Lifelong Faculty Involvement Committee

Meeting Minutes

December 12, 2018

10:00am

206 Holladay Hall

Present: Margaret Zahn, Hans Kellner, Mike Levy, Betty Black, Tom Stafford, Katharine Stewart

Absent: Kerry Havner, Todd See, Tuere Bowles

1. Call to order

The meeting was called to order at 10:08am.

1. Introductions

Committee members introduced themselves to the group. We welcomed new member Dr. Margaret Zahn.

1. Approval of April 6, 2018 minutes

Motion to approve by Dr. Kellner, seconded by Dr. Black, unanimous approval. Minutes approved.

1. Association of Retired Faculty Report (Tom Stafford)

Dr. Stafford provided the SRF report. Membership in ARF is at about 400, and the luncheon series produced by ARF has had a great set of speakers and programs. Most recently, Duane Larick met with the group and provided an update on the Provost’s office and the campus’ progress on the strategic plan. Chancellor Woodson and NC State’s baseball coach Elliott Avent will speak at January’s luncheon. Ray Fornes is the President-Elect of ARF.

Dr. Stafford observed that NC State has experience an historic moment, in that for the first time in its history, the incoming freshman class is made up of slightly more women than men. Dr. Zahn inquired about the gender balance of NC State faculty. Dr. Stafford noted that the ARF membership, made up of retired faculty, is predominantly men. Dr. Stewart shared information available on the Office of Institutional Research and Planning’s website (<https://oirp.ncsu.edu/>) about the composition of the faculty, and noted that the majority of tenured faculty are men, and that women are disproportionately represented among the non-tenure-track faculty at NC State. The proportion of women who are tenured faculty has been increasing over time.

Dr. Zahn asked where the ARF usually meets for its luncheons, and Dr. Stafford noted that the University Club has been the site for these events for quite some time, and the Club does a great job of accommodating them.

1. Office of Human Resources Report

Dr. Stewart informed the committee that Mr. Joe Williams has left NC State University for a position with the State of North Carolina, and that she would work with Associate Vice Chancellor Marie Williams to identify a new Human Resources representative to serve as liaison to the LFI Committee.

Dr. Kellner expressed concern regarding his sense that there has been a lack of transparency from AVC Williams and the Office of Human Resources regarding the final report from the consultants who were on campus earlier in the year to help identify needed improvements in Human Resources processes. He expressed concern about a perceived lack of attention to cumbersome transactional processes in OHR and a continuing lack of awareness of faculty roles in hiring. Dr. Stewart will advise AVC Williams that the Committee would welcome an update about this issue from the new OHR representative.

1. Election of a New Chair

Dr. Stewart informed the committee that Ms. Fullington, who had been elected Chair of the LFI Committee at the April meeting, had to step down from the Committee due to a change in her role at NC State Libraries. Thus, the Committee needed to elect a new chair. Dr. Kellner shared details of his role and duties as Chair when he served the previous two years. Dr. Stewart shared information about how her office supports the Chair and the Committee. Dr. Levy volunteered to serve in the role of chair for this academic year and was elected unanimously.

1. New Business

Dr. Levy proposed future discussion of the 70/30 insurance option for retirees, and Dr. Stewart will advise the new OHR representative to the Committee of this interest. She will also work with Dr. Levy to schedule the spring meeting fairly early in the semester to allow time for a second meeting on this or other issues if desired.

Dr. Zahn expressed a concern about differences in how departments highlight (or do not highlight) Emeritus/Emerita faculty on their websites. Dr. Kellner noted that this is left to the colleges and departments to determine, and suggested that deans should be encouraged to support the visibility of Emeritus/Emerita faculty in their departments.

Dr. Stafford observed that there is some ongoing concern about email access among retired faculty and the requirement that retired status must be “recertified” annually to maintain an active Unity ID. Dr. Stewart shared that Dr. Sarah Ash, a board member for ARF, had contacted her about this concern and that she and Dr. Ash were in the process of scheduling a meeting with OHR and the Office of Information Technology to discuss this and seek more efficient solutions to support IT access for retired faculty who wish to have it.

1. Adjourn

Dr. Kellner moved to adjourn the meeting, Dr. Black seconded. The meeting was adjourned at 10:54am