

Biological Sciences Faculty Meeting
12 p.m., April 12, 2017
Stephens Room, Thomas Hall 3503

Meeting begins at 12:01 p.m.

Jerry LeBlanc informs group of two meeting visitors: Dean Ditto, followed by Nikki Price, Assistant Dean for Culture, Talent, and Human Resources, in attendance to discuss some HR items. Advises the hope is to conclude in time for those who wish to attend the Undergraduate Research Symposium (himself included) to do so, but that if the meeting is still going at 1, Kathleen Wilson will guide the remainder of the agenda items. Jerry gives the dean the floor.

Dean Ditto greets group, expresses continued enthusiasm for BioSci and advises he is here to touch base and answer any questions the group may have.

Faculty member inquires about the state of the college budget.

Dean Ditto advises the issue with the budget arose due to the college lacking awareness of what was being spent and where. Over the last several months they have worked to gain a better understanding of it. They now understand what is being spent and the revenue they receive, and are cautiously optimistic we will be back in the black by next year. They have cut out a lot of what he considers to be too many layers of administration at the college level, and are now focusing on restarting budgets by determining core priorities. Advises the process wasn't working before because faculty weren't involved in it, and he would like faculty to have a significant say in where resources are spent. Advises he will keep the group out of trouble, so if the faculty/dept want to do something that's not working, he'll let them know, and work on the next priority. He expresses the importance of obtaining resources through areas like private fundraising, talking to admin, and enrollment management, as there is a direct correlation between resources and tuition dollars. The Dean notes this may all seem convoluted, but in the end we will have a mechanism we have control over, and towards that end, he would like to see a piece of F & A bypassing the dean and department, and going directly to the person who generated it, which would simply be proportional to what that person generates in external grants. Anything else received will be up to the dept. He anticipates having quarterly budget meetings which can be used as a basis to help generate the funding needed. He recaps the budget crises: The college was severely overspent, they have stabilized it, they are establishing a budget basis, involving depts/faculty in the conversation, and then they'll institutionalize it so it sticks. He expresses the hope to establish discretionary funds, but for now, there are no reserves yet. He has discussed the situation with the provost who is a strong advocate for the group on how funds are spent. The dean emphasizes the need to take on less grad students and pay them more, because at the moment we're not competitive.

Jerry asks the dean to clarify the revenue attached to student credit hours, if the university is going to clean this up and make it transparent, or if the college will.

The dean explains the revenue is based on enrollment projections for the next year, and they plan to make it look at student credit hours because they do have a direct correlation to the budget. Explains once accurate projections and a mechanism with which to prioritize spending is established things will get back on track. Reiterates the college will involve faculty for feedback and quarterly meetings.

Faculty member expresses need for discretionary funding, and makes the distinction between the large sums the university seeks versus the 5 or 6k that are critical for departments and programs to function. Inquires about the resources available at the college, such as an advancement office, who can assist.

The dean advises Brock Matthews, Assistant Dean for Advancement. Enhancement office personnel who generate revenue, and within a couple years they are essentially self-funded. He advises the college makes very clear the amounts available to all departments, and they've found there is fair amount sitting under departmental control, not huge sums, but funds that have been rolling over year after year into endowments and things like that, but these unrestricted funds are important, so much so that a dinner guest recently wrote a check for \$100,000.

Faculty member replies that he'll take the donor out to dinner.

The dean notes oftentimes small amounts like these are not contributions donors realize they need to be making, so they get overlooked. Urges faculty to provide names of anyone that comes to mind that could help to the dean or department head, as they can meet with them to help with this.

Jerry adds that he works directly with Pam Lowe (COS Director of Development) who makes the rounds, and also urges faculty that if they know of an alum who might be in a position to donate, to share that info. When she is in their neighborhood she will meet with them.

The dean adds the college is working with institutional research, and they're bringing in someone to report all the numbers so they can look at faculty members, enrollment credit hours, staff to faculty ratio, areas that need addressing. Programmatically looking at how to spend.

Faculty member notes the lack of alignment between F & A at the university level and what trickles down to the college to support start-up.

The dean replies that some of the F & A goes to start-up, but it cannot sustain start-up alone, so the rest of that comes from tuition. So when student credit hours drop, that revenue stream drops.

Faculty member notes the tension with student credit hours being linked to department budgets, and inquires if there is a philosophy at the college for easing that balance.

The dean replies each department needs to own a value system and what they want to accomplish. His job is to help you achieve it, but keep you from making mistakes. Next phase is to create governance and input so you know what you need to achieve. Notes he did not answer the question because the department has to answer the question.

Faculty member asks the dean to speak about how he envisions the department growing student credit hours without first having the faculty and staff support to do it.

The dean advises it can't be done and that the department has to plan. Advises to look at credit hour cost at undergrad versus graduate level, decide which one is most profitable to invest in programmatically, and that the college/dept needs an algorithm.

A faculty member notes the difference between grad students and undergrad, teaching vs research, and recruiting both. Notes research faculty are needed to take on graduate students, and there is not enough currently to do so, so more research faculty need to be hired to generate revenue.

Dean advises faculty member that we get revenue for grad level courses taught, and to not get literal with credit hours, as there are a lot of other ways to do it. Advises he will set up something by the end of the summer, and that we can work with together to generate private funds or grants to do that. Asks for other questions.

Jerry asks the dean to address inequities in salary, internally and at the institution.

The dean replies it is difficult due to salary compression and inequity in salaries. It builds up over years so every year they try to address the most needy, but at the same time more is created as more are hired. Notes they will continue to chip away at it and it is most definitely an issue that needs to be remedied, particularly with female faculty inequities.

Jerry notes the time; the dean agrees and departs.

Nikki Price, COS Assistant Dean for Culture, Talent, and Human Resources introduces herself and the two topics she is there to present: New absent leave management system (WolfTime), and the background check process for people working with minors. Passes out PRR handouts and notes “PRR” is a “Policy, Rule and Regulation.”

Advises if faculty currently supervise people who complete timesheets, starting July 1st these staff will need to clock in and clock out every day, and their time will be approved online. These faculty supervisors will see the management dashboard on MyPack Portal in the next two weeks. Current webleave system and timesheets will go away. Notes faculty will start seeing info for WolfTime come out in May, and if there are questions to contact admin office.

A few faculty members voice concern over the new process.

Nikki and faculty discuss work week/time-keeping processes:

Nikki notes the new system was created to better monitor a 40 hour work week; under federal law, any person has to be compensated for working anything over 40 ours. Currently, the system makes it hard to account for that law. The work-week at NCSU is from Friday-Saturday. Discussion ensues about problems that can occur due to the workweek. Notes that if anyone is thinking about EHRA staff, nothing really changes for them.

Faculty member inquires about the possibility of receiving a system-prompt when an employee is approaching their 40 hours.

Nikki advises the system will be tested in May, and an alert is a good suggestion that she will pass on. Notes employees affected will be able to clock in using their smart phones, ipads, etc., they can use their ID badge and swipe, or use their PC, but again, testing in May will work out some bugs.

Faculty inquire about overtime vs. “under”-time: If they do not work 40 hours, vacation or leave will have to be submitted to fulfill their 40 hours. If over, they will receive comp-time, which is generated into their leave, and is at time-and-a-half.

Next Nikki introduces [REG 01.25.18 \(Programs that Involve the Participation of Minors](#) issued 2016), and [REG 5.55.08 \(Back ground checks first issued 2007\)](#)

Nikki outlines scenarios in which individuals need background checks: 1, new employee, 2, if you change jobs (not RPT), 3, if you become subject to speculation (working with a minor). Exceptions listed in section 4 of REG 5.55.08.

Notable section in REG 1.25.18 is 2. Definitions, as it outlines “minor” and “programs”.

General thing to take away, is that if you work or volunteer around anyone under 18, who is not an enrolled NCSU student, you may be subject a background check. If you’ve started 6 months ago, then probably not—they try to be reasonable.

Faculty member requests clarification about notification process to the department regarding minors working internships/volunteering in the lab. Nikki confirms to notify Lara Mekeel as soon as you learn you intend to have a minor on campus.

A few faculty members voice disappointment with the policies. Nikki notes the policies’ merit with regard to being a parent. She concludes and encourages faculty to contact her or Lara with any questions.

Other agenda items were not addressed due to many faculty departing, as well as a request by a faculty member for the department head to further clarify the adjunct appointment process.

Meeting closes at 1:10 p.m.