

Minutes of the Faculty Assembly

Faculty Assembly
University of North Carolina

Minutes of the Ninety-Seventh Meeting

April 19, 1996

The ninety-seventh meeting of the Faculty Assembly of the University of North Carolina was held in the Board Room of the General Administration Building in Chapel Hill on April 19, 1996. The meeting was called to order by Chair Peter Petschauer at 1:10 with 36 delegates in attendance. After a moment of silence for the victims of the Oklahoma City Bombing, Dr. Petschauer recognized the services of the departing members of the Assembly and turned the meeting over to President Spangler for his report.

President Spangler's Report.

President Spangler reported the recent personnel changes at GA and discussed the actions resulting from previous resolutions. (A copy of Mr. Spangler's remarks is attached.) As part of his report he called on Mr. McCoy, Dr. Barnes, Dr. Pulley, and Mr. Robinson to present brief comments on issues that involved their respective areas of expertise.

Mr. McCoy's Comments

The Equity Funding Study used a variety of comparisons to reach the conclusion that the high-growth institutions are currently being underfunded. While the GA is currently working on a model of how to achieve and preserve equity, he noted that the University has sought in recent years to be able to fund our flagship institutions at a level that will allow them to remain competitive with other research institutions around the United States and to improve the programs of the historically minority schools.

The Legislature is also seeking more information to set priorities for capital expenditures. The former method of funding was to look at the top priorities of the individual schools while the current thinking is to prioritize program areas.

In addition, the issue of privatization is one of several methods being studied to identify ways to cut costs sensibly while remaining stewards to taxpayers and students and maintaining an appropriate level of responsibility to all employees.

Dr. Barnes Comments:

The General Administration continues to work with the Legislature on issues of Faculty Workload. While it will be looking at direct contact hours, it will also be looking at the other responsibilities required of faculty.

Dr. Pulley:

Between the desire to increase college-going rates of the graduates of the state's high schools and the demographic projections that indicate major growth trends, the General Administration, the Board of Governors, and the General Assembly are looking at long range strategies to accommodate future needs. At present, considerations involve both off-campus learning and on-campus learning with special consideration being given to summer schools and distance learning.

Questions and Answers.

Q. Michael Pearson (UNCC): Will the individual campuses make the decision on privatization of services or will General Administration make the decision?

A. Mr. McCoy: There will be a list of steps to identify, assess and proceed. Each university must examine its own operations. What may make sense in one location may not make sense in another because of the nature of operations.

A. President Spangler: The totality of the environment will be examined with issues of morale and concerns of the employees taken into consideration.

Q. Gordon Mercer(WCU): What is being done to address the problem of losing faculty to other institutions and having difficulty attracting qualified faculty?

A. Spangler: Salaries are the first priority for the Board of Governors as it works with the legislators.

Q. Kenneth Chambers(NCCU): In light of the Equity Funding study there is concern that funds to the "underfunded" growth schools will be taken from the "overfunded" historically black institutions. Will consideration be given to the fact that schools that are smaller have compliance and operating needs independent of FTE and that some of the schools in question have limited access to funding from outside sources?

A. Spangler: The study requested by the General Assembly reflected that 98% of the total budget is equitable. The funding to the research institutions and to the historically black schools reflects decisions based on the needs perceived by the Board of Governors. It is unlikely that funding for the "growth" institutions will have to be taken from the historically black institutions if the Board of Governors can work with the General Assembly in generating new money for the growing needs of the state colleges.

Q. Dan Noland(UNCW): Could you provide an update on the Board of Governors' attitude toward the Randall Parkway construction at the University of North Carolina at Wilmington?

A. Spangler: The Board of Governors has dictated a letter with information that it has distributed to newspapers and has passed a resolution asking that there not be a division of a beautiful campus with a thoroughfare. If members of the Assembly have additional advice on how to influence this decision, please provide it.

Chair's Report.

Dr. Petschauer introduced D. Samuel Neill, Chair of the Board of Governors.

Mr. Neill's Comments

Mr. Neill voiced his appreciation for the opportunity to participate in the activities of the Faculty Assembly and introduced Lois G. Britt, chair of the Board of Governors' Committee on Personnel and Tenure, who will meet with Academic Freedom and Tenure; Maxine H. O'Kelley, chair of the Board of Governors' Committee on University Governance who will meet with Faculty Governance; H.D. Reaves, Jr., vice chair of the Board of Governors' Committee on Educational Planning Policies and Programs who will meet with Planning and Programs. Mr. Neill will meet with Faculty Welfare and Development.

Mr. Neill spoke to the Assembly of the steady and legitimate interest of the Legislature in the University of North Carolina with special emphasis on retention, the quality of the undergraduate experience, issues of transfer credit, time to graduation, the mission of the system, quality of teaching, funding equity, privatization of services, and other cost controlling measures. Delegates to the Faculty Assembly are urged to read the General Administration reports carefully and consider that we must be responsive. To date, the Legislature has called for much information, but has left much of the decision-making on the level where it has traditionally resided. It is important that all involved in the system work together.

To that end, members of the Board of Governors have been participating in regional legislative workshops to allow chancellors to meet with legislators in comfortable settings where they can engage in dialogue rather than presentations and involve a bipartisan group in supporting the issues, especially those relating to salary and technology.

Q. Fuller (NCSU): In issues of salary, librarians are classified as faculty on some campuses but not on others. In discussion with the legislators, are their salary issues covered?

A. Neill: Salary issues for librarians and other EPA professions are being addressed.

Q. Jane Brown(UNCCH): Is the Legislature still concerned about faculty workload.

A. Neill: Recently there seems to be a greater understanding of the competitive nature of the workforce. Chancellor Hooker, for example, has discussed issues of tenure very eloquently.

Dr. Petschauer noted recent promotions at the General Administration, mentioning that those involved were former faculty. He also noted positive publicity UNC faculty had received.

In regard to the election of the members of the executive committee, Larry Hough as Parliamentarian noted that the slate should have been presented in advance. In light of the difficult circumstances under which the slate was

generated, George Bailey recommended that the By-Laws requiring advance presentation be suspended by vote. This vote was taken.

At 2:30, the Afternoon Plenary Session was adjourned and the members met for the committee session.

=====

EVENING PLENARY SESSION

This session was called to order at 7:10 PM with 37 delegates in attendance.

After considerable discussion on how to use technology best to enable the Assembly to provide quick response to requests from the Legislature or the Board of Governors, it was accepted by acclamation that when such a need arises, all members who have e-mail will be notified by that means and those who do not have that capability will be notified by regular mail. They will be

urged to provide their input to members of the Executive Committee who will act for the body. This approach will be tried for one year to see if it is effective.

Heads of the delegations are urged to let Dr. Petschauer know composition of delegation as soon as elections are held and the chairs of committees are urged to pass their files on as soon as possible.

All campuses have received copies of the tapes of Eugene Rice's presentation. Please see that these tapes are placed in the teaching center or its equivalent.

Jane Brown(UNC-CH) discussed the legislative initiative, urging each of the delegates to make use of the Talking Points to contact at least one legislator and make sure that he/she is aware in general terms of the needs of the system. She asked delegates to follow the priorities that have been established.

The Minutes of February 16, 1996, were approved. Not everyone received a copy of Resolution 95-4, so a copy of it will be sent with the minutes of April 19.

There was a presentation by Dr. John Harrison, IV, Associate Vice President on developments in technology.

Elections were held with the following results: Chair, Peter Petschauer(ASU); Vice Chair, Pamela Hunter(NCA&T); Secretary, Linda Nelms(UNCA); Academic Freedom and Tenure, Ken Chambers(NCCU); Budget, Laura Gasaway, (UNCCH); Faculty Governance, Gordon Mercer(WCU); Faculty Welfare, James Nicholl(WCU); Planning and Programs, Dan Noland(UNCW); Professional Development, Bonnie Kelley(PSU).

STANDING COMMITTEE REPORTS

Faculty Governance(George Bailey)

Dates for Faculty Assembly 1996-1997 are tentatively set as: **SEPTEMBER 27, NOVEMBER 15, FEBRUARY 21, APRIL 18.**

First Reading of By-Law Amendment(Copy attached). (This By-Law amendment is presented as Proposed Resolution 96-1 in order both to present it as a resolution and to allow for a second reading). The amendment regarding slates of candidates will come up for vote at the September meeting.

The Committee will survey Senate and Council Chairs in the Fall of 1996 regarding support for Senate and Councils (secretarial staff, copying funds, etc.) and other governance issues.

The committee will review Jay Lecter's report to the Board of Governors on the UNC Libraries and the ULAC (University Library Advisory Council). This report constitutes part of the Subcommittee report to the Board of Governors on the University Libraries and will consider bringing recommendations before the Faculty Assembly in September. Actions recommended in these reports would give the UNC system more bargaining power in negotiating for library acquisitions, especially materials available to libraries on the Internet.

Faculty Welfare(James Nicholl)

Sam Neill, chair of the Board of Governors, met with the Committee and, in response to Resolution 95-4, discussed the creation of a Board of Governors committee to determine appropriate process for next UNC presidential search and selection. He assured the Committee that faculty and other affected consitituencies would play an appropriate

part in the process.

Neill asked Committee members for other faculty concerns which started with the legislative initiatives: faculty salaries, funding of fiberoptic wiring and health benefits for TA's.

Other concerns in the committee discussions centered around continuing pressure to do more with less, not just too few faculty but also staff and other sorts of support. This approach is becoming increasingly counterproductive, as too many good people are being lost and morale is sinking. Neill reported that in his 11 years on the Board of Governors, UNC's percentage of the State budget had fallen from 18% to 14%--increasingly competing against prison funding (which has already passed funding for the university system in California), and other state education efforts especially Community Colleges whose campuses are virtually in every legislative district. The anti- intellectual climate in U.S. Society, a continuing threat to higher education that the Board of Governors is determined to counter are also factors. Legislative Forums attracted 80 legislators from both houses and both parties--quite an effective means of providing information and creating good will.

Following Neill's departure, the Committee drafted a letter to thank him and to remind him of his assurances regarding faculty participation in the UNC presidential selection process. The Committee will continue its efforts to get the Board of Governors to implement Resolution 95-4.

The Committee agreed to request Assembly Chair's approval to invite John Sanders, Institute of Government and unofficial historian of the UNC System to speak to the Assembly at its September meeting to outline the UNC System development, particularly the roles of its Presidents. This should provide appropriate additional background for faculty involvement in the UNC presidential selection. [Chair Petschauer has approved this recommendation. Jane Brown has extended the invitation to Sanders and he will attend the Fall meeting.]

Nicholl distributed copies of The Chronicle of Higher Education essay "Why Colleges Need a New Class of Senior Scholars" to initiate an extended discussion of retirement incentives, for early retirements ("BuyOuts"), for Restricted One-Time Early Retirement Opportunities ("Windows"), and for Retirements with Full Service Requirement met. Current UNC demographic data indicate that a large cohort ("bubble") of persons with 39 years of service will start to appear in five years and last for five to ten years. Before making recommendations in regard to offering incentives, the Committee asked Kitty McCollum, UNC Benefits Officer, to bring to the September Faculty Assembly meeting (1) information on retirement incentives in other state university systems (2) a list of common terms used by human resource professionals in discussing retirement systems, both state and TIAA-CREF (3) optional retirement vs. State Retirement incentives, and (4) a Summary sheet of UNC Faculty demographics. The Committee will need to demonstrate that any suggestions regarding retirement incentives will save significant amounts of money.

Led by Jane Brown, the Committee began discussion of extensions of faculty spousal and family benefits to domestic partners at UNCCH. In light of political ramifications, including the possibility that extension of health benefits might entail expenditure of state appropriated funds, the Committee asked (1) McCollum to provide at the September Faculty Assembly meeting information about other state universities experiences and costs in providing domestic partner benefits, especially health care, and (2) Chair Petschauer to request Chairs of each campus delegation to provide James Nicholl with information regarding any benefits or privileges already extended to domestic partners. This information is expected to result in an appropriate resolution during the Fall 1996 session.

The Committee agreed to defer examination of salary issues until the Budget Committee has progressed further in its own salary study. The Committee members remain quite concerned about the effects on faculty hiring, retention, morale, productivity, and the like caused by increasingly uncompetitive salaries and benefits and will return to these issues in the Fall hoping that the Legislature will have seen fit to have granted sufficient salary increases.

Professional Development(Harmon Watson)

The Committee met with Gary Barnes to discuss the Workload/Faculty Reward Study and its implications for faculty professional development. Resolution 95-7 was developed by the Committee and adopted by the Assembly (Copy attached).

Next year's committee may look at the implications of the workload study, the extent to which faculty development is tied to the mission of each institution, what strategies are used for planning faculty development, specifically if there are ways of using sabbaticals to upgrade skills.

Academic Freedom and Tenure(Frank Edens)

Lois G. Britt from the UNC Board of Governors attended the Committee meeting and joined in the discussion of the agenda. Topics for discussion were: 1) Proposed Plans to Simplify and Facilitate Transfer of Credit Between Institutions, and 2) Influence of Additional Teaching Loads on Promotion and Tenure.

Dr. Myra Kane from the UNC General Administration presented the "Proposed Plan to Further Simplify and Facilitate Transfer of Credit Between Institutions." On the surface, this plan seems to be comprehensive. However, members of the Committee felt that the "Plan" has serious pitfalls which ultimately could affect the uniqueness of individual campuses. Furthermore, it was felt that this plan is an intrusion into the curriculum design and development process of the individual campuses. The Committee presented Resolution 95-8 and it was adopted by the Assembly (Copy attached).

Dr. Gary Barnes from the UNC General Administration was present during the second half of the Committee's meeting and addressed the Board of Governors' plan for Rewarding Faculty Teaching. The committee had concerns about several parts of the plan, especially the part about faculty being encouraged to take on additional teaching loads beyond the standard load. This part of the plan could possibly have far-reaching influence on promotions and tenure procedures. This issue may be carried forward to next year.

One other topic to be addressed next year may be the disparity between tenure track and non-tenure track faculty and the perception that non-tenured faculty are not able to exercise their academic freedoms for fear that reappointment may be denied. The committee will address the issue of a two-tiered system of faculty appointments to determine if this is necessary and effective, even if it may appear cost effective.

Budget(William Keech)

The Committee will continue gathering information regarding faculty participation in campus budget processes.

The Committee heard a presentation from Mr. Jeff Davies of the UNC General Administration regarding the setting of fees and resolved to draft a brief statement next year for public distribution regarding the setting of tuition and fees.

The Committee discussed issues of privatization and the assignment of costs for services between universities and their departments. It will consider these issues further next year.

Mr. Kennis Grogan presented key points in the "Analysis of Funding Equity in the UNC System Phase I Final Report."

Copies of this report need to be placed with the budget documents in the UNC libraries for faculty access.

The Committee drafted Resolution 95-9 regarding the Board of Governors' 1996-97 Budget Request and it was adopted by the Assembly. (Copy attached).

Planning and Program(Pamela Hunter)

The Committee was joined by H. G. Reaves, Jr. of the Board of Governors. Discussion centered around the results of prior planning efforts by the Board and the need to keep the Legislature and the public aware of the actions that have been taken, the need to retain the appropriate level of governance in the hands of the Board of Governors, the interest of the Board in Teaching Centers, and the Board's plans to encourage academic advising.

Dr. Pulley presented current efforts of the Board and the General Administration to deal with predictions that 40,000 students will be added to the UNC System. Some of the planning efforts are directed toward distance learning. The Committee discussed the resources needed to implement this kind of educational effort including both technology and the training to implement technology. Also ways of assessing new learning models will have to be developed. Funding of summer school is being reviewed and proposals on Pilot Programs in a trimester system may be solicited.

Dr. Noland informed the Committee of the proposal to divide the UNC Wilmington campus with a highway and the Committee drafted Resolution 95-10 which was adopted by the Assembly (Copy attached).

There was no further business and the meeting was adjourned at 10:46.

Respectfully submitted,

Linda L. Nelms

Secretary, Faculty Assembly

Reports Distributed:

The Board of Governors Award for Excellence in Teaching

Board of Governors Plan to Reward Faculty Teaching

Executive Summary: UNC Equity of Funding

Feedback Reports to High Schools and Community Colleges

Report of the Subcommittee on Personnel and Tenure Concerning Improper Relationships between Students and Employees

Plan to Expand Educational Opportunity. (Executive Summary)

The University of North Carolina: A Few Talking Points

(c) 2011