of the 71st Session
November 26, 2024

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Present: Herle McGowan, Chair of the Faculty; Katharine McKee, Parliamentarian; Senators Ange van Heugten, Blank, Burke, Campbell, Daley, Davis, Diaconeasa, Drake, Edmisten, Fabiku, Fang, Krim, Hyman, Jasper, Lowe Reed, Meiklejohn, Mishra, Mullins, Paige, Phukan, Robinson, Roland, Schwartzman, Taveirne, Taylor and Zaarour

Absent: Christopher DePerno, Associate Chair of the Faculty; Senators Allaire, Bell, Breen, Edwards, Hajbabaie, Hajibabaie, Hou, Moore and Verhallen

Guests: Warwick Arden, Executive Vice Chancellor and Provost; Tim Danielson, Associate Vice Chancellor for University Human Resources; Taquan Dewberry, Student Senate President Pro Tempore; Charles Hall, Chair of the Staff Senate; Nancy Whelchel, Assistant Vice Provost for Institutional Survey Research and Analysis

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

Chair McGowan called the 6th meeting of the 71st Faculty Senate to order at 3:00 PM.

Announcements

Council on the Status of Women extended its deadline for "Call for Community Vignettes" to December 3rd. The submission focuses on key moments, milestones, and inspirations. Information is available via "*Sisterhood Dinner NCSU*" search.

2. Approval of the Minutes, Regular Meeting No. 5 of the 71st Session, November 12, 2024 - Herle McGowan, Chair of the Faculty

Chair McGowan called for a motion to approve the meeting minutes of the fifth meeting of the 71st Session. A motion and second were made and the minutes were approved unanimously.

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

The UNC System Office is considering a unified policy for mass gatherings on campuses in response to protests that occurred last spring. Six proposed practices have been developed and are being circulated for campus feedback ahead of the Faculty Assembly meeting on December 6th. Senators will receive an email following this meeting with the full proposed practices, a

feedback form, and a comparison to NC State's current policies. During the discussion, a request was made to highlight any conflicts or alignments between the proposed practices and NC State's existing policies. Additionally, a question was raised regarding the definition of "mass gatherings," which remains unclear at this time.

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

Provost Warwick Arden provided several updates. He began by addressing the recent Domicile and Work Location Expectations memo, which reaffirms NC State's commitment to supporting the state's economy by primarily employing individuals who reside in or near North Carolina. Faculty and staff are expected to maintain a primary residence in North Carolina or within a reasonable commute unless a remote work location has been formally approved. Faculty positions are considered in-person by default, unless otherwise specified in appointment letters or through an authorized remote work request approved by the Provost's office. Questions about the memo can be directed to Margaret Erickson, Assistant Vice Chancellor for Human Resources.

Provost Arden also highlighted the Wolfpack 2030 Strategic Plan update, marking the completion of the first three-year phase of the university's nine-year plan. The update was presented at the Administrative Leadership Meeting on November 12th and to the Board of Trustees on November 21st. Interested faculty and staff can view the presentation at go.ncsu.edu/alm and the three-year metrics snapshot at go.ncsu.edu/metrics.

In closing, Provost Arden offered his congratulations to Herle McGowan for her appointment as Associate Dean of Administration for the College of Sciences, which will begin mid-year, after her term as Chair of the Faculty ends. He thanked Herle for her exceptional work as Chair of the Faculty and expressed confidence that she will excel in her new role.

5. Results from the Employee Engagement Survey - *Nancy Whelchel, Assistant Vice Provost for Institutional Survey Research and Analysis; Tim Danielson, Associate Vice Chancellor for University Human Resources*

Nancy Whelchel, Assistant Vice Provost for Institutional Survey Research and Analysis, presented findings from the UNC System Employee Engagement Survey, which is administered every two years across all UNC campuses. The survey includes full-time, permanent employees, and this year NC State achieved a 46% response rate, higher than the system average. However, faculty participation remained the lowest among employee groups at 33%, marking a significant decline compared to previous years.

The overall results indicated that NC State performed well relative to the UNC System, with 26 of the 41 belief statements rated as "Excellent" or "Very Good." Despite this, faculty reported the lowest favorable ratings across the university, ranking lowest in 7 of the 10 core survey dimensions. Key areas of concern for faculty included confidence in senior leadership, with 42% of respondents providing unfavorable ratings. Communication, collaboration, and performance

management were also flagged as areas requiring attention. Specific concerns focused on senior leadership's ability to communicate openly, address low performance, and provide clear direction.

On a positive note, faculty expressed strong satisfaction with certain areas, such as being treated with respect by their supervisors and maintaining high standards within their departments. Some improvements were noted in areas like clear procedures for addressing discrimination, creating a welcoming environment for diverse identities, and providing support for mental and emotional well-being. However, faculty also reported significant declines in confidence in senior leadership, perceptions of the institution as "well-run," and the steps taken to ensure health and safety.

Challenges surrounding trend analysis were discussed due to revisions to the survey, which limited comparability over time. While faculty ratings improved on nine items compared to the 2022 survey, two items declined. Self-reported demographics and the persistent decline in participation rates further complicate data completeness and analysis. Subgroup trends revealed that associate professors consistently provided the least favorable ratings, and salary remained the top reason faculty cited for potentially leaving NC State.

Nancy emphasized the importance of using the survey data both to celebrate successes and to identify opportunities for improvement. College deans have received tailored reports detailing survey results for their respective units and are encouraged to share these findings with faculty. Moving forward, addressing concerns around senior leadership, communication, and performance management will be critical. Improving faculty participation remains a priority, with efforts needed to demonstrate the survey's value and its impact on decision-making.

The detailed survey results will be made available online at faculty_senate@ncsu.edu for further review. Nancy urged senators to engage with their constituents, discuss the findings, and advocate for actionable steps within their colleges. She concluded by underscoring the importance of increasing faculty participation in future surveys to ensure that results are as meaningful and representative as possible.

6. Old and New Business

a. Staff Senate Updates

Charles Hall, Chair of the Staff Senate, shared several significant accomplishments and updates. He highlighted the Janet B. Royster Staff Scholarship, which is UNC system-wide and funded by the Chancellor's Cup golf tournament. This year, every UNC institution participated, raising \$60,000 and bringing the scholarship fund to \$240,000, nearing endowment. The scholarship, which supports staff pursuing certificates or degrees, received a record-breaking 143 applications, with one awardee from NC State's College of Veterinary Medicine.

Charles also celebrated the success of bereavement leave advocacy, a long-term initiative that began at NC State. The UNC System recently adopted the policy, following the governor's announcement for state agencies. This policy includes leave for the loss of immediate family members and 8 hours of leave to attend a colleague's memorial service. He noted that this milestone will positively impact SHRA, EHRA, and 12-month faculty system-wide.

Further, Charles announced NC State's leadership contributions at the system level: Alan Porch, former Staff Senate Chair, was elected Chair-Elect of the UNC System Staff Assembly, and Pat Gaddy received the Thomas W. Ross Senior Visionary Leader Award for her contributions. Charles underscored NC State's strong representation and leadership across the system and celebrated the campus's shared successes.

b. Student Senate Updates

Taquan Dewberry, Student Senate President Pro Tempore, provided updates on the student government's achievements and plans. He noted the successful conclusion of a challenging fall semester and expressed hopes for a calmer spring. He reminded attendees that student elections for the 2025-2026 academic year would take place in the spring semester, with campaigns expected to be highly visible across campus.

7. Adjourn - Herle McGowan, Chair of the Faculty

Chair McGowan adjourned the meeting at 4:12 PM.