



NC STATE

THINK AND DO
THE EXTRAORDINARY

Administrative Leadership Meeting

Randy Woodson
Chancellor

Tuesday, July 12, 2022

Upcoming ALMs

September 13

Accreditation Update

Talley:
Piedmont/Mountains
Ballroom

November 15

TBD

Titmus

Budget Update

- Integrative Sciences Building
- NIIMBL
- Plant Sciences Building Reserves
- NC Clean Energy Tech Center
- 1% Additional Salary Increase
(3.5% total)



Questions



Office for Institutional Equity and Diversity



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Fostering an inclusive campus community of students, faculty and staff who value and inspire personal, academic and professional excellence.

[Learn more →](#)

CELEBRATING 50 YEARS OF TITLE IX

NC State Strategic Plan: Vision Statement

NC State University will emerge as a preeminent technological research university recognized around the globe for its innovative education and research addressing the grand challenges of society.

NC State Strategic Plan: Vision Statement

As a **preeminent** public research university, NC State University will be increasingly recognized nationally and internationally for its innovation in education, research, **scholarship and engagement** that solves the world's most critical challenges. NC State will be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good.

We should not seek a simple solution



What people think DEI issues are:

Representation

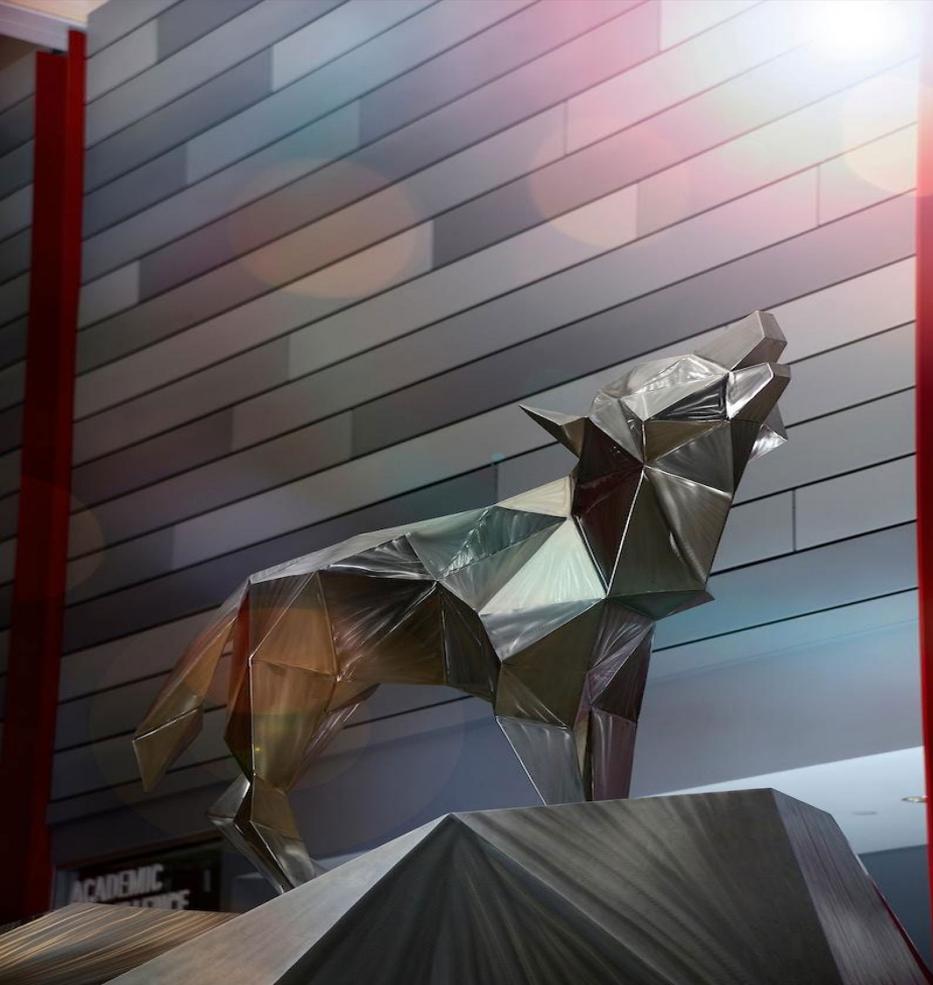


Trainings



Just part of what DEI really encompasses EAB's DEIJ Framework

Manage vision & strategy	Reimagine Institutional Administration	Improve Student Success	Redesign Student Learning	Enhance Faculty & Staff Experience	Transform campus climate
Articulate Inclusive Vision	Develop Inclusive Faculty & Staff Policies	Update Strategic Enrollment Management	Review & Update Curriculum	Update Faculty Recruiting & Hiring Approach	Engage Student Activists
Develop Executive Understanding	Update budget processes	Align Student Support Services	Develop Inclusive Pedagogy	Onboard & Develop Faculty	Engage local community
Engage Governing Bodies	Update Procurement Processes	Transform Health & Well-Being	Integrate Academic & Career Development	Update Tenure & Promotion Policies & Processes	Develop Flashpoint Response Plan
Develop DEIJ Infrastructure & Resourcing	Transform Alumni & Volunteer Engagement	Deepen Student Engagement & Belonging		Foster an Inclusive Climate for Faculty	Develop Bias & Harassment Response
Integrate Stakeholder Voices in Planning	Update Campus Safety Policy & Practices	Revitalize Student Onboarding		Update Staff Recruiting & Hiring Approach	Engage with institutional heritage
Select Metrics & Outcomes				Onboard & Develop Staff	
Set & Communicate Accountability				Update Staff Evaluation & Promotion Processes	
				Foster an Inclusive Climate for Staff	



Current State of Doing

Dispersed DEI work
structured around units

Desired State

Balance of Local Efforts
plus Collaborative Work
and Collective Impact

Local culture is important!



Announcement of Newly Formed DEI Committee

The committee works with members of the college's leadership to create valuable programming and guidance to help the college as a whole be a welcoming place for all.

[Read more →](#)

[View this email in your browser](#)

CAL S Human Resources

Monday Morning Manager

April 11, 2022

Welcome to Monday Morning Manager!

Cultivating Wellness and Wellbeing

Good morning and welcome to this week's Monday Morning Manager!

As we mentioned in last week's MMM, spring is a time for rejuvenation and for cultivation. Whether it be personal, religious, your yard/garden, or even professionally, it is a time to be refreshed. This week we will be covering why employee wellbeing and wellness are cornerstone workplace requirements that we need to cultivate.

Did you know that, according to Gallup, all generations of employees rank employee wellbeing in their top three workplace priorities? And that for millennials and Generation Z, it is their number ONE priority for employers to have in their workplace. No need to remind you that as the Baby Boomer generation begins to exit the workplace, millennials and Generation Z will be the largest generational groups that make up the workplace. That's huge! They are already providing us as managers with a blueprint for what they need to stay, and as some of us have probably seen, they have no problem leaving to find it. Gallup confirms this by saying that, "many talented workers are leaving for workplaces that align with their personal belief system and show an authentic concern for individual employee wellbeing. People want a good job and a life well-lived. With record-high resignations and a labor shortage, some leaders now realize that they need to provide more than check-the-box wellness programs and perks to retain their best."

Over the last year or so many managers have been seeing the words wellness as well as wellbeing. Sometimes they may be used interchangeably, however Gallup reminds us that they have separate and distinct meanings. So what's the difference? "Wellness describes a healthy lifestyle beyond acute illness. It refers to a state of physical health in which people have the ability and energy to do what they want to do every day, without chronic suffering. Although wellness means something different at every stage of life, it's primarily supported through habits of eating, physical activity and quality sleep that lead to positive health outcomes." Wellness can also include mental health as well and is primarily dependent on

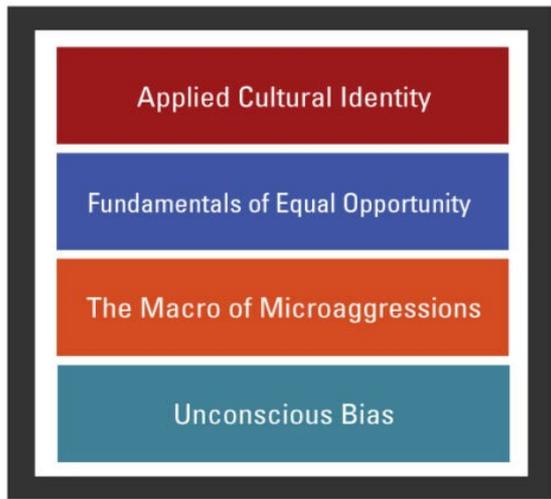


DEI Professional Development



DEI Summer Intensive: July 28th, 8:30 am – 12:30 pm.

Inclusive Excellence



Certificate Program



Collective Impact

Leadership, Managers, Supervisors

Office of Faculty Excellence

University Human Resources

HR Leads

Diversity Directors and Assistant Deans

College/Division DEI Committees

Existing and new Affinity Groups

1. Shared goals, common agenda around an issue/initiative
2. Mutually reinforcing activities
3. Alignment of common measurements
4. Consistent and open communication
5. Strong “Backbone”

BOT DEI Annual Report

UNC Policy Manual Sections 300.8.5 and 300.8.5[R]

The UNC System requires constituent institutions to submit an Annual Report on their “diversity and inclusion operations and activities” (non-compliance related).



The Opportunity to Collaborate and Align

Supporting colleges/divisions in contributing more robust data → reliable, comprehensive, and transparent reporting on DEI activities will facilitate pathways for collaboration and/or replication of effective efforts; ability to communicate what we are doing collectively

Next Steps

- Framing “signature” programs, goals, metrics
- Tracking “non-signature” DEI-related programs
- Connecting with Divisions to assure all are applying/strategizing for DEI

SEA Change

A voluntary program that supports and recognizes institutions for action that measurably -- and progressively over time -- advances diversity, equity, and inclusion, particularly in STEM.

Rest assured, we are committed to equity for all disciplines!



Self-assessment

Use detailed framework as guide
Gather info: what's missing?
Answer as many questions as possible
Should be complete but not all info needed in application



Narrative

Tell institution's story, provide context
Make clear the understanding gained from self-assessment
Discuss what's included in action plan, what isn't, and why



Action Plan

What are plans moving forward?
Why and how were issues prioritized?
Are actions SMART?
Do the actions reflect findings from the self-assessment?



Internal use only
Creates complete picture **critical** for success



Submitted for peer-review





	Bronze	Silver	Gold
A thorough self-assessment using qualitative and quantitative analyses	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Identifies key issues	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Actions in place to address key issues and carry the institution forward	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Demonstrates impact of previous activity and expands action plan to continue progress		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Serves as a beacon in the sector and beyond			<input checked="" type="checkbox"/>

SEA Change Phases

Reconceptualizing the Process in Phases:

- Phase 1: Inventory & Issue Identification (*December 2021-April 2022*)
- Phase 2: Issue-Specific Analysis (*Summer 2022-Spring 2023*)
- Phase 3: Application Compilation, including internal review (*Spring-Fall 2023*)
- Phase 4: Implementation (*Fall 2023 and beyond*)



Equal Opportunity & Equity



- Equal Employment & Diversity Fundamentals (EEODF)
 - All new supervisors/managers since Jan 2021
- Discrimination & Harassment Prevention and Response
 - All new employees within first 6 months
- Title IX - Responsible Employees & Designated Officials
- Search Committee Orientation

New Title IX proposed regulations

Title VI

Breadth of DEI Initiatives

Digital Access and Literacy Project

IT/Digital accessibility

Physical Master Plan - Accessibility of space, movement

Lactation spaces (Title IX)

Community & hallowed spaces, “safe” spaces

ADA Transition Plan, applying Universal Design

Curriculum review - change in the definitions used by CUE for what constitutes meeting US Diversity course

Inclusive Teaching Certificate

Land acknowledgement

Coming out this week: Signature Programs, Fall 2022

IT Accessibility Quick Guide

This quick guide is designed to provide a high-level understanding of how to use different types of campus technologies accessibly. For more detailed information follow the links for each technology.

Technology Quick Guides

Technology	Overview of How to Build it Accessibly	How to Check if it is Accessible
Google Docs	<ul style="list-style-type: none"> > use heading styles > for read-only versions of a Google Doc, export it to an MS Word document > DO NOT create PDF files directly from Google Docs > PLAN on some users not being able to edit documents online 	<ul style="list-style-type: none"> > For users with visual impairments, Google Documents will need to be converted into Microsoft Word documents. After conversion, use the process for “Microsoft Word”.
Google Sites	<ul style="list-style-type: none"> > only insert text, links, lists, and images (with alternative text) into Google Sites > tables and other embedded objects cannot be made fully accessible 	<ul style="list-style-type: none"> > Follow the same process as “Web Pages”.

A few closing thoughts





Questions??