

NC STATE UNIVERSITY

April 2024 University Affairs Committee Meeting

University Affairs Committee Meeting

April 25, 2024

Dorothy and Roy Park Alumni Center - Hood Board Room

2450 Alumni Drive

Raleigh, NC, 27606

Jim Harrell, Committee Chair

Members: Derick Close, Erik Dixon, Jim Holmes, Wendell Murphy, Timothy Reid, Ed Stack

NC STATE UNIVERSITY

Meeting Book - April 2024 University Affairs Committee Meeting

Meeting Agenda

1:00pm

1. Call to Order, Public Meeting Notice, Reading of Ethics Statement
Jim Harrell, Chair

A. Ethics Statement

2. Executive Summary

A. Executive Summary Open Session_04/25/2024

3. Roll Call

Amy Jinnette, Board Professional

4. Consent Agenda

Jim Harrell, Chair

Action Item for
Committee

A. Approval of February 15, 2024 Open Meeting Minutes

a. UAC Minutes 02/15/24 Open Session

B. Approval of February 15, 2024 Closed Meeting Minutes

C. Conferral of Academic Tenure Requests

D. Designation of Time Limited Option for Distinguished Professorships

a. 2024-04 BOT Designation of Distinguished Professorships

E. Request to Discontinue – Ed.D. in Agricultural and Extension Education

Action Item for
Committee and
Full Board

a. Request to Discontinue Program Summary for EdD in AEE

5. Action Items

A. New Faculty Workload Policy
Katharine Stewart, Senior Vice Provost for Faculty
and Academic Affairs

Action Item for
Committee and
Full Board

a. POL 05.XX.XX - NCSU Faculty Workload
Policy

B. Department of Athletics Bonus Schedule Updates -
Football
Boo Corrigan, Director of Athletics

Action Item for
Committee

a. Football Bonus Schedule Changes

6. Reports

A. Commencement Update
Randy Woodson, Chancellor

B. Provost Update
Warwick Arden, Executive Vice Chancellor and
Provost

C. Faculty Senate Report
Herle McGowan, Chair

a. Faculty Senate report-BOT-UA April 2024

D. Staff Senate Report
Alan Porch, Chair

a. Staff Senate report-BOT-UA April 2024

E. Graduate Student Association Report
Margaret Baker, President

a. April 2024 BOT GSA Report

7. Discussion

8. Informational Materials

A. Diversity and Inclusion Annual Report

a. NC State BOT Diversity and Inclusion Annual
Report FY22

B. Residency for Full Scholarship Undergraduate
Students

a. EMAS Annual Report 2023-
24_FullSchpBOTRept

C. Students Requiring Special Consideration

a. EMAS Annual Report 2023 -24_Students
Requiring Special Consideration

D. Nepotism Report

- a. Nepotism Report
 - E. Intercollegiate Athletics Report (AY 2022-2023)
 - a. Intercollegiate Athletics Report - BOT- 2022-23
 - F. Academic Program Updates/Notifications
 - a. Degree Program_Informational Materials
_04/2024 BOT
-

9. Closed Session Executive Summary

10. Closed Session

11. Reconvene in Open Session

12. Adjourn



NORTH CAROLINA STATE ETHICS COMMISSION

SAMPLE¹

ETHICS AWARENESS & CONFLICT OF INTEREST REMINDER

(to be read by the Chair or his or her designee at the beginning of each meeting)

In accordance with the State Government Ethics Act, it is the duty of every [Board] member to avoid both conflicts of interest and appearances of conflict.

Does any [Board] member have any known conflict of interest or appearance of conflict with respect to any matters coming before the [Board] today?

If so, please identify the conflict or appearance of conflict and refrain from any undue participation² in the particular matter involved.

Rev. 1-16-07

¹ N.C.G.S. §138A-15 (e): “At the beginning of any meeting of a board, the chair shall remind all members of their duty to avoid conflicts of interest and appearances of conflict under [Chapter 138A].” There is no set language required by the Act. Specific language can and should be tailored to fit the needs of each covered board as necessary.

² “A public servant shall take appropriate steps, under the particular circumstances and considering the type of proceeding involved, to remove himself or herself to the extent necessary, to protect the public interest and comply with this Chapter, from any proceeding in which the public servant’s impartiality might reasonably be questioned due to the public servant’s familial, personal, or financial relationship with a participant in the proceeding.” See N.C.G.S. §138A-36 (c). If necessary, the Chairman or individual member involved should consult with his ethics liaison, legal counsel, or the State Ethics Commission to help determine the appropriate response in a given situation.



Executive Summary for
University Affairs Committee
April 25, 2024

	Page
Agenda Item: Consent Agenda	7-32
Presenter: <i>Jim Harrell, Chair</i>	
Summary: The items presented for approval on the Consent Agenda include the February 15, 2024 open and closed session meeting minutes; conferral of tenure requests for newly hired faculty members and conferral of tenure requests for faculty members who were reviewed during the annual campus Reappointment, Promotion and Tenure (RPT) process; designation of a time limited option for distinguished professorships; and authorization to discontinue the Ed.D. in Agricultural and Extension Education*.	
Action: Committee and *Full Board approval	
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Agenda Item: New Faculty Workload Policy	Page 33-36
Presenter: <i>Katharine Stewart, Senior Vice Provost for Faculty and Academic Affairs</i>	
Summary: This is a new policy written to comply with the new UNC System Policy on Faculty Workload 400.3.4.	
Action: Committee and Full Board approval	
<hr/>	
Agenda Item: Updates to Bonus Schedule for Football	Page 37
Presenter: <i>Boo Corrigan, Director of Athletics</i>	
Summary: Proposed changes to the bonus schedule for Football are presented for approval per Non-Salary and Deferred Compensation Policy 05.15.03.	
Action: Committee approval	
<hr/>	
Informational Items:	Page 44-73
<ul style="list-style-type: none">• Item 1 Diversity and Inclusion Annual Report• Item 2 Residency for Full Scholarship Undergraduate Students Annual Report• Item 3 Students Requiring Special Consideration Annual Report• Item 4 Nepotism Annual Report• Item 5 Intercollegiate Athletics Annual Report• Item 6 Academic Program Updates/Notifications	

OPEN SESSION MINUTES

University Affairs Committee
Board of Trustees
North Carolina State University
February 15, 2024

The University Affairs Committee of the Board of Trustees of North Carolina State University held a meeting in the Park Alumni Center Hood Board Room on February 15, 2024.

Members Present: Jim Harrell, Committee Chair
Derick Close
Erik Dixon
Jim Holmes
Wendell Murphy
Timothy Reid
Ed Stack

Chair Harrell called the meeting to order at 1:00 p.m. and welcomed Trustee Jim Holmes as a new member of the committee. The roll was called, and a quorum was present.

Chair Harrell reminded all attendees that this is a public meeting but not a meeting for public comment and read the State Government Ethics Act to remind all members of their duty to report conflicts of interest or appearances of conflict.

Chair Harrell asked if there were any media representatives joining the meeting. A reporter from *The News & Observer* (Korie Dean) indicated they were present.

Consent Agenda

Chair Harrell reviewed the list of items on the consent agenda which included approval of the November 2, 2023 open and closed meeting minutes; conferral of academic tenure to seven new faculty members; designation of a time limited option for a distinguished professorship; continuation of the Center for Integrated Fungal Research (CIFR) and the Khayrallah Center for Lebanese Diaspora Studies (KCLDS); and the request to discontinue the Master's, Master's of Science and Ph.D. in Genetics. Chair Harrell asked Provost Arden to provide brief remarks on the degree program discontinuation. Provost Arden noted the curricula from these degrees will be consolidated under the Functional Genomics program and retitled Genetics and Genomics. Students will be given the option of continuing with their current degree plans or switching to the proposed Genetics and Genomics degree plan.

A motion was made by Trustee Stack, and seconded by Trustee Dixon, to approve the consent agenda. The motion passed.

Action Items

Department of Athletics – Changes to the Bonus Schedule for Women's Golf and Volleyball

Athletics Director Boo Corrigan presented changes to the bonus schedules for Women's Golf and Volleyball. The changes are being made to create continuity and bring the bonus schedules in line with other teams. Trustee Murphy moved to approve updates to the bonus schedules for Women's Golf and Volleyball. Trustee Close seconded the motion. The motion passed.

Reports

Graduation Update

Senior Vice Provost Don Hunt provided a graduation update for 2022-2023. The data showed that NC State is performing well above system averages across the board. There has been an increase in certificates and degrees awarded overall. The slight decreases in 4-year graduation rates for first-year students and 3 and 4-year graduation rates for transfer students are likely attributed to pandemic impacts and responses.

Centers and Institutes Biennial Report

Associate Vice Chancellor for Research Dr. Jon Horowitz gave an overview of NC State's Centers and Institutes, including information about funding and staffing; the process for establishment and disestablishment; as well as highlighting the Center for Integrated Fungal Research (CIFR) and the

Khayrallah Center for Lebanese Diaspora Studies (KCLDS) which the committee approved for continuation. NC State is currently home to 30 Centers and 11 Institutes.

Student Body President Report

Student Body President Timothy Reid provided an update on Student Government activities since the last Board of Trustees meeting. Members of Student Government traveled to Washington, DC for ACC Advocacy Days to meet with congressional representatives on a range of issues affecting NC State students including college affordability, mental health, and food/ housing insecurity. Student Government is working with the Division of Academic and Student Affairs to implement several wellness-related activities and they have successfully concluded another Pack Meal Share campaign with over 1,500 meals donated to their fellow students in need. Student Government is also busy gearing up for Spring Elections to be held in March.

Provost Update

In his report, Provost Arden noted that five-year leadership reviews are underway this semester for the Office of Institutional Equity and Diversity and the NC State Continuing and Lifelong Education unit. He also provided an update on the annual campus reappointment, promotion, and tenure (RPT) process. There are 167 faculty members participating in this year's process. Faculty will be notified about the outcome of the review at the end of April. Finally, he provided an update on the university's reaffirmation of accreditation review. A site team of the Southern Association of Colleges and Schools Commission on Colleges will visit NC State on March 25-28, 2024. The university's last reaffirmation was in 2014.

Closed Session

With no further business in open session Board Professional Amy Jinnette read the motion to go into closed session to consider the qualifications, competence, performance, character, fitness, conditions of appointment or conditions of initial employment of an employee or prospective employee; to establish the material terms of an employment contract; and to prevent the premature disclosure of an honorary degree or award. Trustee Murphy made the motion to approve and was seconded by Trustee Stack. The motion passed.

Reconvene in Open Session

After coming out of closed session, Chair Harrell announced the meeting in open session.

Trustee Murphy made a motion to approve the new employment agreement for the Men's Soccer Head Coach. Trustee Stack seconded the motion. The motion passed.

Trustee Stack made a motion to approve the new employment agreement for the Women's Golf Head Coach. Trustee Close seconded the motion. The motion passed.

Trustee Dixon made a motion to approve the second employment agreement for the Volleyball Head Coach. Trustee Stack seconded the motion. The motion passed.

Trustee Stack made a motion to approve the new employment agreement for the Director of Athletics. Trustee Dixon seconded the motion. The motion passed.

With no further business, Chair Harrell announced the meeting adjourned at 2:14 p.m.

Submitted by _____
Secretary to the Committee

Approved by _____
Chair of the Committee

Designation of Time Limited Option for Distinguished Professorships

Background: Donors who endow a distinguished professorship at NC State University may elect to pursue matching funds available through the state's Distinguished Professors Endowment Trust Fund (DPETF). In accordance with state statutes, as well as University of North Carolina system and NC State University policies, the NC State University Board of Trustees is authorized to designate that endowed distinguished professorships seeking DPETF matching funds may be time limited.

We request this designation from the BOT when a donor agreement indicates intent that a distinguished professorship be awarded, or potentially awarded, at a rank other than professor (i.e. assistant, associate professor) and/or for a period other than an individual's full career.

This designation provides the University with the maximum flexibility in awarding the distinguished professorship over time. Still, the overwhelming majority of NC State's distinguished professorships are offered to professors for the duration of their career at NC State.

Recommended Action: We request designation of the following distinguished professorships which may be time limited:

1. ABB Enrique Santacana Distinguished Professorship, \$1M endowment
2. Zia Family Distinguished Professorship, \$1M endowment
3. Lawrence A. Twisdale Jr. Distinguished Professorship in Civil, Construction, and Environmental Engineering, \$1.5M endowment
4. John and Catherine Amein Family Distinguished Professorship, \$1M endowment
5. Thomas M. Clausi Distinguished Professorship in Chemical Engineering, \$1M endowment
6. Goodnight Distinguished Chair in Battery Systems Engineering, \$2.667M endowment, pending the gift agreement
7. Goodnight Distinguished Chair in Sustainability, \$2.667M endowment, pending the gift agreement

Policy References:

UNC Policy 600.2.3 - Distinguished Professors Endowment Trust Fund

NCSU Policy 01.05.01 – Board of Trustees Bylaws

NCSU Regulation 05.20.17 – Professorships of Distinction

**Request for Authorization to Discontinue
Doctor of Education (Ed.D.) in Agricultural and Extension Education
CIP 01.0801
North Carolina State University**

I. Summary of Requested Program Discontinuation

1. About the Program.

Program level: ___Certificate ___Bachelor's ___Master's X Doctorate
Type of certificate (if applicable): ___Undergraduate ___Graduate

The program is a joint degree program. _____ Yes X No
Joint partner campus: N/A

Term of proposed discontinuation (first term new students will no longer be admitted):
Term Spring Year 2025

2. Type of Program Discontinuation Being Requested.

a) ___ **Discontinue – Permanent:** While course offerings already shared across degree programs may continue, the program components will not become a significant or distinct component of another program. The degree program is discontinued in full in Academic Program Inventory (API), including any approved off-campus sites and alternate means of delivery; requires action of the UNC Board of Governors.

b) ___ **Discontinue – Delivery:** Eliminate one or more delivery types and keep the program active.

- ___ On-campus delivery of program
- ___ Online delivery of program
- ___ Site-based delivery of program
 - ___ Instructor present (off-campus delivery)
 - ___ Instructor not present (site-based distance education)

c) X **Discontinue – Consolidate:** Program components will become a significant or distinct component in another degree program (e.g., concentration/track).

- ___ Existing degree program (BOG approved)
 - Program title, degree, CIP: Agricultural Education and Human Sciences, Ph.D., CIP 01.0801

OR

- X New degree program (Request to Establish and BOG approval generally required)
 - Proposed _____ program _____ title, _____ degree, CIP _____

3. Explain why the program, site, or delivery mode is being discontinued.

With the recent approval of the new Ph.D. in Agricultural Education and Human Sciences program, the Department of Agricultural and Human Sciences is now seeking to move forward with the discontinuation and consolidation of the Ed.D. in Agricultural and Extension Education. The Ph.D. will replace the Ed.D.

4. Describe steps to be taken to allow students enrolled in the program, site, or delivery mode to complete their courses of study.

Current students in the Ed.D. in Agricultural and Extension Education program who do not wish to transition to the Ph.D. in Agricultural Education and Human Sciences program will be permitted to complete the Ed.D. degree.

5. Discuss the reassignment of any faculty, staff, and EHRA non-faculty, including number of each type of personnel to be reassigned.

There will be no faculty, staff, or EHRA non-faculty reassignments associated with this request.

6. Discuss the discontinuation of employment of any faculty, staff, and EHRA non-faculty, including number of each type of personnel to be discontinued.

There will be no faculty, staff, or EHRA non-faculty discontinuations associated with this request.

II. Summary of Review Processes

1. Campus Review Process and Feedback.

The proposal was reviewed by NC State faculty (department and college committees), Administrative Board of the Graduate School (ABGS), the Council of Deans, Provost, and Chancellor. Approval and support were provided at all levels.

2. UNC System Office Review Process and Feedback.

If approved by the NC State Board of Trustees, the Request for Authorization to Discontinue will be submitted to the UNC System Office for its review and subsequent submission to the UNC Board of Governors for action.

III. Recommendation

It is recommended that the Board of Trustees approve North Carolina State University's request to discontinue the **Doctor of Education (Ed.D.) in Agricultural and Extension Education (01.0801)**.

PRR ROUTING SHEET

PROPOSED REVISION TO: POL/REG ##: Title **This is a new policy, does not have a number.**

NEXT REVIEW SCHEDULED FOR: ___ 1-year ___x_ 3-years ___ 5-years

Rationale:
 The [UNC System Office Workload Policy 400.3.4](#) requires every constituent institution to create a workload policy and have it approved by the Board of Trustees. This is a new policy drafted to comply with the System Office requirement. The policy must be approved by the Chancellor’s Cabinet prior to being submitted to the Board of Trustees.

Consultation Process:

	Name/Title/Department	Date
PRR Process Point of Contact	Kim Grainger, Associate Vice Provost for Academic Personnel and Policy	03/26/24
Responsible Official Chancellor or Executive Officer with delegated authority and/or other administrators as designated to develop Regulation or Rule	Executive Vice Chancellor and Provost	03/26/24
Executive Officer Delegated authority to review & approve	Senior Vice Provost for Faculty and Academic Affairs	03/26/24
Consulted Stakeholder(s), Constituent(s), OGC attorney, and/or Compliance Officer (add more rows as necessary)	Provost	03/26/24
	OGC – Sarah Lannom NCSU System Office Policy Workgroup	03/20/24
Office of General Counsel	Allison Newhart, VC and General Counsel	3/27/2024
Submitted to Chancellor’s office for inclusion on the Chancellor’s Cabinet meeting agenda:		3/27/2024

POL 05.XX.XX – Faculty Workload

Authority: Board of Trustees

History: First Issued:

Related Policies:

[UNC POL 400.3.1 Tenure and Teaching in the University of North Carolina](#)

[UNC POL 400.3.1.1 \[G\] Guidelines on Teaching and Tenure](#)

[UNC POL 400.3.4 Policy on Faculty Workload Monitoring Faculty Teaching Workloads](#)

[UNC POL 400.3.4 \[R\] Regulations on Faculty Workload](#)

[UNC POL 700.6.1 \[R\] Academic Integrity Regulations](#)

[NCSU POL 05.20.01 Appointment, Reappointment, Promotion and Permanent Tenure](#)

[NCSU REG 05.20.27 Statements of Faculty Responsibilities](#)

[NCSU REG 05.20.03 Annual Review of Faculty Members](#)

Additional References:

[NCSU REG 05.58.01 Additional Compensation](#)

[NCSU REG 05.20.34 Professional Faculty Ranks and Appointments](#)

[NCSU REG 05.20.24 Scholarly Reassignment for Faculty](#)

Contact: Senior Vice Provost for Faculty and Academic Affairs (919-513-7741)

1. INTRODUCTION

This policy is adopted pursuant to [UNC Policy 400.3.4](#). It addresses the following:

- Definitions
- Workload Expectations
- Statement of Faculty Responsibilities/Annual Work Plan
- Annual Evaluation
- Annual Reporting

1.1 Board of Trustees' Authority. The Board of Trustees shall be responsible for ensuring that NC State is implementing a faculty workload policy that advances the institution's mission, fosters student success, and ensures financial sustainability.

1.2 Chancellor's Authority. The Chancellor or Chancellor's designee shall be responsible for developing institutional policies and ensuring that all colleges, schools, departments, and other units develop and implement faculty workload and evaluation procedures that comply with the institutional policy in a fair and consistent manner, with consideration of the institution's mission and the prudent stewardship of fiscal resources.

1.3 Deans and department heads shall be responsible for working directly with faculty to establish individual workloads that support institutional and strategic objectives in alignment with institutional policies, procedures, resources, and mission.

2. DEFINITIONS

2.1 “Academic unit” means academic department, professional school, or an equivalent constituent unit of the university.

2.2. “Faculty” means employees of NC State appointed to carry out responsibilities such as instruction, research/creative activity, service, clinical care, or extension. Faculty may be tenured or untenured and temporary or permanent, with titles, ranks, and duties defined by the university.

2.3. “Full Time Equivalent” (FTE) means a workload that represents a full-time effort at the university in keeping with the university’s faculty workload policy.

2.4. “Routinely expected duties” means those faculty responsibilities, as defined by NC State in accordance with Section III. A of UNC Policy 400.3.4, and which are ordinarily expected of faculty members.

2.5 “Statement of Faculty Responsibilities” (SFR) is a written description of the appropriate mix of the individual faculty member’s realms of responsibility and the mutually agreed-upon expectations from both the faculty member and the department during the faculty member’s appointment as addressed in [REG 05.20.27 – Statements of Faculty Responsibilities](#). At NC State, a faculty member’s SFR constitutes a work load plan as defined by the UNC System.

3. WORKLOAD EXPECTATIONS

3.1 Each full-time faculty member shall engage in approved work that totals to full time workload as defined in their SFR/work plan.

3.2 Determination of Teaching Workload. Teaching and instruction are the primary mission of the university; therefore teaching shall serve as the first component of determining faculty workload expectations. In general, a teaching load of 24 credit hours (or equivalent contact hours) per academic year, along with routinely expected faculty duties such as advising, committee work, and professional development constitute a full workload and a 1.0 FTE appointment.

Faculty members holding responsibilities in other realms as identified in their annual SFR/work plan should have their teaching workload adjusted on a commensurate basis.

Differential teaching loads may also be authorized in recognition of differing individual circumstances including student success considerations, course level (bachelors, master’s, doctoral), course pedagogies, programmatic accreditation requirements, team-taught courses, research productivity, time bought out by external grants, significant administrative or service assignments, significant advising responsibilities, or other activities aligned with the institution's

mission and/or critical to student success as provided for in this policy and identified in the faculty member's annual SFR/work plan.

4. STATEMENT OF FACULTY RESPONSIBILITIES (SFR)/ANNUAL WORK PLAN

Each faculty member shall work with their department head to develop a SFR/work plan for the upcoming academic year, in alignment with NC State's workload expectations and the needs of the academic department, college/school, and institution. The SFR/work plan shall identify the outputs and efforts a faculty member is expected to complete in the next academic year, recognizing that those items may be part of long-term or multi-year initiatives. The SFR/work plan shall be developed consistent with [REG 05.20.27 - Statements of Faculty Responsibilities](#).

5. ANNUAL EVALUATION

Each faculty member shall engage in an annual review with their department head. As part of that annual review, the department chair/head shall review the work of the faculty member relative to their approved SFR/work plan. A faculty member who does not adequately satisfy their workload expectations for the review period shall be subject to a faculty success plan which must be approved by the department head and dean. Components of the faculty success plan are outlined in [REG 05.20.03 - Annual Reviews of Faculty Members](#).

6. ANNUAL REPORTING REQUIREMENTS

6.1 Overview and Timing. An annual report shall be compiled of the previous year's faculty activity to be presented to and approved by the Board of Trustees each year. The report shall cover an academic/fiscal year basis (July 1 – June 30) and must be approved by the Board of Trustees no later than September 30 each year, with a copy submitted to the UNC System President by October 15.

6.2 Requirements. The annual report shall include quantitative information on faculty workload such as organized course sections taught, student credit hours produced, faculty contact hours, measures of research/creative activity, and service rendered in the previous academic year. The annual report shall include an analysis of faculty FTE allocations by realms of responsibility at the department, school/college, and institutional level. The annual report shall also include information regarding the process by which individual faculty workloads were evaluated relative to the standards therein.

7. TRAINING

Individuals serving in a supervisory capacity should have the training and skills necessary to carry out the duties identified in this policy. A process for reviewing and assessing workload assignments is outlined in [REG 05.20.37 - Faculty Workload](#).

NC State University
 Department of Athletics
 Bonus Grids
 Football

Football

2023-24 Bonus Structure

ACADEMIC

Federal Graduation Rate (FGR)

	Head Coach	Coordinator	Assistant Coaches
Single Year FGR of 70% - 79%	\$ 25,000	\$ 2,500	\$ 2,500
Single Year FGR of 80% - 89%	50,000	5,000	5,000
Single Year FGR of 90% - 99%	75,000	7,500	7,500
Single Year FGR of 100%	100,000	10,000	10,000

Graduation Success Rate (GSR)

Four Year GSR of 70% - 79%	25,000	2,500	2,500
Four Year GSR of 80% - 89%	50,000	5,000	5,000
Four Year GSR of 90% - 99%	75,000	7,500	7,500
Four Year GSR of 100%	100,000	10,000	10,000

Academic Progress Rate (APR)

Single Year APR of 970-979	25,000	2,500	2,500
Single Year APR of 980-989	50,000	5,000	5,000
Single Year APR of 990-999	75,000	7,500	7,500
Single Year APR of 1,000	100,000	10,000	10,000

COMPETITIVE

Season Win Total (Including Postseason)

Win 8 Games	50,000		
Win 9 Games	100,000		
Win 10 Games	150,000		
Win 11 Games	200,000		
Win 12 or More Games	250,000		

ACC Championship

ACC Championship Appearance	100,000	25,000	10,000
Wins ACC Championship	200,000	50,000	20,000

Bowls

Non-CFP Bowl Appearance	25,000	20,000	10,000
Non-CFP Bowl Win	50,000	45,000	20,000

Playoff

First Round CFP Game Appearance	100,000	50,000	30,000
Quarter Final CFP Game Appearance	200,000	55,000	35,000
CFP Semifinal Appearance	250,000	60,000	40,000
CFP National Championship Appearance	300,000	65,000	45,000
CFP National Championship	500,000	70,000	50,000

Final Ranking

Top 25 CFP Final Ranking	50,000	15,000	7,500
Top 15 CFP Final Ranking	100,000	30,000	15,000

MAXIMUM BONUS POTENTIAL \$ 1,350,000 \$ 180,000 \$ 115,000

On behalf of the NC State University Office of the Faculty Senate, please find the April 2024 report to the University Affairs Committee, summarizing the agenda issues presented to the Faculty Senate during the first four meetings of the Spring semester.

Postvention Plan and Response Protocol

The first meeting of the Spring took place on January 9, 2024. The main presentation was about updates to the University's postvention practices following recommendations of the Student Mental Health Task Force and related Implementation Team. Justine Hollingshead, Postvention Coordinator and Assistant Vice Chancellor for the Division of Academic and Student Affairs, presented on behalf of the Postvention Core Team (also including Dr. Monica Osburn and Angel Bowers). Changes were motivated by the campus' increased focus on student mental health and wellbeing; campus protocol was brought up to date with current best practices in postvention and notification processes. This presentation addressed an issue of concern for faculty, who had noticed changes in notification following a student death. Ms. Hollingshead was able to assure faculty that the changes were warranted and evidence-based.

The meeting also had a first presentation on updates to the *Use of IT Resources* Policy, which had not been reviewed since 2008. Damon Armour, Director of Information Security Risk & Assurance in the Office of Information Technology, provided faculty with an overview of, and answered questions about, proposed changes to the policy.

University Accreditation

The second meeting of the Spring took place on January 23. The meeting started with an overview of the UNC System proposal entitled *Foundations of American Democracy*. Given the implications of this proposal for academic freedom and curriculum, it was critical for faculty to be aware of it and have an opportunity to provide feedback. In fact, I promised faculty that the next senate meeting would be dedicated to discussion of this important proposal.

The meeting also had a second presentation on the *Use of IT Resources* Policy. The Faculty Senate voted to endorse the updated policy, with the motion passing by overwhelming majority (24 Yes, 0 No, 1 Abstention).

The main presentation of this meeting was an update on the University accreditation from Dr. Fashaad Crawford, Vice Provost for Assessment and Accreditation. Dr. Crawford gave an overview of the accreditation process and where NC State currently is in that process. He also discussed implications of House Bill 8, which became law in October 2023 and requires UNC System Institutions to change accrediting bodies every accreditation cycle.

Foundations of American Democracy Proposal

As promised, the February 6th meeting of the Faculty Senate was dedicated to discussion about the UNC System's proposal *Foundations of American Democracy*. The Chair of the UNC Faculty Assembly, Dr. Wade Maki of UNC Greensboro, provided context and background on the proposal, which would require all students across the system fulfill two student learning outcomes (SLOs) in order to graduate. Content of the SLOs focuses on America's founding and the effort to "form a more perfect union." The motivation for their creation was a decreasing level of civics knowledge in the general public, as evidenced by national surveys. Following Dr. Maki's presentation, there was a period for open discussion, which was open to members of the general faculty in addition to Faculty Senators. Overwhelmingly, faculty support civics education and the proposal's focus on the importance of democracy. In fact, many faculty pointed out that NC State already has numerous courses that address the SLOs. Concerns were raised about the logistics and cost of scaling such courses up or creating new courses to serve every single student on campus.

Transportation Updates

The final meeting covered during this report was held on February 20. Than Austin, Director of Transportation, presented a proposed increase to parking fees over the next two academic years. His presentation included amounts and rationale for the increase. This inspired discussion about adoption of slide-scale fees based on salary. Faculty showed strong support for development of such a scale. Faculty Senate hopes to partner with Transportation, Staff Senate, and Student Government in bringing this to fruition.

As always, I thank you for the opportunity to present this report to the University Affairs Committee. I look forward to providing my next report, which will cover the end of this academic year.

Respectfully submitted,



Dr. Herle McGowan
Chair of the NC State University Faculty, 2022-2025
Teaching Professor, Department of Statistics, College of Sciences

TO: University Affairs Committee of the Board of Trustees
FROM: Alan Porch
Staff Senate Chair
DATE: April 25, 2024
RE: Staff Senate Report

The Staff Senate appreciates the care and attention that our Board of Trustees and our Chancellor provides to our body. The opportunity provided to our Staff Senate is an exception and not the rule, and again, we'd like to emphasize how important that is to our Staff Senate and our staff in general.

Each year brings new challenges and successes for our staff community and NC State community in general. This academic year and senate term have been no exception.

Staff mental health and wellbeing have continued to be a concern for our staff and the Senate has done our best to equip our Senators and constituents with the tools available to staff. As I've previously mentioned our Senators received information on FASAP, the Faculty and Staff Assistance Program, and our committees have continued to provide valuable programming and activities to enhance wellbeing and inspiration with activities like our JC Raulston Arboretum Walking tour, getting employees out into nearby nature to enjoy beautiful spaces and take a few minutes away from the office; inspiring stories of success like our Learn at Lunch webinar with paralympian Liana Maria Mutia; a learning opportunity at Carter Finley Stadium and the Murphy Center where staff had the opportunity to visit a different part of NC State and learn about turf and our facilities; and more with planned visits to one of NC State's greenhouses and support for Mental Health week in May where we will partner with University Human Resources to promote their activities.

The Staff Senate continues to do more for our staff community and community at large with added blood drives this month with our partner BloodConnection; we continue to work to provide a better map and understanding of how to access lactation spaces on campus for our working mothers, and our continued advocacy to place unity computer labs on the campus map to ensure our staff without access to computers have a place they can access NC State services like the MyPack portal and email. We continue to work to create a Digital Navigator position to help those employees without regular access to computers build essential digital skills and connect with all aspects of the NC State employee experience.

Staff Senate has heard the concerns of our staff regarding the buildings on our campus, and early on invited Dr. Amy Orders to speak with the Senate about issues with buildings on campus and how we might address concerns and follow-up. We have shared information and promoted important webinars that provided information regarding a chemical found in a campus building, information about that chemical family, and what we are doing as a university moving forward.

As a Senate, we've had the opportunity to learn about proposed increases to parking fees on campus from Transportation and asked questions about ways to make costs more equitable, like a potential sliding scale as an increase in fees for parking may create difficulties for some staff.

We have continued to build community with our first joint Faculty and Staff Senate meeting. This meeting provided both faculty and staff an opportunity to understand each other's challenges and see that we share more similar challenges than maybe we all realized. A meeting like this one helps us continue to be the community we want to be to build the community we want to see for a better NC State; knowing our common challenges we can better amplify the voices of faculty and staff to tackle those challenges together.

We have received presentations from PowerForward and are looking forward to a presentation on the Physical Master Plan so we, as a senate, understand the work being done now to provide for the future of NC State, and can help our constituents understand all the work being done on the campus around them.

As we move to the end of the fiscal year and the close of this term, we are completing elections with the inclusion of new EPS staff, seeing the size of the Senate grow with the inclusion of previous SAAO Tier II staff. We are preparing for our officer elections for the next term, and hope to make changes to our bylaws to increase the length of the Chair's term by the end of the 2025 fiscal year. One year is just enough time to really feel like you know what you're doing, and then your term as Chair ends.

As my term as Chair does come to an end in just a few months, I know that the staff will be in fantastic hands of our Chair Elect, Charles Hall. I know Charles will continue to grow and build on the success of our Staff Senate and NC State community while making sure to stay true to the service our campus has come to rely on from our Staff Senate.

Staff Senate continues to be the community we want to be, so that we can build the community we want to see for a better NC State for everyone in our NC State community. Having the opportunity to provide this body with updates on our success and challenges is a privilege and it has been my absolute pleasure to share all of the amazing things our Staff Senate continues to do for NC State.

Respectfully submitted,

Alan Porch

Chair, Staff Senate 2023/2024

Graduate Student Association President to the University Affairs Committee

The Graduate Student Association (GSA) is enjoying the fantastic Spring weather on campus and looking forward to a much needed summer break! Below are recent initiatives from the Graduate Student Association, key points for Trustees, and things that are top of mind for GSA student leaders.

Current Efforts of Graduate Student Association:

1. The primary focus for the organization is on our recently completed election cycle. New GSA officers were recently elected at our March meeting and we are currently working to transition them for the continued success of our organization.
2. In April, GSA hosted a set of Legislative Action Days for our LASA (Legislative and Student Affairs) committee. Graduate students were able to hear from government leaders, Congressional staffers, and meet with their elected representatives. We held sessions with the following individuals, advocating for the needs and desires of NC State graduate students:
 - a. Representative Deborah Ross
 - b. Representative Wiley Nickel
 - c. Senator Ted Budd
 - d. Senator Thom Tillis
3. Furthermore, the GSA has recently published a report of the state of graduate student stipends at NC State [\[linked here\]](#). This report highlights some of the inequities present in uniformly compensating graduate students with a fair stipend relative to the Raleigh living wage. While the 2023 increase to minimum stipends was welcomed and needed, NC State still lags behind peer institutions and other R1 Triangle universities in terms of graduate stipends and adjustment for student fees. This report summarizes key takeaways from data on graduate student stipends and fees and concludes with recommendations for NC State to remain competitive in attracting talented applicants.

Three Key Points for Trustees:

Moving forward, some key areas that the Graduate Student Association will continue to focus on include:

1. GSA is increasing its connection network with the NC State alumni association by focusing on strengthening relationships with alumni networks and industry partnerships to create more career development opportunities and resources for graduate students. This year the alumni association co-sponsored our Spring Formal to increase engagement with our current graduate student population.
2. Graduate students continue to watch how other institutions and states are engaging with issues of diversity, equity, inclusion, well-being and belonging. These issues are top of mind for our graduate population, as creating a more inclusive and supportive environment for graduate students from underrepresented backgrounds is paramount to the success of our institution. This includes improving diversity and inclusion efforts in recruitment and admissions, providing mentorship, advising, and networking opportunities, and implementing policies that address systemic inequalities and promote equity throughout the

university including funding and opportunities as it relates to research and teaching practices, and affects the graduate student population, especially marginalized groups.

3. We are focused on continuing to promote mental health awareness and resources, advocating for the implementation of comprehensive mental health services tailored specifically to the needs of graduate students.

Opportunities for the Graduate Student Association:

As I look to transition out of my role and prepare the next group of student leaders, I believe the greatest opportunity for the GSA is growing its involvement opportunities and creating new leadership roles for students. We have many new members who are eager and energetic to get involved, take up leadership roles, and advocate for their peers and I am excited to see where they lead the organization.

Go Pack!

Margaret Baker
President | 2023-2024 | Graduate Student Association

NC STATE

Diversity and Inclusion Annual Report to Board of Trustees

Report Cycle: Fiscal Year 2022-2023
Submission Date: March 29, 2024

In accordance with the UNC Policy Manual Sections 300.8.5 and 300.8.5[R], "Regulation on Diversity and Inclusion," the constituent institutions of the UNC System are required to present to their Board of Trustees (BOT) an annual report on the institution's diversity and inclusion (D&I) operations and activities.

Introduction

[UNC Policy 300.8.5](#) “Diversity and Inclusion within the University of North Carolina” and [300.8.5\[R\]](#) “Regulation on Diversity and Inclusion” were adopted September 20, 2019.

Section III of the UNC Policy outlines the University’s Statement of Commitment as follows:

The University features equality of opportunity in education and employment as a core value. To support this value and to meet the University’s educational, research, and public-service goals in an increasingly diverse and global society, the University needs the talents and skills of all qualified and available individuals. **To this end, the University is committed to building a culture and community that actively supports and promotes diversity and inclusion for its students, faculty, and staff, and for members of the general public who access our programs, services, and facilities.**

UNC Policy 300.8.5[R], Section IX outlines annual reporting guidelines for the constituent institutions. While other metrics are still being developed at the System level, the Regulation requires the following items at a minimum to be included in an annual report to the Boards of Trustees:

- A. The impact of the institution’s D&I programs and activities with respect to System-wide D&I metrics and institutional D&I goals;
- B. The number of positions and FTEs with D&I responsibilities, indicating the percentage of each associated with D&I responsibilities;
- C. An accounting of institutional budget expended on D&I operations and activities, broken out by personnel and non-personnel costs and by funding source (e.g., state funded versus non-state funded); and
- D. A list of signature D&I programs that serve a critical role in helping the constituent institution accomplish its learning and D&I objectives, along with their purpose and any data on outcomes, including relevant participant feedback.

PART 1: The impact of the institution’s diversity and inclusion (D&I) programs and activities with respect to System-wide D&I metrics and institutional D&I goals

NC State’s D&I programs, many of which are captured in the [Office for Institutional Equity and Diversity’s Annual Report \(2023\)](#), reach students, faculty, staff, and administrators all across the university. Although data showing direct causation is unavailable, climate survey data (such as the UNC System’s Employee Engagement Survey), qualitative and anecdotal data, and the experiences shared by members of NC State’s community demonstrate the positive impact on individuals’ sense of inclusion, belonging, productivity and engagement achieved through the breadth and variety of programs and initiatives offered. NC State will continue to benchmark climate, recruitment and retention data for trends correlating with the objectives and outcomes of our programs and initiatives.

NC State’s commitment to diversity and inclusion efforts is further demonstrated in *Wolfpack 2030: Powering the Extraordinary*, the university’s Strategic Plan (2021-2030), specifically in **Goal 4: Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do.**

PART 2: The number of positions and FTEs with D&I responsibilities, indicating the percentage of each associated with D&I responsibilities

Indicate the staffing provided to support the institution’s D&I program. This includes positions that have designated D&I-related work duties, whether centrally administered or located in various schools, colleges, or divisions. This report is **not intended to capture portions of positions less than half-time (0.50 FTE)** unless the part-time position is fully dedicated to D&I functions. It is recognized that many faculty and staff throughout the institution may spend some degree of effort on or contribute to institutional D&I activities, even though these activities do not represent the primary focus of their position; **however, these should not be included in this report.**

FY 2022-23 report note: Under these guidelines, NC State did a detailed review of all positions and FTE suggested and submitted by individual colleges/divisions, which resulted in a reduction of total positions as compared to the prior years’ reports.

Adjustments resulted from one or more of the following:

- removing positions and FTE that were vacant and/or set to be eliminated;
- removing positions and FTE that are related to federally-funded or grant-funded student access programs;
- adjusting FTEs to reflect the portion of effort spent on “D&I activities” only versus “non-D&I activities” such as student or employee success and/or well-being, student or employee recruitment, equal opportunity/civil rights/compliance-related effort, interpersonal violence prevention and crisis support, or administrative duties.

Total Positions: 27 positions

Total FTE: 23.2 FTE

Position Title	School/Division	Percent of Work Time Assigned to D&I Activities	Brief Description of D&I Related Activities
Vice Provost for Institutional Equity and Diversity; University EEO/Title IX/ADA Coordinator	Office for Institutional Equity & Diversity (OIED)	.50 \$116,482 (adjusted for FTE) 100% State funds	Advises the campus on matters of Diversity, Equity, and Inclusion. Facilitates campus-wide engagement with DEI and provides strategic planning for DEI across all campus divisions and units. Serves as University EEO/Title IX/ADA Coordinator and oversees compliance activities.
Institutional D&I Officer as required under UNC 300.8.5			

Associate Vice Provost, Inclusive Excellence and Strategic Practice	OIED - Inclusive Excellence and Strategic Practice (IESP)	.50 \$83,630 (adjusted for FTE) 100% State funds	Leads University-wide D&I education and outreach, including individual and large-scale cultural competency programs designed to increase inclusion, equity and belonging. Coordinates recognition of D&I work.
Assistant Vice Provost for Faculty Engagement	OIED - IESP	.50 \$53,820 (adjusted for FTE) 100% State funds	Delivers faculty pipeline development programs and addresses issues specific to faculty.
Director of Education & Campus Engagement	OIED - IESP	.50 \$40,012 (adjusted for FTE) 100% State funds	Conducts D&I Certificate programs such as Cultural Competency, Inclusive Excellence, and specialized/custom programs for faculty and staff. Leads assessment programs from OIED.
Director, African American Cultural Center (AACC)	OIED - Campus Community Centers	.50 \$42,640 (adjusted for FTE) 100% State funds	Provides leadership in the area of multicultural programming, student development, success and retention.
Director, Pride Center	OIED - Campus Community Centers	.50 \$41,600 (adjusted for FTE) <i>100% non-State funded</i>	Provides leadership in the area of multicultural programming, student development, success and retention.
Director, Multicultural	OIED - Campus Community Centers	.50 \$37,440	Provides leadership in the area of multicultural programming, student development, success and retention.

Student Affairs (MSA)		(adjusted for FTE) 90% State funds (\$33,696) 10% <i>non-State</i> <i>funds</i> (\$3,744)	
Director, Women’s Center	OIED - Campus Community Centers	.50 \$41,600 (adjusted for FTE) 75% State funds (\$31,200) 25% <i>non-State</i> <i>funds</i> (\$10,400)	Provides leadership in the area of multicultural programming, student development, success and retention. Also provides leadership for Interpersonal Violence Prevention (IPV) programs.
<u>Community Center Assistant Directors</u>	OIED - Campus Community Centers African American Cultural Center 1	.50 \$28,158 (adjusted for FTE) 100% State funds	Assist with development and delivery of student-based programming focused on student support, success and retention. Provides direct student support/contact for individuals and groups.
	OIED - Campus Community Centers Multicultural Student Affairs 1	.50 \$27,000 (adjusted for FTE) 75% State funds (\$20,250)	Assist with development and delivery of student-based programming focused on student support, success and retention. Provides direct student support/contact for individuals and groups.

		<i>25% non-State funds (\$6,750)</i>	
	OIED - Campus Community Centers Multicultural Student Affairs 2	.50 \$26,000 (adjusted for FTE) 90% State funds (\$23,400) <i>10% non-State funds (\$2,600)</i>	Assist with development and delivery of student-based programming focused on student support, success and retention. Provides direct student support/contact for individuals and groups.
	OIED - Campus Community Centers Multicultural Student Affairs 3	.50 \$26,000 (adjusted for FTE) 90% State funds (\$23,400) <i>10% non-State funds (\$2,600)</i>	Assist with development and delivery of student-based programming focused on student support, success and retention. Provides direct student support/contact for individuals and groups.
	OIED - Campus Community Centers Women’s Center 1	.50 \$27,040 (adjusted for FTE) <i>100% non-State funds</i>	Assist with development and delivery of student-based programming focused on student support, success and retention. Provides direct student support/contact for individuals and groups.
	OIED - Campus Community Centers	.50 \$27,040	Assist with development and delivery of student-based programming focused on student support, success and retention.

	Pride Center 1	(adjusted for FTE) 100% non-State funds	Provides direct student support/contact for individuals and groups.
	OIED - Campus Community Centers Pride Center 2	.50 \$27,040 (adjusted for FTE) 100% non-State funds	Assist with development and delivery of student-based programming focused on student support, success and retention. Provides direct student support/contact for individuals and groups.
	College of Agriculture and Life Sciences	None over .50 FTE	
	College of Design	None over .50 FTE	
	College of Education	None over .50 FTE	
Assistant Dean for Diversity, Equity and Inclusion	College of Engineering	.75 \$102,179 (adjusted for FTE) 100% State funds	Provide advice, guidance, assistance and recommendations to the Dean concerning diversity, equity and inclusion for faculty, staff and students in the College of Engineering. The position will provide leadership in assessing current initiatives to ensure a supportive and inclusive work, teaching and learning environment.
DEI Program Manager	College of Engineering	.50 \$42,900 (adjusted for FTE) 100% State funds	The position will manage all aspects of daily operations for the office and collaborate with the Assistant Dean with strategic planning to deliver high-quality DEI and Wellness engagement to our faculty, staff, students, alums, and industry partners at all levels.
Associate Dean for Diversity and Inclusion	College of Natural Resources	.75 \$116,138 (adjusted for FTE)	Development of College Diversity Initiatives

		75% State funds (\$98,717) 25% non-state funds (\$17,420)	
Associate Dean for Diversity and Inclusion	College of Humanities and Social Sciences	.75 \$147,372 (adjusted for FTE) 100% State funds	Plans & oversees all diversity, equity, inclusion, wellness and belonging activities for faculty, staff, students and partners
Director of DEI Student Success Programs	College of Humanities and Social Sciences	.60 \$41,184 (adjusted for FTE) 100% State funds	Create and oversee student-related diversity, equity, inclusion and belonging activities and initiatives
Assistant Dean for Inclusive Excellence	College of Sciences	.75 \$ 99,826.00 (adjusted for FTE) 100% State funds	Acts as a catalyst for DEI organizational change and the transformation of the climate in partnership with the Dean’s Cabinet, the Leadership Team, the Office of Postdoctoral Affairs, the Graduate School, and OIED. Guides and leads efforts to cultivate an environment that values and demonstrates the College’s commitment to DEI. Responsible for developing, guiding, leading, supporting, and implementing DEI strategies and programs for the college faculty, staff, postdoctoral scholars, and students. Implement programmatic policy and guidance for continuous improvement of the culture of the College to promote humanistic values of understanding, empathy, perspective-taking, professionalism, ethics, and inclusivity, while also providing the opportunities and tools for the necessary and challenging conversations essential to growing as a community.
Director, Diversity and Multicultural Affairs	College Of Veterinary Medicine	.75 \$91,500	Create and promote a more diverse college environment to encourage successful performance for all CVM faculty, staff, and

		(adjusted for FTE) 52% State (\$48,385) 48% non-State funds (\$43,115)	students. Provide guidance to CVM on issues related to institutional diversity enhancement. Serves as a liaison for CVM on minority and diversity affairs. Serves as advisor to VOICE and the Faculty Committee on Diversity. Serves on DVM Admissions Committee. Serves as a recruiter for the CVM and the veterinary profession. Serves as Chairperson and/or member of AAVMC Multicultural Affairs Committee.
Program Manager/Director - Diversity, Equity and Inclusion	College Of Veterinary Medicine	.75 \$56,160 (adjusted for FTE) 100% non-State funds	The program manager that will be responsible for managing DEI programs for our DVM students at the CVM. Provides programmatic leadership and coordination, designs educational content, and manages cultural awareness modules for DVM students to meet AVMA requirements.
Assistant Dean, Diversity, Equity and Inclusion	Poole College of Management	.75 \$100,912 (adjusted for FTE)	1. Advisor to the Dean on all aspects of DEI strategy for college 2. Liaison to Associate Deans to advise on faculty initiatives for retention and sense of belonging 3. Liaison to Associate Dean of HR to advise and implement staff initiatives for retention and sense of belonging 4. Liaison to curriculum committee chairs to advise on curriculum updates and changes 5. Liaison to admissions directors on tactics for student recruitment 6. Mentor student affinity groups that assist with student retention
	Wilson College of Textiles	None over .50 FTE	
	Graduate School	None over .50 FTE	
Senior Associate Athletics Director - Leadership, Inclusion & Engagement	Athletics	.60 \$121,492 (adjusted for FTE) 100% non-State funds	Guide and lead efforts to cultivate an environment that captures the University's values and commitment to diversity, equity and inclusion in accordance with NCAA required standards. Responsible for developing, supporting and facilitating educational and awareness opportunities for the staff and student population within athletics in accordance with NCAA standards.
Assistant Athletic Director - Student	Athletics	.50	Oversees all programming and support to student-athlete development relating to

<p>Athlete Engagement & Leadership</p>		<p>\$45,616 (adjusted for FTE) 100% non-State funds</p>	<p>diversity, equity and inclusion in accordance with NCAA required standards. Works closely as an advisor to the student-athlete and campus organization, Pack United.</p>
<p>Equity, Diversity, & Inclusion Project Manager</p>	<p>Libraries</p>	<p>.75 \$46,565 (adjusted for FTE) 100% State funds</p>	<p>Provides consultation, coordination, and program/project management and administration for the Libraries’ comprehensive Equity, Diversity, and Inclusion and Employee Engagement (EE) programs. Support the goals and objectives of those programs from initial conception and strategy through implementation and assessment, engaging and developing collaborative relationships with the Libraries’ leadership team, department heads, committees, supervisors, and employees across the organization. Helps to assess and understand organizational needs; conducts research and analysis on EDI and EE issues and best practices in libraries, higher education, and other contexts; and helps to determine and implement program priorities in alignment with the Libraries’ strategic goals and priorities. Plans and organizes a variety of activities and events, manages and analyzes records and data, consults with individuals and groups, and publicizes and promotes EDI and EE activities and resources.</p>

Federal TRIO Programs were established to support the nation’s commitment to provide educational opportunities for all Americans to enter college, graduate, and move on to participate more fully in realizing “America’s Economic and Social Dream.”

These programs are funded under Title IV of the Higher Education Act of 1965 and are referred to as TRIO programs because initially there were just three programs: **Upward Bound**, **Talent Search** and **Student Support Services**.

The number has now expanded to include Educational Opportunity Centers, Ronald E. McNair Postbaccalaureate Achievement Program, Upward Bound Math & Science and Veterans Upward Bound.

While student financial aid programs help students overcome financial barriers to higher education, TRIO programs also help students overcome class, social, and cultural barriers.

All programs and personnel listed below are funded by non-state funds.

Senior Director, Collegiate Programs (TRIO/McNair)	Division of Academic and Student Affairs	Leads the strategic development, quality and standards of student focused services and will process the heart of the student experience through data, assessments and reports. This position will function as the SSS/SSS-STEM, and McNair (Collegiate TRIO Programs) representative within the University community and will serve as an advocate for all SSS and McNair participants. Principal Investigator and provides administrative management and oversight to the two SSS academic support programs.
Asst Director, Student Support Services (TRIO)	Division of Academic and Student Affairs	Facilitate educational development and academic enrichment for college level participants. Primary responsibilities of the position are to provide participants with a supportive educational environment conducive to meeting course requirements to obtain a college degree and to assist with preparation to gain entry into a postsecondary institution for graduate studies. This position will advise students in overcoming social, cultural, financial, personal, academic, and other challenges to fully participate in the life of the college and ultimately achieve the goal of graduation.
Coordinator, Collegiate Programs	Division of Academic and Student Affairs	Facilitate educational development and academic enrichment for college level participants. Primary responsibilities of the position are to provide participants with a supportive educational environment conducive to meeting course requirements to obtain a college degree and to assist with preparation to gain entry into a post secondary institution for graduate studies.
Asst Director, Student Support Services STEM	Division of Academic and Student Affairs	Leads the facilitation of educational development and academic enrichment for college level participants. Primary responsibilities of the position are to provide participants with a supportive educational environment conducive to meeting course requirements to obtain a college degree and to assist with preparation to gain entry into a postsecondary institution for graduate studies. This position will advise students in overcoming social, cultural, financial, personal,

		academic, and other challenges to fully participate in the life of the college and ultimately achieve graduation.
Academic Coordinator, McNair Collegiate Programs	Division of Academic and Student Affairs	The McNair Academic and Research Coordinator for the TRIO Collegiate Programs will be responsible for program coordination and implementation. This position also includes maintaining a student caseload and quality faculty relationships serving as an advocate and liaison for scholars with various university departments and outside organizations.
Assoc Director, McNair Scholars	Division of Academic and Student Affairs	Responsible for overseeing programming (including preparations, execution, and evaluation of academic year and summer sessions); assisting eligible students in all components of the program from advising students in undergraduate research to preparation for graduate school. Includes program evaluation, data collection and analysis, and grant writing.



PART 3: An accounting of institutional budget expended on D&I operations and activities, broken out by personnel and non-personnel costs and by funding source

*This section must include all staff included in Part 2 above. **Personnel costs should reflect only the portion of the position’s time associated with D&I activities over the fiscal year.** Distinguish expenses by funding source.*

FY 2022-23 report note: As in Part 2 above, NC State reviewed the submitted expenditures and adjusted this year’s personnel expenditures to reflect only the percentage of time/effort associated with D&I activities.

Likewise, operating expenditures for activities were reviewed and adjusted to reflect D&I activities for NC State audiences. In particular, all positions and funds related to middle- and high school student outreach and recruitment were eliminated, as were all Federal Title IV positions and operating expenditures, which accounted for a large reduction from previously reported expenditures.

Type of Expense	State Funds	Non-State Funds	Total Expenditures
Personnel Expenditures	\$1,241,440	\$435,637	\$1,677,077
Non-Personnel Expenditures	\$527,423	\$1,213,177	\$1,740,600
Total Expenditures	\$1,768,863	\$1,648,814	\$3,417,677

Of NC State’s 2022-23 budget of \$2.035 billion¹ (all sources of funding), D&I personnel, operations and activities, adjusted as noted above, amount to **less than one fifth of one percent (0.17%) of the total University budget.**

¹North Carolina State University Annual Financial Report
<https://controller.ofa.ncsu.edu/wp-content/uploads/sites/97/2024/02/2023-NCSU-Financial-Statement-Final-Optimized-1.pdf> (2023)

PART 4: A list of signature D&I programs that serve a critical role in helping the constituent institution accomplish its learning and D&I objectives, along with their purpose and any data on outcomes, including relevant participant feedback

NC State has identified strategies to assess progress toward its Strategic Goal 4 to “Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do,” under the university’s Strategic Plan, “*Wolfpack 2030: Powering the Extraordinary (2021-2030)*.” NC State anticipates greater ability to align D&I programs to unified and university-wide strategies in future years. The information provided below represents a sample of the breadth of D&I activities taking place at NC State.

Signature D&I Programs and Activities

The Office of Institutional Equity and Diversity (OIED) [2022-2023 Annual Report](#) (hard copy provided) outlines many D&I programs, including the following:

Recognizing D&I Excellence and Incentivizing Community Culture at NC State

The Creating Community Awards, presented at the 17th annual Recognizing Excellence in Diversity (RED) Event on April 17, 2023, honored outstanding faculty, staff, colleges, students and student organizations that have made exceptional contributions in the areas of equity, diversity and inclusion. Awards are given in six categories: Outstanding Faculty Award; Outstanding Staff Award; Outstanding Student Award; Outstanding College Award; Outstanding Student Organization Award; and the Alumni Legacy Award. Over 100 in-person and 40 virtual attendees gathered to recognize and celebrate the exceptional accomplishments and contributions of outstanding faculty, staff, students, colleges, student organizations and alumni in the areas of equity, diversity, inclusion, belonging and well-being throughout the course of the academic year.

Inclusive Excellence and Strategic Practice (OIED)

The Inclusive Excellence and Strategic Practice (IESP) unit housed in OIED is one of NC State’s outreach and education units for all campus constituencies. IESP champions diversity and inclusion practices across various stakeholders of the university community through education, training, the development of relationships, enhanced understanding of diversity and equity issues, the utility of assessment and evaluation, facilitation of initiatives, cooperative accountability and collaboration.

Enrollment Management and Services/DASA: First in the Pack Family Events

The Office of Parents and Families Services (PFS) in collaboration with TRIO Programs hosts honorary events for students who are the first in their family to attend college. These students and their families are invited to events to celebrate their achievements and contributions to the university community.

In February 2022, 189 registered to attend the "First in the Pack" event hosted by PFS and TRIO with participants attending a Men's Basketball game at PNC Arena. Welcome tables were set up for families to connect with PFS and learn more about the services they offer families who are part of the Wolfpack.

Graduate School: Visit NC State Program

This program targets prospective graduate students from underrepresented groups. It is designed to familiarize students with NC State program offerings, providing interaction with faculty, graduate students, and administrators, and exposure to a research and graduate education environment.

Over 900 students from over 50 institutions from across the country have participated in Visit NC State Day since 2000, over 80% of whom are from underrepresented groups. Over 90% of participants apply to NC State.

Pack United

Pack United was initially created by student athletes at NC State following the death of George Floyd. The founding members focused on increasing **awareness** of social injustice and racism through **education**. They encouraged **action** by creating an opportunity for all NC State student-athletes and staff to implement change in their community.

Pack United has now evolved to focusing on other injustices to reach more of the community. Pack United is composed of student-athletes along with dedicated staff members who are committed to fighting social injustices. Members are selected for their passion to actively enact change, not only in the NC State community, but also across the country. Our educational and charitable nonprofit makes decisions on action and outreach by the three pillars of awareness, education and action.

Pack United utilizes monetary donations to support community engagement initiatives that align with our mission.

END OF REPORT

**Residency for Full Scholarship Undergraduate Students
REG 02.70.3**

1. INTRODUCTION

1.1 Pursuant to North Carolina General Statute 116-143.6, the North Carolina State University Board of Trustees authorized the Chancellor to recognize entities as he/she may deem appropriate as providers of full scholarships for undergraduate students. Pursuant to that authority, the Chancellor will post annually a list of such providers in the Standard Operating Practice on Residency for Full Scholarship Undergraduates, at least six months prior to the semester in which it is to be effective.

1.2 Effective with the Summer II 2006 semester, NC State University will consider students who accepted admission on or after July 1, 2005 and who receive full scholarships, as defined by North Carolina General Statute 116-143.6, from the entities designated pursuant to Section 1.1, to be residents of North Carolina for all purposes intended by N.C.G.S. 116-143.6.

2. REPORT TO THE BOARD OF TRUSTEES

The Chancellor will provide the Board of Trustees with an annual report showing a list of the recognized entities and the number of students receiving full scholarships from each entity.

Annual Report

- Approved Recognized Entities for 2023-24:
 - Park Foundation
 - NC State Foundation, Inc.
 - Endowment Fund of NC State
 - NC Agricultural Foundation, Inc.
 - NC Dairy Foundation, Inc.
 - NC State Engineering Foundation
 - NC State Natural Resources Foundation, Inc.
 - NC State College of Sciences Foundation
 - NC Textile Foundation
 - NC Veterinary Medical Foundation, Inc.
 - NC State Alumni Association, Inc.
 - Provost's Academic Award, in conjunction with University Endowed Scholarship Funding
 - NC State Aid Association/Wolfpack Club
- The NCSU Student Aid Association/Wolfpack Club was an approved entity by NC State from July 1, 2006 until July 1, 2010 when the NC General Assembly rescinded the resident tuition benefit for student athletes. The NC General Assembly reinstated eligibility for student athletes effective for the 2021-2022 academic year.
- For the 2023-24 year, the recognized entities saved \$4,277,064 due to the differential of \$22,872 between resident and non-resident tuition rates.

Recognized Entity	# New FR/TR Full Scholarship Non-Resident Students Receiving Resident Tuition Benefit	Total # (New + Continuing) Full Scholarship Non-Resident Students Receiving Resident Tuition Benefit
Park Foundation	14	48
NC State College of Sciences Foundation	0	1
Pulp and Paper Foundation, Inc.	1	5
NC State Student Aid Association/Wolfpack Club	51	133
Football	24	57
Men's Basketball	7	9
Men's Soccer	1	2

Men's Swimming	0	2
Women's Basketball	5	8
Women's Cross Country	0	3
Women's Golf	2	6
Women's Gymnastics	3	9
Women's Soccer	2	10
Women's Softball	1	1
Women's Swimming	0	4
Women's Tennis	3	8
Women's Volleyball	2	12
Wrestling	1	2
TOTALS	66	187

EMAS Annual Report 2023

REG 02.10.04 – [Identification and Performance Monitoring of Selected Students Requiring Special Consideration for Admissions](#)

Due to a test-optional admissions policy implemented for 2023-24, students reviewed under special consideration would only need to meet the following criteria:

- High School GPA below 2.5

Students admitted under special consideration criteria in 2023: 1

Special Consideration: 7-yr Enrollment (2016-2022)

Year	Number of Student Athletes
2016	15
2017	11
2018	19
2019	12
2020	17
2021	2
2022	0
2023	1

Special Consideration: 10-yr Total Enrollment by Sport Fall 2014 - Fall 2023

Sport	Count
Football	40
Men's Basketball	11
Men's Baseball	10
Men's Wrestling	9
Men's Soccer	8
Women's Basketball	8
Men's Swimming	4

Women's Softball	4
Women's Track and Field	4
Men's Track and Field	3
Men's Tennis	3
Women's Tennis	2
Women's Soccer	2
Men's Golf	1
Women's Swimming	1
Women's Volleyball	1
Women's Gymnastics	1
Women's Golf	1
Total	113

Please note some student athletes can participate in multiple sports, but they have only been listed once. That is the reason you do not see cross country listed. It appears the historic approach has been to put them in track & field if they are participating in both sports.

Retention Rates of Students Admitted through Special Consideration				
Year	Students Enrolled	1 Year	2 Year	3 Year
2019	12	100%	83.30%	58.30%
2020	17	76.50%	64.70%	52.90%
2021	2	100%	50.00%	
2022	0			
2023	1	N/A		

Students Admitted through Special Consideration who Graduated				
Year	Students Enrolled	4 Year	5 Year	6 Year
2016	15	6	1	0
2017	11	1	2	0
2018	19	3	2	1* has applied to graduate in 2024
2019	12	3	2*	

2019 5 Year will increase to 3, 1 has applied to graduate this spring.

**Employment of Related Persons (Anti-Nepotism Policy)
UNC Policy 300.4.2**

1. INTRODUCTION

1.1 The UNC Policy prohibits individuals who are related (or in relationships) from supervising each other or participating in decisions about each other's compensation or employment.

1.2 As part of the University's annual conflict-of-interest disclosure process, questions are included to identify employees at NC State who fell under this policy.

2. REPORT TO THE BOARD OF TRUSTEES

2.1 Consistent with the requirements of UNC Policy 300.4.2, Employment of Related Persons (Anti-Nepotism Policy), the Chancellor shall report annually to the Board of Trustees, at the regular meeting falling closest to the date of commencement, concerning all specific cases during the preceding year in which the terms of this policy were applied.

Annual Report 1/1/2023 through 12/31/2023

This report is to confirm that NC State did not have any reported situations out of compliance with the UNC Policy 300.4.2 for the 2023 calendar year.

Intercollegiate Athletics

UNC System Office Annual Report

April 2024

In accordance with UNC System policy ([UNC Policy 1100.1](#)), each member institution is required to submit an annual report on student-athlete admissions, academic performance, and progress toward a degree.

For this annual report request, all data is from the most recently completed academic year which is 2022-2023.

Undergraduate Student-Athlete Admissions Profile

In the 2022-23 admissions cycle there were 154 recruited freshmen student-athletes (RFSA). RFSA's are both scholarship and walk-on students who are entering NC State with a spot on one of the varsity rosters for the following academic year.

Recruited Freshmen Student-Athletes				
	Total Enrolled	Avg. HS GPA	Avg. SAT	Avg. ACT
Student-Athletes	154	3.81	Not required	Not required
Football	37	3.57	Not required	Not required
Men's Basketball	4	*	*	*
Women's Basketball	0	*	*	*

**In compliance with US Department of Justice standards for FERPA data protections, information is not disclosed when institutional data include four or fewer student-athletes and/or when the data combined with publicly-available information could result in the information being identifiable.*

Recruited Freshmen Student-Athletes and UNC Minimum Eligibility Requirements (MERs)

For admission to any UNC System institution, students must meet specific minimum eligibility requirements (MERs) for High School Grade Point Average and Standardized Test Scores.

Students must meet the minimum high school grade point average (GPA) or standardized test score to be considered for admission. All applicants for admission, except those exempted by

current UNC policy or regulation, must submit a standardized test score, even if they satisfy the minimum eligibility requirement through the high school GPA.

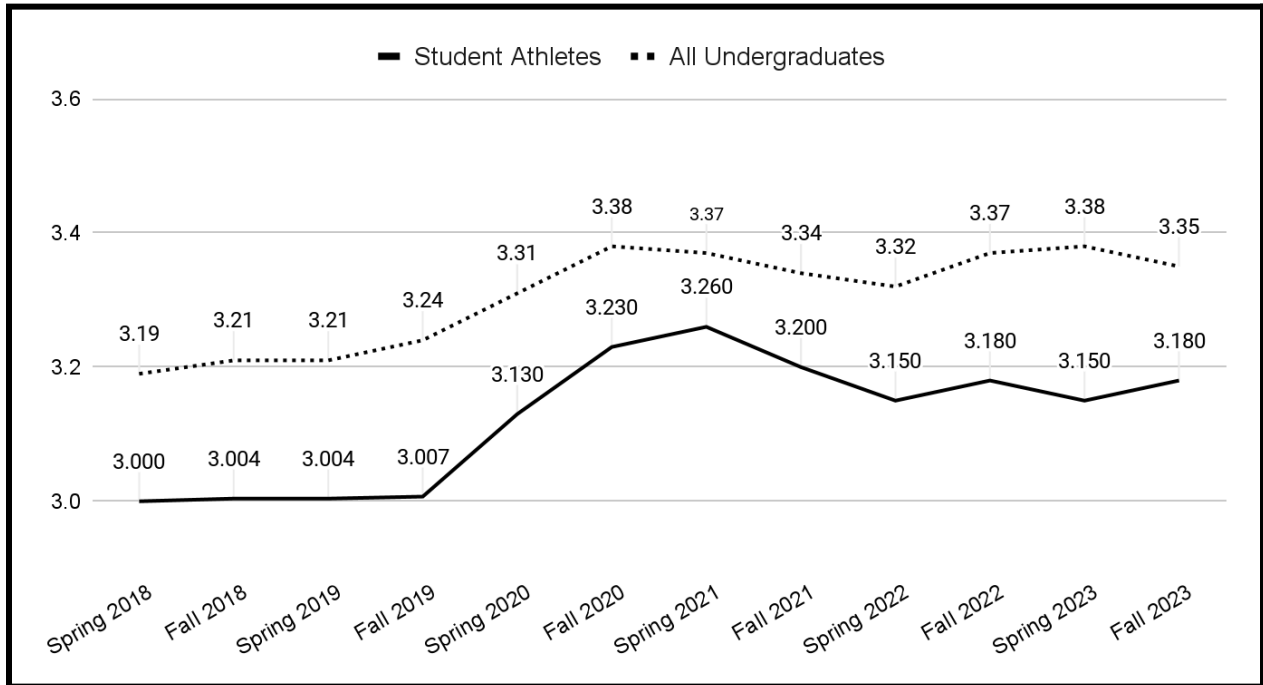
- A. **High School GPA:** A minimum weighted GPA of 2.5; or
- B. **Standardized Test Scores:** A composite ACT score of 19, or combined SAT (mathematics and evidence-based reading and writing) of 1010.
- C. **Chancellor's Exceptions:** The maximum number of chancellor's exceptions is limited to one percent of the total number of applicants accepted as first-time undergraduates each year. A chancellor's exception may be applied to the SAT/ACT minimum requirement or the high school GPA minimum requirement.

The exceptions granted to incoming freshmen and incoming student-athletes are listed in the chart below.

For the UNC policy and regulation on MERs, see [UNC Policy 700.1.1](#) and [Regulation 700.1.1.1\[R\]](#).

2022-23 MCR and MER Exceptions			
	Total Enrolled	MCR Exceptions	MER Exceptions
First Time Freshmen	5911	21	0
First Time Recruited Freshmen Student-Athletes	154	9	0

Review of Student-Athlete versus Non-Student-Athlete GPAs



Academic Integrity Regulations

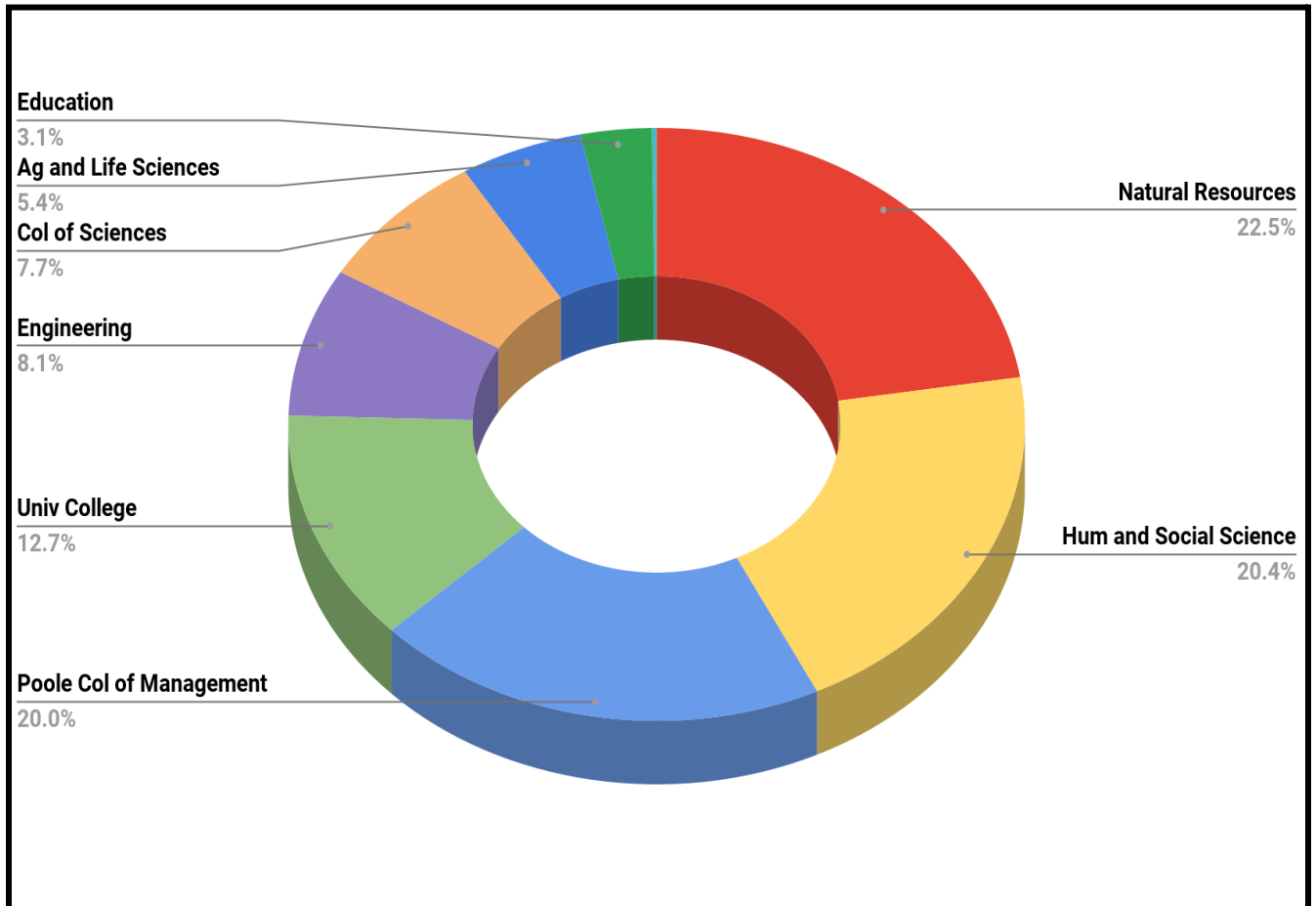
Per UNC Academic Integrity Regulation (700.6.1[R]) and Guidelines (700.6.1.1[G]), each system institution must complete an annual review of student-athlete course enrollment.

The review of the 2022-23 academic year was conducted by Enrollment Management and Services (EMAS) through the use of a custom SQL script using SAS Business Analytics software to identify and analyze all courses taken by student-athletes. NC State has used this process for over a decade.

- 103 course sections were flagged for review due to possible clustering. After analysis, none were found to be irregular or needing further action.
- 48 student-athlete transcripts were flagged for review. After analysis, none were found to be irregular or needing further action.

Undergraduate Student-Athletes' Enrollment by College

Student-athletes are enrolled in 9 of the 10 NC State colleges that award undergraduate degrees. The chart below indicates the distribution of student-athletes across each college. The three colleges with the largest percentage of the student-athlete population are Poole College of Management, College of Natural Resources, and College of Humanities and Social Sciences.



Undergraduate Student-Athletes' Enrollment by Major

Student-athletes are enrolled in a wide range of majors at NC State, including 3 of the same top 5 majors of all undergraduate students.

Top Student-Athlete Majors	Top Majors of All Undergrads
1. Business Administration	1. Business Administration
2. Sport Management	2. Computer Science
3. Communication	3. Mechanical Engineering
4. Biological Sciences (BS)	4. Biological Sciences (BS)
5. Psychology	5. Psychology
6. Applied Education Studies	6. Animal Science
7. Agricultural Business Man.	7. Electrical Engineering
7. Political Science	8. Communication
9. Civil Engineering	9. Computer Engineering
10. Criminology	10. Chemical Engineering
10. Sociology	
10. Economics	

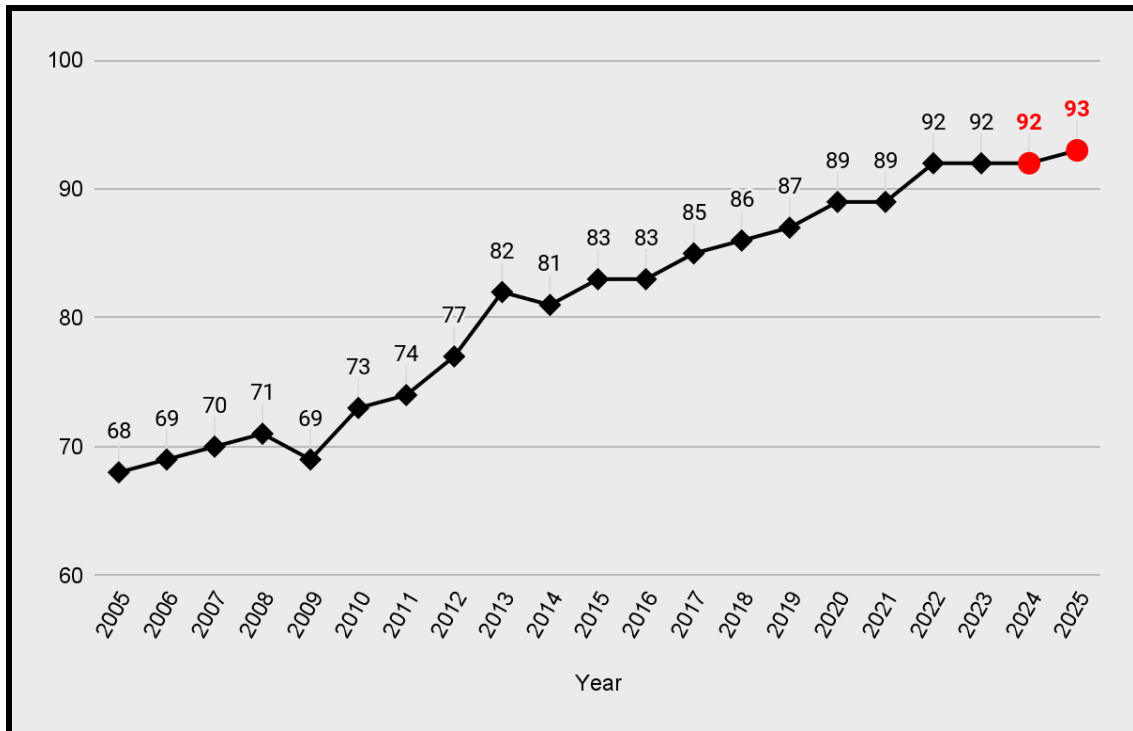
NCAA Academic Progress Rate

The NCAA Academic Progress Rate (APR) was first implemented in 2003 with the goal of illustrating the real-time academic performance of student-athletes. The metric measures both eligibility and retention. The score is reported out of 1000 for both single academic year and 4-year averages. In the most recent reporting period (2022-23), NC State hit its *all-time high* for this metric - **996**.

APR		
Year	Single Year Average	Four-Class Average
2018-19	990	989
2019-20	997	992
2020-21	993	992
2021-22	992	993
2022-23	994	996

NCAA Graduation Success Rate

The NCAA Graduation Success Rate (GSR) measures the graduation progress of student-athletes on athletics aid. The rate includes all student-athletes who enter the institution in the Fall and Spring as either freshmen or transfer students. The rate excludes any student who leaves the institution before graduation with eligibility remaining (primarily transfers out of the institution or student-athletes who pursue professional sports). In 2022 we hit an all-time high for this metric of 92%, and we are projecting to repeat that same high mark again for the third year in a row. Additionally, we are currently projecting 93% for 2025.



Informational Materials – April 25, 2024
Other Degree Program Actions

This section serves to inform the NC State Board of Trustees of other degree program-related actions that require neither their approval nor that of the UNC Board of Governors but that must be submitted to and approved by UNC system staff. These actions typically include changes to an existing degree program's title, delivery mode, degree awarded, or Classification of Instructional Programs (CIP) code.

Action: Degree Program Title Change – B.A. in Foreign Languages and Literatures

Proposed: B.A. in World Languages and Cultures

Rationale: CHASS is seeking to change the program title for its undergraduate degree (B.A.) in Foreign Languages and Literatures to World Languages and Cultures. In the United States, changes in languages and cultures have occurred over time, making it more complicated to identify which are foreign languages/cultures and which are domestic. In this field and among peer institutions, there has been a shift away from the term "Foreign" towards the broader term "World". CHASS is engaging in this shift as well. In February 2023, the Department of Foreign Languages and Literatures changed its name to the Department of World Languages and Cultures. Similarly, updated course prefixes were proposed and changed to both represent the new department name and to pull all languages into the same prefix nomenclature. The change in program title represents the final phase of this comprehensive transition.

It should be noted that a similar request to change the program title for the M.A. in Foreign Languages and Literatures to World Languages and Cultures is being routed through our internal workflow and will be presented at a future meeting.

Action: New Undergraduate Certificate

Proposed: Data Science with Graphic and Experience Design

Rationale: The Data Science Academy, in collaboration with the College of Design, is proposing a new 12-credit interdisciplinary undergraduate certificate of Data Science with Graphic and Experience Design. Available to both degree and non-degree-seeking students, students will be required to complete six credits of coursework across five categories (Data Communication; Ethics, Policy, and Privacy; Data Management and Analysis; Machine Learning and AI; and Electives or Internships and Capstones). An additional six credits of coursework must be taken in required depth courses, including a 3-credit course in Accessible Design. At least 50% of certificate coursework can be completed online. Students who pursue this certificate will have the opportunity to learn from data science instructors and practitioners as well as Graphic Design faculty in industry and academia, alongside their peers from various colleges. The goal is for students who complete the certificate to be fluent enough to collaborate with data scientists in the fields of User Experience (UX) and User Interface (UI) design.