

**University Council
Meeting Minutes
Winslow Hall Conference Room
January 8, 2024**

Members Present:

Randy Woodson, Warwick Arden, Margaret Baker, Frank Buckless, Stephanie Menio (for Boo Corrigan), Timothy Danielson, Deanna Dannels, Myron Floyd, Paula Gentius, Charles Hall, Peter Harries, Mary Cole Pike (for Fred Hartman), David Hinks, Cecile Hinson, Marc Hoit, Byron Hicks (for Kevin Howell), Mark Hoversten, Don Hunt, Reshunda Mahone, Charlie Maimone, Herle McGowan, Stephen McGuinness, Kate Meurs, Allison Newhart, Lewis Owen, Jim Pfaendtner, Alan Porch, Greg Raschke, Adam Womble (for Timothy Reid), David Elrod (for Sheri Schwab), Doneka Scott, Brian Sisco, Katharine Stewart, Paola Sztajn, Mladen Vouk.

Chancellor Woodson called the meeting to order at 10:00 a.m.

Announcements

Chancellor Woodson informed the University Council of NC State's recently-expanded Board of Trustees. Following the passing of Senate Bill 512, NC State's Board of Trustees increased from 13 members to 15. The Senate President Pro Tempore appointed Marie Arcuri of Winston-Salem and the Speaker of the House appointed Jim Holmes. Chancellor Woodson then recognized that it was the first day of the spring 2024 semester and the first day at NC State for students participating in the Spring Connect program, which offers admission in the spring semester to select applicants who the university did not have space for in the fall.

Chancellor Woodson also provided a brief overview of the fall 2023 commencement ceremony. The university conferred more than 3,411 degrees to just over 3,200 students, many of them earning more than one degree. The student speaker was Miracle Holder, a graduate from the College of Sciences, and the Commencement Speaker was Debbie Antonelli, a two-time Emmy Award-winning basketball analyst and NC State alumna. NC State awarded an honorary doctor of sciences degree to Amadou Sall, a world-renowned virologist and leader in global health. Chancellor Woodson recognized recent successes for our student-athletes, including the Women's Cross Country team, which won its third-straight NCAA title and eighth-consecutive ACC championship. Finally, Chancellor Woodson highlighted the university's research efforts. Two stories on NC State research were included in Futurity's annual list of 10 research stories with the most readers, both of which were in the top 5. Futurity is a nonprofit, online news organization that focuses on university research. NC State was also selected as Clemson's mentor through the NSF's Accelerating Research Translation (ART) investment. NC State will provide Clemson with research-translation training and support and help foster a campuswide culture for research translation.

Provost Arden also shared several updates from his office, starting with efforts related to relocating students, faculty and staff from Poe Hall. More than 400 faculty, staff, and graduate students and 230 sections of classes needed to be relocated. Provost Arden shared that an update memo would be shared with those impacted this afternoon. Provost Arden also reminded University Council members that the university standing committee surveys will close on January 29. He asked that University Council members encourage their staff to participate in the important work of these committees. Finally, Provost Arden shared that NC State's new Vice Provost for Global Engagement Amy Conger has officially assumed her role. She was in communication with the NC State European Center in Prague in December when the mass shooting occurred at Charles University, one of our key partners. She confirmed that all of our students were safe.

Information:

Policies / Regulations / Programs enacted since the October 9, 2023 University Council Meeting were reviewed. This included 21 PRRs and 4 degree program items:

- REG 10.10.09 – Operation of Unmanned Aircraft Systems (Revised)
- POL 01.05.01 – Board of Trustees (BOT) Bylaws (Revised)
- REG 11.55.04 – Painting, Chalking, Posters and Temporary Outdoor Signs (Revised)
- RUL 06.21.01 – Alcohol/Social Functions (Repealed)
- RUL 06.21.10 – McKimmon Conference and Training Center Use Criteria (Revised)
- RUL 06.21.11 – Room 232 Use Criteria (Repealed)
- RUL 06.21.12 – Space and Equipment Cancellation Guidelines (Repealed)
- RUL 06.21.04 – Catered Events Options and Restrictions (Repealed)
- RUL 06.21.05 – Courtyard Use Criteria (Repealed)
- RUL 06.21.07 – (MCTC) Adverse Weather/Catastrophic Events Operational Plan (Repealed)
- RUL 06.21.08 – (MCTC) Smoking Regulation (Repealed)
- RUL 06.21.02 – Annual Caterers' Contracts (Repealed)
- RUL 06.21.09 – Meeting Reservation and Confirmation (Repealed)
- RUL 06.21.06 – Exhibits/Displays (Repealed)
- REG 05.20.20 – Reappointment, Promotion, and Tenure Dossier Format Requirements
- REG 07.45.05 – Purchase Card (Revised)
- REG 01.25.06 Use of the University's Names, Marks, Symbols, Images, and Copyrights (Revised)
- REG 07.40.01 – Disposal of University Property (Revised)
- REG 01.20.02 – Delegation of Authority to Sign Contracts (Revised)
- REG 02.90.02 – Assessment of Administrative Units (New)
- RUL 01.25.01 – Trademark Licensing Rules (Revised)
- Discontinuation and Consolidation of the MR, MS, and PhD in Genetics and Functional Genomics:
 - Request to Discontinue and Consolidate – MR, MS, PhD in Genetics and Functional Genomics
 - Change in Degree Program Title – MR, MS, PhD in Genetics and Functional Genomics to Genetics and Genomics
- New Graduate Certificate – Business Sustainability
- New Undergraduate Certificate – Data Science in Business

Approvals

The October 9, 2023 minutes were approved as presented.

Presentation

Associate Vice Chancellor for Human Resources Tim Danielson presented on recruitment and retention at NC State. Associate Vice Chancellor Danielson provided an overview of the employment landscape in the country and in the state of North Carolina, highlighting changing demographics in the workforce and the competitive job market NC State is part of in the Triangle region. He also provided a year-over-year comparison of applications and job posting numbers and retention rates at NC State for the past five years.

Associate Vice Chancellor Danielson then outlined the university's current efforts to address recruitment and retention risks, including the employee value proposition, an initiative designed to help articulate to new and prospective employees the unique value NC State offers as an employer to its employees in return for their skills, experience, and commitment to the organization. At NC State, the four primary components of the employee value proposition include purpose, passion and impact; community and culture; development and lifelong learning; and life, health and well-being. Additional examples of improved recruitment practices include an entrance survey and the hiring of two new recruiters. In terms of addressing retention risks, Associate Vice Chancellor Danielson

discussed the improved Wolfpack Performance Program, recent changes to create an alternate EHRA structure in University Advancement, and the HRNow system to address questions or issues.

Associate Vice Chancellor Danielson briefly discussed future initiatives that can help address recruitment and retention issues. The University System plans to modernize SHRA salary ranges in addition to modernizing EHRA employee categories, job titles, and salary ranges. University Human Resources is working on a website redesign and creating new services to support recruitment for hard-to-fill positions. Possible initiatives also include a new applicant tracking system, development of career counseling services for staff, and using AI to increase efficiency of recruitment.

With no further business, the meeting was adjourned at 11:27 a.m.