

NC STATE UNIVERSITY

Board of Trustees Meeting

September 10, 2021

Winslow Hall

Winslow Conference Room

<https://go.ncsu.edu/botmeeting>

NC STATE UNIVERSITY

September 10, 2021 NC State University Board of Trustees Meeting

Meeting Agenda

9:00 a.m.

-
1. Dean's Briefing
Dean Paul Lunn, College of Veterinary Medicine
-

10:00 a.m.

-
2. Call to Order, Public Meeting Notice, Reading of Ethics Statement
Stan Kelly, Chair
-

3. Roll Call
Paula Gentius, Assistant Secretary
-

4. Approval of Minutes
Stan Kelly, Chair
-

- A. July 15, 2021 Open Meeting Minutes Action Item
 - a. Open Session Full Board Minutes July 15 2021

-
5. Chair's Report
Stan Kelly, Chair
-

- A. ACC Board Certification Action Item
 - a. ACC Governing Board Certificate Form

- B. Resolution to Restate NC State University's Delegations of Authority Action Item
 - a. NC State BOT Resolution Aug 30 2021
 - b. NC State University Delegation of Authority Spreadsheet for September BOT Meeting

- C. Deep Dive Topics

- D. Spring 2022 Board of Trustees Retreat
-

6. Chancellor's Report
Randy Woodson, Chancellor
-

- A. Sept 2021 BOT Chancellor Remarks

7. Audit, Risk Management and Finance Committee
Ed Weisiger, Jr., Chair

8. Buildings and Property Committee
Ed Stack, Chair

9. University Advancement Committee
Chip Andrews, Chair

10. University Affairs Committee
Dewayne Washington, Chair

11. Faculty Senate Report
RaJade M. Berry-James, PhD, Faculty Senate Chair

A. Sept 2021 Faculty Senate Report

12. Staff Senate Report
Helen DiPietro, Staff Senate Chair

A. Sept 2021 Staff Senate Report

13. Board Discussion

14. Closed Session

15. Reconvene in Open Session for any additional
items to come before the Board

16. Adjourn
Stan Kelly, Chair

Board of Trustees
Open Session Minutes
North Carolina State University
Raleigh, North Carolina
July 15, 2021

The North Carolina State University Board of Trustees met in regular session using a hybrid meeting format on Thursday, July 15, 2021. Trustees attended in person in Winslow Hall with one Trustee attending virtually (noted with an asterisk).

Members present:

Stanhope A. Kelly, Acting Chair
Robert F. Andrews III
Ann B. Goodnight
James A. Harrell, III
David Dee Herring
Timothy L. Humphrey
General Raymond T. Odierno*
Ven Poole
Perry Safran
Edwin J. Stack, III
Dewayne N. Washington
McKenzy Heavlin, *ex officio*

Member absent: Edward I. Weisiger, Jr.

Acting Chair Stan Kelly called the meeting to order at 11:00 a.m. and a quorum was present. He reminded all members of their duty to avoid conflicts of interest and appearances of conflicts of interest under the State Government Ethics Act and inquired as to whether there were any known conflicts of interest or appearances of conflict with respect to any matters coming before the board at this meeting. Acting Chair Kelly reminded those in attendance that while the full Board meeting is a public meeting, it is not a meeting for public comment and only those on the agenda will be permitted to speak. He asked that all Trustees identify themselves before speaking due to the nature of the hybrid meeting.

CEREMONIAL OATHS OF OFFICE FOR NEW BOARD MEMBERS – WITH JUDGE LUCY INMAN

Acting Chair Kelly asked the new Trustees Heavlin, Herring, Humphrey to stand for the Ceremonial Oath of Office, as well as Trustee Safran as he was unable to participate in a ceremonial oath in 2020 due to COVID-19. Acting Chair Kelly also stated that new Trustee Odierno would participate in the ceremonial oath via Zoom. After the oath was administered, Acting Chair Kelly thanked Judge Inman for presiding.

MINUTES

Trustee Poole made the motion, seconded by Trustee Goodnight, to approve the open and closed session minutes of the April 16, 2021 and May 14, 2021 meetings of the full board. Acting Chair Kelly called for a vote by roll call.

Andrews	AYE	Poole	AYE
Goodnight	AYE	Safran	AYE
Harrell	AYE	Stack	AYE
Heavlin	AYE	Washington	AYE
Herring	AYE	Weisiger	ABSENT
Humphrey	AYE	Kelly	AYE
Odierno	AYE		

ACTING CHAIR'S REPORT- STAN KELLY

Acting Chair Kelly began his report by thanking everyone for their patience while he serves as Acting Chair presiding over the meeting until the election of board officers. Acting Chair Kelly reminded the group that the Board approved changes to the Bylaws in November 2020 to add clarity to Board Officer roles and the election process. Because the term for the past Chair, Tom Cabaniss, expired on July 1, the duty of Acting Chair fell to the next board officer, i.e., Chair Kelly as the former First Vice Chair.

Acting Chair Kelly thanked the board for their engagement and thoughtful discussion at the retreat in May. The board identified four major areas of interest from their conversations that day: orientation to and understanding of Board Service, knowledge related to trends in higher education, communication between the Board and university administration, and the board's current committee structure. Overall, the retreat revealed areas where the board can improve efficiency and effectiveness, streamline their processes, and leverage their talents for the success of the university.

In closing, Acting Chair Kelly welcomed the newest members of the Board to their first Full Board meeting.

CHANCELLOR'S REPORT – DR. RANDY WOODSON

Chancellor Woodson began his remarks by thanking the Trustees for their continued leadership and support of the University and to welcome the newest members of the Board. He also congratulated Jim Harrell, Ven Poole and Ed Weisiger on their reappointments to the Board.

Chancellor Woodson highlighted recent leadership changes. Marie Williams, Associate Vice Chancellor for Human Resources accepted a position as Vice President of Human Resources at Brown University. Margaret Erickson and Ursula Hairston have assumed her duties for the time being, and a national search for a replacement will be conducted this fall. Don Hunt has begun his work as the new Senior Vice Provost for Enrollment Management and Services replacing Louis Hunt, who retired at the end of June.

Chancellor Woodson also shared information regarding the 2020 commencement celebration, which will take place in Reynolds Coliseum on the morning of Saturday, August 28. Ms. Cindy Eckert, an entrepreneur and advocate for women, will receive an honorary doctorate of humane letters and also serve as the keynote speaker. More information will be shared as it becomes available.

Chancellor Woodson shared highlights from the 2020-2021 year, one of the most challenging in recent memory. Nikhil Milind was recently named a Churchill Scholar after being selected as an alternate. This is the second NC State student awarded this prestigious scholarship this year and the fourth in our history. Chancellor Woodson also noted that it was a record-breaking year for fundraising, with our endowment close to \$1.9 billion and the Think and Do the Extraordinary Campaign passing its \$1.6 billion goal. He acknowledged the success of NC State Athletics despite the challenges COVID-19 created fiscally and in competition. NC State finished at number 23 in the Director's Cup, the university's second-highest finish to date.

In closing, Chancellor Woodson thanked the Board for their work and their dedication to NC State.

NOMINATION OF SLATE AND ELECTION OF OFFICERS FOR 2021-2022

Acting Chair Kelly stated that per the Board of Trustees Bylaws, he appointed a nominating committee on July 1. Trustee Andrews was asked to chair this committee, and Trustees Goodnight and Washington were also asked to serve. Acting Chair Kelly asked the chair of the nominating committee, Trustee Andrews, to provide a report of its work and present a slate of officers for the 2021-22 year.

Trustee Andrews stated that the Nominating Committee met via telephone on July 8, 2021 and reviewed the Board's Nominating Committee guidelines. After discussing the nominations, the Committee decided to nominate the following slate of officers for 2021-2022:

- Chair: Stan Kelly
- Vice Chair: Ed Weisiger
- Secretary: Ann Goodnight

It was noted for the record that Trustee Goodnight abstained from discussion related to and voting on the position of Secretary to avoid a conflict of interest. The nominating committee voted unanimously in favor of the motion to recommend this slate of officers to the full board for approval. Acting Chair Kelly asked if there were any objections to the slate of nominations for board officers. Hearing none, he asked for a

motion to approve the slate of officers as presented by the chair of the nominating committee. Trustee Andrews made the motion, seconded by Trustee Herring, to approve the slate of officers as presented. Acting Chair Kelly called for a vote by roll call.

Andrews	AYE	Poole	AYE
Goodnight	ABSTAIN	Safran	AYE
Harrell	AYE	Stack	AYE
Heavlin	AYE	Washington	AYE
Herring	AYE	Weisiger	ABSENT
Humphrey	AYE	Kelly	ABSTAIN
Odierno	AYE		

The motion passed.

EXECUTIVE COMMITTEE AT-LARGE MEMBERS NOMINATIONS

Chair Kelly stated that the Board has two vacancies on the Executive Committee due to the immediate past chair's term expiring and the changes to the Bylaws. It is the duty of the Chair to nominate two at-large members to the Executive Committee for a vote by the full board. Chair Kelly nominated Trustee Andrews and Trustee Stack to serve as at-large members to the Executive Committee. Trustee Safran made a motion to elect the officers as presented, seconded by Trustee Odierno. Chair Kelly called for a vote by roll call.

Andrews	ABSTAIN	Poole	AYE
Goodnight	AYE	Safran	AYE
Harrell	AYE	Stack	ABSTAIN
Heavlin	AYE	Washington	AYE
Herring	AYE	Weisiger	ABSENT
Humphrey	AYE	Kelly	ABSTAIN
Odierno	AYE		

The motion passed.

COMMITTEE REPORTS

UNIVERSITY AFFAIRS COMMITTEE – CHAIR DEWAYNE WASHINGTON

Trustee Washington reported that the Committee met and approved the consent agenda, which included the following items: the April 15, 2021 meeting minutes, continuation and discontinuation of centers and institutes; designation that four distinguished professorships may be awarded on a time limited basis and conferral of tenure to eight new faculty members. In his report to the committee, Provost Arden informed the Committee of academic program updates and leadership updates within his units. The Committee approved addenda to three Head Coach Employment agreements and two non-salary compensation requests.

BUILDINGS AND PROPERTY AGENDA ITEM

Trustee Stack stated that the Buildings and Property Committee electronically voted on one property matter agenda item sent by email on June 21, 2021. The Committee reviewed and approved a disposition by lease for full board approval. Trustee Stack moved for approval of this property matter and Trustee Poole seconded the motion. Chair Kelly called for a vote by roll call.

Andrews	AYE	Poole	AYE
Goodnight	AYE	Safran	AYE
Harrell	AYE	Stack	AYE
Heavlin	AYE	Washington	AYE
Herring	AYE	Weisiger	ABSENT

Humphrey AYE
Odierno AYE

Kelly AYE

The motion passed.

ITEMS OF INTEREST TO MEMBERS OF THE BOARD

Trustee Harrell requested information on the topic of Name, Image, Likeness for student-athletes. Athletic Director, Boo Corrigan, provided a brief, general overview of the matter.

CLOSED SESSION

With no further business in open session, Assistant Secretary Gentius read the motion, seconded by Trustee Washington, at 11:58 a.m. to go into closed session to: consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of employment of a public officer or employee, and to consult with our attorney to protect the attorney client privilege.

RECONVENE IN OPEN SESSION

At 12:58 p.m. the board came out of closed session. Trustee Washington called for a motion, seconded by Trustee Stack, to approve the petition for political activity as discussed in closed session. Chair Kelly called for a vote by roll call.

Andrews AYE
Goodnight AYE
Harrell AYE
Heavlin AYE
Herring AYE
Humphrey AYE
Odierno AYE

Poole AYE
Safran AYE
Stack AYE
Washington AYE
Weisiger ABSENT
Kelly AYE

The motion passed.

With no further business in open session, Chair Kelly adjourned the meeting at 1:02 p.m.

Respectfully submitted,

Assistant Secretary

Secretary

Approved:

Chair of the Board



*Governing Board Certification Form
Academic Year 2013-14*

As Chairman of the Governing Board at North Carolina State University, I attest that:

- 1) Responsibility for the administration of the athletics program has been delegated to the Chief Executive Officer of the Institution.
- 2) The Chief Executive Officer has the mandate and support of the board to operate a program of integrity in full compliance with NCAA, ACC and all other relevant rules and regulations.
- 3) The Chief Executive Officer, in consultation with the Faculty Athletics Representative and the Athletics Director, determines how the institutional vote shall be cast on issues of athletics policy presented to the NCAA and the ACC.

Date Presented to the Governing Board: _____

Signed: _____
(Chairman of the Governing Board)

Signed: _____
(CEO of Member Institution)

Please return completed form before October 18, 2013 to:

*Commissioner John D. Swofford
Atlantic Coast Conference
4512 Weybridge Lane
Greensboro, NC 27407*

RESOLUTION

Resolution to Restate Delegated Authority from the Board of Trustees of North Carolina State University

WHEREAS, the Board of Trustees of North Carolina State University ("Board of Trustees") has a duty to promote the sound development of North Carolina State University within the functions prescribed for it, helping it to serve the people of the state in a way that will complement the activities of the other institutions and aiding it to perform at a high level of excellence in every endeavor;

WHEREAS, the Board of Trustees serves as an advisor to the Board of Governors on matters pertaining to North Carolina State University and serves as an advisor to the Chancellor concerning the management and development of North Carolina State University;

WHEREAS, the Board of Trustees' powers and duties are defined by the Board of Governors through the Board of Governors delegating certain authorities and responsibilities to the Board of Trustees;

WHEREAS, the Board of Governors' approval of the "Resolution to Amend and Restate Constituent Institution Board of Trustees Delegations" on July 22, 2021, directs each board of trustees of the constituent institutions to identify and restate in one binding resolution all instances in which the board of trustees of the constituent institution has delegated all or some of its delegated authority from whatever source to any committee, person, agency, or entity;

NOW, THEREFORE, LET IT BE KNOWN, that the Board of Trustees of North Carolina State University hereby restates the delegated authority as set forth in the document attached as Exhibit A and incorporated by reference herein.

Notwithstanding any other provision authorized by the Board of Trustees, all authority that has been delegated to the Board of Trustees and has not been expressly identified and further delegated in this resolution or articulated in Exhibit A is hereby vested in the authority of the Board of Trustees.

Resolved, this the 10th day of September, 2021.

W. Randolph Woodson, Chancellor

Stanhope A. Kelly, Chair

Robert F. Andrews III

Ann B. Goodnight, Secretary

James A. Harrell III

David D. Herring

Timothy L. Humphrey

Raymond T. Odierno

Ven Poole

Perry R. Safran

Edwin J. Stack

Dewayne N. Washington

Edward I. Weisiger, Vice Chair

McKenzy Heavlin, Student Body President

BOT Meeting
Friday, September 10, 2021
Winslow Hall Conference Room
10:00 a.m. – 12:00 p.m.

- Good morning, and thank you Chair Kelly. The Chair asked that I discuss with you the Deep Dive topics that were raised during the Board's retreat in May and other Board Meetings.
- The following topics were proposed:
 - November 2021: 2021-2030 Strategic Plan Implementation
 - February 2022: NC State Master Plan
 - April 2022: The Year In review: Lessons Learned from COVID
 - September 2022: Trends in Higher Education
- The Board expressed interest in being more informed about the university's strategic plan, so we'd like to share about our planning for implementation.
- This year, NC State is creating a new physical master plan that will help direct the university's physical growth and expansion into the future. As members of the Board, we feel it is highly important that you all are updated on this initiative.
- In April, we plan to talk about the successes and lessons learned related to COVID-19 from the 2021-2022 academic year.
- And looking ahead to the next academic year, we plan to present to the Board on general trends in higher education. Again, this was a topic that the Board expressed an interest in during the retreat in May.

- If more pressing or timely matters come up, we can always adjust the schedule, but we think that these topics are important for the Board to hear about.

Class of 2020 Commencement

- I want to thank those of you who were able to participate in the Commencement Celebration for the Class of 2020 a couple of weeks ago. This was such an important and special day for our community, and I am delighted that we were able to offer them an in-person ceremony.
- Cindy Eckert did a great job as our Commencement speaker, and she was truly appreciative of her honorary doctorate.
- I am so glad we were finally able to gather in-person and celebrate the accomplishments of our students who graduated during unprecedented times.

COVID-19 Updates

- Speaking of unprecedented times, we are still navigating the pandemic on campus with students, faculty and staff on-campus.
- As you know, all members of the NC State community are required to wear masks indoors, regardless of vaccination status, under our community standards.
- We are continuing to encourage that all members of our community receive the vaccine as soon as possible. Those who have not been vaccinated are participating in weekly surveillance testing.
 - As of Tuesday 9/7, less than 1% of COVID tests from the fall had positive results (exact number is .94%)

- I am happy to say that as of this week, 31,287 members of our community have either been vaccinated on campus or uploaded proof of vaccination to the HealthyPack portal.
 - This number is from Tuesday 9/7
 - That's roughly 70% of our community of students, faculty and staff
- Although the pandemic remains a challenge, our return to in-person instruction and on-campus life has been largely successful, thanks to the efforts of our campus community.
- We will continue to monitor COVID trends on campus and in the state, and modify our community standards as needed according to the recommendations of the CDC and state health officials.

NSF I-Corps Hub

- The National Science Foundation recently selected NC State and nine other leading research universities to be one of five national I-Corps Hubs.
 - Great Lakes Region: University of Michigan is lead
 - Mid-Atlantic Region: University of Maryland College Park is lead
 - New York Region: The City University of New York is lead
 - Northeast Region: Princeton University is lead
 - West Region: University of Southern California is lead
- As part of the Mid-Atlantic region I-Corps Hub, NC State will work alongside the University of Maryland, UNC-Chapel Hill, Carnegie Mellon University, George Washington University, Howard University, Johns Hopkins University, Penn State, the University of Pennsylvania and Virginia Tech.
 - The \$15 million I-Corps Hubs will be funded over five years.

- The I-Corps Hub program seeks to change the culture of research universities to explore commercialization as an avenue for research to make an impact on society.
- The Hubs' goal is to create and sustain a diverse, inclusive innovation ecosystem in the United States by establishing tools and training activities, funding research, providing opportunities to diverse communities and sharing effective innovation practices across the country.
- The Hubs will build upon the National Science Foundation's I-Corps, or Innovation Corps. NC State has actually been home to an I-Corps Site since 2017.
 - 102 teams have participated in the I-Corps program through 12 cohorts

Forbes Best Employer Ranking

- Forbes has conducted its annual survey of America's best employers by state, and NC State has been recognized as fourth place in North Carolina.
 - Up from ninth place last year
 - List is based on surveys of 80,000 Americans working for business with at least 500 employees
 - Respondents were asked to rate their employers on a variety of criteria, including workplace safety, compensation, opportunities for advancement and options for telecommuting
- Microsoft was first in North Carolina, followed by Duke University, SAS Institute, and then NC State. Behind NC State in the top 10 are biotech firms Merck and Pfizer, WakeMed, IBM, the Duke University Health System, and Cisco Systems.
- Other UNC System institutions on the list include UNC-Chapel Hill at 25, UNC Greensboro at 31, UNC Charlotte at 40, and ECU at 51.

- It is outstanding to see NC State perform so well in a ranking of this magnitude, and the results are reflective of how valuable each employee is to our university as a whole.
- We are constantly improving our Human Resources department to provide support to our faculty and staff, so that NC State remains one of the best places to work in the state.

Washington Monthly Ranking

- Speaking of rankings, there is one more that I want to draw your attention to: the *Washington Monthly's* college rankings.
- This is a slightly different college ranking than you're used to hearing about. Instead of ranking colleges based on factors like wealth and exclusivity, it ranks them based on the students they support and the quality of graduates they produce.
- Colleges and universities are ranked on three broad criteria:
 - the degree to which they recruit and graduate students of lower economic status,
 - produce the scholarship and scholars that drive economic growth and human development, and
 - encourage students to be active citizens .
- North Carolina is well-represented in their Top 30 National Colleges list. NC State comes in at number 29 on the list, with UNC Chapel Hill and Duke also making the cut.
 - Duke is 3, UNC-CH is 9

ACC, Big Ten, Pac-12 Alliance

- Finally, I want to share with you all the recent announcement of an alliance between the ACC, Big Ten, and Pac-12 conferences.
- This historic alliance between the three conferences will include 41 institutions, all dedicated to the improvement of college athletics.
- In addition to providing more resources for college athletes, the alliance has a planned scheduling component that aims to create more inter-conference games and improve the game-day experience for players and fans.
- Although I am sure our rivalries will continue, this inter-conference alliance will be great for our athletes and the future of college athletics as a whole.

Closing

- I want to thank you all for your support and guidance as we continue to navigate the 2021-2022 academic year and face challenges posed by the pandemic.
- I am truly thankful for your leadership.

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Background

Thank you for the opportunity to address members of the North Carolina State Board of Trustees. As the new Chair of the Faculty, it is indeed an honor to update you on behalf of the NC State University faculty. In the Office of the Faculty Senate, I serve as chair with Maria Collins, Associate Chair of the Faculty, Dr. Carolyn Bird, Parliamentarian, and Dr. Hans Kellner. past-chair Together we are committed to working with our Chancellor, Provost, and campus leaders in shared decision-making and adoption of policies, procedures, and best practices to support our campus community.

We began the 68th Session of the Faculty Senate by welcoming faculty back to campus. Our Faculty Senate is governed by the general faculty bylaws initially adopted in December 1961 and later revised on April 22, 1971. As a Faculty Senate, we keep faculty excellence at the forefront of our campus activities. As a general faculty, we plan to meet twice a year with our Chancellor and university administrators. During the Academic Year, we meet regularly with senate representatives of the general faculty who had been elected by their peers. By way of committee, faculty senators meet with campus leaders to discuss policy recommendations and explore issues of faculty concern. We take our service and engagement seriously and participate in shared governance, with honor. NC State faculty senators have accepted committee on committee assignments for university standing and ad hoc committees. Together, we work to uplift the voices of the NC State faculty through shared governance, meaningful dialogue, and sincere engagement.

Protect the Pack

On August 17, 2021, we held our first meeting of the 68th Session of the Faculty Senate. We discussed issues of campus safety and security with our Chancellor Randy Woodson, Provost Warwick Arden and invited guests: Chief Daniel House, NC State University Police, Dr. Julie Ann Casani, Director and Medical Director of Student Health Services and Dr. Amy Orders, Director of Emergency Management and Mission Continuity.

I want to personally recognize the actions of our campus leaders, for their concerted effort to Protect the Pack as we return to campus during this difficult time. As a campus community, we will look back on the COVID-19 Pandemic and recall how we worked together to stay connected, stay focused and return to campus so that research, teaching and engagement can continue. As a faculty, we are concerned about the high burden of disease, community transmission and vaccine hesitancy. We have missed our campus resources and our campus community as we once knew it. Campus life feels different, yet faculty are eager to get back what we once had.

During this difficult time, faculty are reminded that we must work together to stay safe. Faculty, students, and staff are asked to wear masks on campus when indoors and are encouraged to “get vaccinated or get tested” as part of the university surveillance system. To avoid community spread, we are also encouraged to adhere to community standards that were developed to keep us safe and to mitigate community transmission on campus and off-campus. As faculty, we have the privilege to continue our research and deliver curricula as we prioritize on-campus learning for our students.

Looking Back and Leaning Forward

On August 31, 2021, our second meeting of the 68th Session of the Faculty Senate provided faculty with a community and campus update. In North Carolina, for example, metrics used by the State Health Department to monitor the COVID-19 pandemic rely on a 7-day rate. As of August 29, 2021, we discussed that community transmission was high in North Carolina. There had been 4,242 cases, 58 new hospital admissions, and 11 deaths reported during the 7-day rate. Just under 10% of people had tested positive and nearly 70% of the eligible population was fully vaccinated.

At NC State, we discussed the data tracking metrics used as campus surveillance and to track vaccination rates. By August 31, 2021, 29,501 faculty, staff and students had uploaded vaccine records into the HealthyPack portal *or* had been vaccinated on campus. Our campus pulse survey of faculty, staff, and students revealed that more than 90% of respondents were fully vaccinated. As you can see, we are becoming armed and ready when COVID-19 comes to campus. Faculty keep seating charts of their classes to assist our contact tracing program and encourage students to follow university guidelines by wearing masks during class. While we await word about vaccine mandates from the NC Commission on Public Health, faculty continue to do all that we can to ready our campus.

Institutions of higher education provide a safe place for students to engage in research and learn about disciplinary distinctions. At NC State, our learning communities are populated by students who embrace our values of excellence, community, inclusion, freedom, integrity, collaboration, and sustainability. Our invited guests shared an important update on fall enrollments, campus culture, and collaborative approaches that support an academic climate for student success. As we increase our focus on diversity, equity, inclusion, and belonging - in the classroom, in the curricula, and by our intentional work across colleges – we align with accreditation standards that require students to demonstrate cultural and social competence through an equity-centered lens. Our invited guests included Dr. Don Hunt, Vice Provost for Enrollment Management and Services; Dr. Stephanie Helms Pickett, Associate Vice Provost, Inclusive Excellence, and Strategic Practice, and Dr. Melvin “Jai” Jackson, Assistant Vice Provost for Faculty Engagement in the Office of Institutional Equity and Diversity.. In addition, we hosted a panel discussion on “Women and Minorities in Engineering” with Dr. Kennita Johnson, Assistant Professor/Director of Diversity and Equity, NCSU-UNC Joint Department of Biomedical Engineering, Dr. Katherine Titus-Becker, Director of Women in Science and Engineering (WISE), Dr. Laura Bottomley, Director of Women in Engineering and The Engineering Place, and Angelitha Daniel, Director of Minority Engineering Programs.

On behalf of the NC State University faculty, it is my pleasure to provide an update of topics and issues discussed at the first and second meetings of the 68th Session of the Faculty Senate. Approved minutes of the Faculty Senate meetings are dutifully posted online on the Faculty Senate website: <https://facultysenate.ncsu.edu/>

Respectfully submitted,



RaJade M. Berry-James, PhD
Professor of Public Administration, School of Public and International Affairs
Chair of the NC State University Faculty, 2021-2023

August 20, 2021

Honorable Trustees,

Thank you for the opportunity to present on behalf of the Staff Senate.

The Staff Senate was established 26 years ago in 1995 as a communication conduit between NC State staff and university administration. As an advisory body to the university chancellor, the Staff Senate provides feedback and consultation regarding interests/concerns that affect both SHRA and EHRA professional and support staff. To successfully accomplish our mission, three skill sets are critical: leadership, communication, and collaboration. To that end our motto for this term is “working together to make the impossible possible. Collaborate, Innovate, Transform.”

While the pandemic has made this year particularly challenging, we continue to enhance, enrich, and encourage a sense of community among all university staff employees.

The following outlines some of the key initiatives and activities of the Staff Senate since April:

- We updated our [website](#) to make it easier to navigate, and ,also, our means of communication with our constituents by utilizing a listserv that automatically adds and deletes staff as they onboard or offboard.
- Sponsored a spring event called “Send a Smile” with Transitions Life Care in Raleigh. Staff Senate shared 45 letters, cards, and pictures with the Transaction Life Care nursing home and hospice patients to bring a smile to their face and encouraging words during the COVID-19 pandemic.
- The need for our staff to have access to technology is demonstrated by the continued existence of a waitlist with the [Computer Loan Program](#). This program provides computers to employees who may have limited opportunities to develop computer skills and who want to take classes or expand their knowledge in ways that are mutually beneficial to themselves and the university. Any donations of laptops is greatly appreciated from departments or individuals.
- We continue to advertise, promote, and support monthly Lunch and Learn via Zoom. Some events held since last April include: Out! Raleigh Pride, Transgender Initiative – Gender Discussion Group, Juneteenth – African American Independence Day, Diversity of Native Bees, Developing Habits for Birds and Bees in your Home Garden, How to be Bat Friendly, Let’s talk Pollinator Gardening, and Bee Campus USA Scavenger Hunt and Presentation. These Lunch and Learns have been attended by over 600 people.
- Monitor the [Employee Emergency Loan Program](#) for faculty and staff. As of August 6, 2021 the figures are: 84 applications, 61 approved, \$26,422.95 in approved loans.
- Held our 2021-2022 elections for officers and committee chairs virtually.
- Welcomed 40 new senators and 67 returning senators at our August retreat in the Duke Energy Hall in Hunt Library. The retreat was live streamed for the senators who were unable to attend in person.
- Merged our “shout out” initiative with University HR’s [“PAWS and Say Thanks.”](#) Paws and Say Thanks is an on-the-spot, peer-to-peer recognition program that allows employees to send electronic or physical thank-you cards to outstanding colleagues throughout the university.

- Coming up on September 29, seven (7) NC State staff senators will represent the NC State Staff Senate at the UNC Staff Assembly Chancellors' Cup Golf Tournament. Held at the Tobacco Road Golf Course in Sanford, the tournament raises money for the Janet B. Royster Memorial Staff Scholarship Fund, which provides monies for staff professional development opportunities (including academic degrees, certifications, and other continuing education).
- NC State delegates participated in the July UNC System Staff Assembly meeting, where we received updates on the budget, staff retention, and COVID-19 return to campus guidelines from President Hans.
- Staff Senate bid a farewell to our advisor, Marie Williams, Associate Vice Chancellor for Human Resources and welcomed the Interim AVC-HR Margaret Erickson, as the new advisor.
- As the Delta variant impacts our community, the Staff Senate is honored to have a seat at the table for weekly Executive Briefings led by Provost Arden and Vice Chancellor Maimone. In addition, the Staff Senate Chair and Faculty Senate Chair have biweekly meetings with Chancellor Woodson. At these meetings, we are able to provide feedback as it relates to the staff, voice their concerns, as well as share their ideas and suggestions.

We asked ourselves, since we are the voice for the staff community, how do we continue to lead during these changing times in a way that provides inclusiveness and transparency among the staff? Some of the ways are:

- continuing to participate and be included in leadership discussions as we bring staff concerns to the table;
- educating staff as much as possible on university processes, so that they can make more informed decisions about the efficiency and effectiveness of their work;
- reminding staff that the Staff Senate is alive, well, and constantly working on their behalf.

We strongly believe that even in these difficult, changing and uncertain times, this Great Staff Senate can move to be Greater. We continue to work as an advisory body to the chancellor and work in unity to meet or exceed our mission. We Collaborate, Innovate and Transform together with our working partners:

- Drs. Julie Casani and Amy Orders continue to provide updates on covid-19 testing, vaccinations and the impact to the staff community.
- Sheri Schwab, OIED- Racial Equity Summit Guiding Coalition/Steering Team communicates key findings of the Racial Equity Summit including ideas captured for next steps.
- The UNC Staff Assembly continues to support the work of the Racial Equity Task Force survey and make recommendations accordingly.
- Partnership with the University Human Resources onboarding office, to offer sustainability training as part of onboarding for new and returning employees.
- Raising awareness to address food insecurity that impacts our students, faculty and staff within the NC State community through the university's Feed the Pack Program,.
- Help the campus promote COVID-19 vaccinations among the staff and university community.

- Continue to explore ways to improve the senate's engagement with the NC State community and enhance our efforts to meet their diverse needs.
- Thanks to the generous funds of past Staff Senate Chair Susan Colby, in memory of her late husband, we are continuing to pursue professional development and continuing education opportunities for Staff Senators through the Randy and Susan Colby Leadership Fund. The fund, which was announced on NC State's Day of Giving, supports the Staff Senate leadership and program opportunities.

Staff Senate will continue to stay connected to all of our long-standing partnerships and effective vehicles for channeling information via:

- Hosting Lunch and Learns virtual events;
- The Staff Senate "Making Your Voice Heard" newsletter, Staff Senate website and social media;
- Transportation, Budget, and University Diversity Advisory committees;
- Act as the primary liaison between staff and Chancellor, University Council, Board of Trustees, Faculty and Student Senate and UNC Staff Assembly;
- Participate in bi-weekly executive briefings and joint meetings with Chancellor Woodson and the Faculty Senate chair;
- Deliver 'Paws and Say Thanks' recognitions to acknowledge the many deserving staff for their valued contributions to NC State.

As we continue to encourage a sense of community and engagement among all university employees and challenge them to conquer their impossible, we can't help but look to our motto "Working together to make the impossible possible. Collaborate-Innovate-Transform." Together we are stronger. The human spirit drives us to keep moving. To borrow a line from Toyota: "you don't have to be amazing to start, but you have to start to be amazing."

Respectfully submitted,

Helen DiPietro, Staff Senate Chair, 21-22