

Minutes of the Faculty Assembly

FACULTY ASSEMBLY UNIVERSITY OF NORTH CAROLINA

Minutes of the One Hundred and Fourth Meeting

February 20, 1998

First Plenary Session

The one hundred and fourth meeting of the Faculty Assembly for the University of North Carolina was held in the Board Room of the General Administration Building, Chapel Hill, February 20, 1998. The meeting was called to order by Chair Laura Gasaway at 1:07 p.m., with 50 delegates in attendance.

Chair Gasaway expressed her pleasure in welcoming and introducing the Faculty Senate Chairs, from the 16 campuses, to the February meeting. Representing the following Universities were:

Maureen Grasso (UNCG)	Terry Kinnear (WCU)
Richard Veit (UNCW)	Valerie Saddler (WSSU)
Pamela Sofras (UNCC)	Til Dohse (UNCA)
Pete Andrews (UNC-CH)	Jose D-Arruda (UNCP)
Sara Andrews (ASU)	Phillip McGuire (FSU)
Pamela Hunter (NCA&T)	Sara Zimmerman (ASU)
George Wahl (NCSU)	Les Brinson (NCCU)
Claudie Mackey (ECSU)	

The minutes of the November 21, 1997 meeting of the Faculty Assembly, as posted on the website, were approved.

Chair Gasaway introduced President Molly Broad to the Assembly.

President Broad's Report

Budget:

President Broad addressed the Assembly concerning major budget priorities presented to the Governor. She added that a formal set of recommendations will be presented to the Board of Governors in March. The presentation focused on three (3) themes: (1) enrollment growth, to include distance education; (2) information technology, with emphases on capital needs of campuses for infrastructure and ongoing operating funds for library and computer initiatives, and 3) faculty salaries, to include state matches for endowed professorships.

Due to legislative directives and results of consultations with Chancellors, the Board of Governors has refined a new funding model that reflect: (1) disadvantaged students (5%); (2) special mission (10%); (3) economy of scale (5%) and (4) undergraduate class size (10%).

President Broad concluded that given the commitment to the quality of undergraduate teaching, the proposal is not revenue neutral but completely justifiable and will be presented to the legislature. She added that \$13.7 million in additional resources will be sought to support enrollment growth. Another enrollment change that is an important issue to the budget is to provide support for students who are served at a distance. Distance education is not supported by the State and President Broad will propose to utilize the new funding model for these students.

Technology:

The President provided an overview of a new initiative under way, a University-wide Integrated Technology Strategy. The overall purpose is to build an information technology strategy that aligns the University's information technology investments with the future strategic needs of the UNC system and its constituent institutions. President Broad has asked Chair Gasaway to name a member of the Faculty Assembly to join the task force of Chancellors and other General Administration and institutional representatives to draft the Information Technology vision.

Intellectual Property:

Another issue addressed by President Broad focused on copyright. In the fall, she will appoint a working committee to help define the meaning of copyright in the University environment and the digital age. President Broad also proposed a university-wide colloquy on intellectual property issues during next year. These seminars will facilitate refinement of views in the understanding of these issues. She has asked Chair Gasaway to consider a committee to address serious conversations on the issue of intellectual property for the University.

Miscellaneous:

In response to the letter from Chair Gasaway concerning the status of the Institute for College and University Teaching (ICUT) and the Carolina Colloquy for Teaching, an advisory committee is being organized to assist in further identifying and defining the needs for this program. The President added that members of the Faculty Assembly will be included on this advisory body.

In response to the retirements of officers in the General Administration, President Broad addressed the changes in the organizational positions. She asked the Assembly to join with her in acknowledging the contributions of Nathan Simms, retiring Vice President- Student Services and Special Programs. Other vacancies include: (1) Vice-President of Public Affairs and University Advancement, (2) Associate Vice President-State level, and (3) Associate Vice-President-National level.

Finally, President Broad invited the Assembly to a reception at her residence during the April meeting. She concluded by entertaining questions from the Assembly.

Chair's Report

Chair Gasaway reported that she will have completed nine (9) visits to faculty senates on the campuses by the time of the next meeting. She has been attending Board of Governors meetings, committee meetings, workshops, participating on the Tuition Task Force, meeting with the Ad Hoc committee on Copyright Policy, and maintaining the issues and concerns page and agenda page on the Assembly website. Additionally, Chair Gasaway is participating on the Inaugural Committee and two (2) of its subcommittees: the Teaching Awards Convocation and Campus Celebrations. She introduced John Sanders, Chair, Inaugural Committee, to talk about faculty participation in those events.

John Sanders Remarks

Mr. Sanders presented a schedule of events for the Inauguration of President Molly Broad as fifteenth (15th) President of the University of North Carolina, April 29, 1998. He expressed the

importance of this event as an occasion to exhibit the University to the state and President Broad as its leader. Also, it will give her an occasion, a platform on which to present her views, thoughts and hopes for the University. He emphasized that maximum faculty participation will show inclusiveness and the strength of the University.

Chair Gasaway added that the Faculty Assembly is invited to participate in the Academic Convocation for presentation of Teaching Awards on April 29, 10:30 a. m., at B.N. Duke Auditorium, North Carolina Central University. The meeting was adjourned at 2:05 p.m. for Committee meetings.

The Second Plenary Session

Friday February 20, 1998

The Second Plenary Session was called to order at 4:05 p.m., by Chair Gasaway.

Chair Gasaway announced that the Faculty Assembly will march in the processional for the Teaching Awards and for the installation. Delegates will march together as a Faculty Assembly and not with campus delegations. Also, Faculty Assembly Chairs must send the names of their Faculty Senators to the Inaugural Committee to insure RSVP invitations to the Teaching awards and Luncheon, and Installation.

There were two discussion items for the second plenary session.

Report on Faculty Grievances

Dick Robinson, Vice President for Legal Affairs, reviewed the report prepared for the Board of Governors' Committee on Personnel and Tenure and the Committee on University Governance that was distributed earlier to delegates. The

report reflected a quantitative assessment of its caseloads from 1992-97. Information was presented as to the type, number and disposition of grievance appeals for each committee. The actual number of formal grievances is quite small. Mr. Robinson concluded by answering questions from the delegates.

The New Funding Model

As a result of conversations with Chancellors, General Administrations and project consultants, the Funding Model has been changed somewhat for Enrollment. Dr. Dan Caughill, Associate Vice President for Finance, discussed the changes which do not represent changes to the basic structure of the model. Instead, changes include additional considerations and more sensitive treatments to diverse needs of individual campuses.

Materials were distributed to the Assembly for the presentation. Mr. Caughill summarized that President Broad requested that the additional changes in the model be recognized, both within the University and Raleigh, as items that need particular state support over and above the earlier proposal. The variance from the Earlier Model to the New Model is \$1.5million, with \$400,000 due to the addition to these particular recognition factors. Mr. Caughill entertained questions and comments from the Assembly.

The meeting was adjourned by Chair Gasaway at 5:00 p.m. for committee dinner meetings.

The Third Plenary Session

Friday February 20, 1998

The Third Plenary Session was called to order at 7:00 p.m. by Chair Gasaway with 44 delegates in attendance. Chair Gasaway introduced Faculty Parliamentarian, Gilbert Smith.

Parliamentarian's Remarks

In response to concerns by some delegates as to the way motions and debates are handled, Mr. Smith presented and reviewed, a handout on "Remarks on Conduct of Business According to Robert's Rules of Order, 9th Edition (1990).

Executive Committee Report (Pamela Hunter, NCA&T, Vice Chair)

The Executive Committee met this morning at 9:00. Chair Gasaway reminded the committee that the Senate Chairs will be attending the Faculty Assembly today and scheduled to meet with the Governance Committee.

Some issues and concerns discussed included:

- a. The role of faculty in regards to participation and involvement on Trustee Boards vs. observing or attendance only.
- b. Tuition waiver for children of University faculty.
- c. Copyright Committee is on hold until 1998-99.
- d. Inauguration plans for President Broad.
- e. Attendance of Committee Chairs and Assembly Chair at the Board of Governors' meeting.
- f. Information on the Integrated Technology Strategy and Tuition Study Task Force.
- g. Invited guest for the April 17th meeting will be Clifford Cameron, Chair of the Board of Governors, and Terry Eaton, Chair of the Council of Student Government Associations.

Nominating Committee (Paul Duvall, Chair,UNCG)

Chair Duvall presented the final slate of nominees compiled as a result of e-mail suggestions. Chair Gasaway called for additional names to be added to the slate. Ken Gurganus, UNCW, was added to the slate for Chair, Governance Committee. The nominees are:

Chair

Henry Ferrel - ECU
Laura Gasaway - UNCCH

Vice-Chair

Richard Bernhard - NCSU
Dan Noland - UNCW

Secretary

Pat Comeaux - UNCW
Bill Siegfried - UNCC

COMMITTEE CHAIRS

Academic Freedom and Tenure

Claudie Mackey - ECSU
George Rabinowitz - UNCCH

Budget

Nancy Fogarty - USCG
George Wilson - NCCU

Faculty Welfare

Walter Gray - NCSA
Keith Howell USCG

Governance

Hugh Hindman - ASU
Gilbert Smith - NCSU
Ken Gurganus - UNCW

Planning and Programs

Dan Caton - ASU
David Claxton - WCU

Professional Development

Cecil Brownie - NCSU
Michael A. Pearson - UNCC

Report on the Institute for College and University Teaching (Chair Gasaway)

The Professional Development Committee members were commended by Chair Gasaway on their outstanding representation at the ICUT meeting. The meeting concluded that the work of ICUT should be continued and selected members of the Professional Development Committee will be represented on that committee. Future updates will be forthcoming by the Professional Development Committee.

Tuition Study Task Force Report (Bruce Larson, UNCA)

The first meeting of the Tuition Study Task Force, met on February 5, 1998, with fourteen (14) members present. The committee Chair is Gary Barnes, General Administration. The charge of the committee includes looking at tuition levels and costs for undergraduate, and graduate professional education. The agenda item discussed included the four (4) frameworks as options for Tuition Policies, which are: (1) tuition formula based on other factors, (2) comparison with other states or comparison institution, (3) policy framework with general principles and criteria, and (4) high tuition and high aid approach. The judgement of the committee will use option number three (3) as the adopted approach.

Standing Committee Reports

Planning & Programs (Dan Caton, ASU)

The committee was joined by Judith Pulley, Vice President for Planning, and Gary Barnes, Vice President for Program assessment and Public Service. Steve Lilley reported on the February 12, 1998 meeting of the Board of Governors' Planning Committee. Judith Pulley covered highlights of the 1998-2003 Long Range Plans adopted by the Board in January. Copies were provided and distributed to the head delegates from each campus.

Gary Barnes, at the committee's request, discussed aspects of the Performance /Program Budgeting Program, with emphases on quantitative measures of quality in the University. This discussion led into the revision of the Resolution of Quality in the University. Serious discussion continued on the treats and promises of distance learning via the Internet, a topic that will likely be revisited by the committee in the future.

A resolution on University quality was presented. After discussion the Assembly directed the Chair to write to the President to convey the substance of the resolution.

Academic Freedom & Tenure (George Rabinowitz, UNCCH)

The Academic Freedom & Tenure Committee presented a request to encourage President Broad to form a committee to evaluate the impact and consider the implications of the 150 day calendar change imposed by the Board of Governors. Some of the problems noted were compiled and presented for consideration to the Assembly. Delegates directed the Chair to write to the President to urge creation of a committee or task force to consider the 150-day calendar.

Professional Development (Mike Pearson, UNCC)

The committee met with Judith Stillion and Peter Petschauer. They briefed the committee about the current status of ICUT. At the last Faculty Assembly meeting, Chair Gasaway was asked to request that President Broad call a meeting to discuss the future funding Carolina Colloquy and ICUT. As a result, Roy Carroll and Judith Sillion called a meeting in late January to discuss this issue. Seven members of the Professional Development Committee and twenty-six (26) other people attended the meeting. As a result of this meeting, it was decided that a task force be established to make recommendation, in six months, concerning future cross-campus teaching initiatives. This will be done by October, in time for the budget request for the next biennium.

To find out what people are doing and what they need, the committee made a series of suggestions to Peter on the faculty and institutional surveys that the committee will examine, namely, what do individual campuses do now in terms of teaching initiatives.

The committee discussed future directions which will be the topic of the next meeting. This is part of a longer process to re-think the committee's charge.

Faculty Warefare (William Siegfried, UNCC)

The committee discussed the status of current projects including new items for this year: (a) Table showing the presence of workload policies on each campus; (b) Table comparing various facets of phased retirement programs on each campus; (c) Table comparing our health plan to those in others states. The Committee was requested to examine tuition waivers for children of faculty and staff, but declined to take actions. The Faculty Welfare Committee strongly endorsed President Broad's initiatives to provide training for department chairs. It recommends that the money that might be available, be dedicated to enhancing teaching awards for faculty and the benefits under the state health plans.

Finally, the Committee prepared a recommendation that faculty on each campus be informed about the campus policies related to the privacy of computer records to involve: (1) what information not directly stored on a computer (e.g., E-mail, Internet access records) is (a) stored, (b) by whom, (c) for how long, (d) who has access to it and (e) under what conditions, and, (2) for information stored on a computer (a) who has access to it and (b) under what conditions.

The committee asked Chair Gasaway to contact Faculty Senate Chairs to ask them to have this information given or distributed to each faculty member on their respective campuses. After discussion, there was a sense of the Assembly that an ad hoc committee to examine this issue and make recommendations was needed. The Chair will appoint a committee right away.

Budget Committee Report (Bruce Larson, UNCA)

The Chair reported on his attendance at the Board of Governors' Budget Workshop in January and his participation on the recently formed Tuition Task Force. The committee was joined by Ken Grogan of the Finance staff of UNC-General

Administration, to learn about recent activities relating to the budget. Mr. Grogan discussed some of the issues raised earlier by President

Broad. In addition to the \$5.6 million dollars being requested from the state for new Endowed Professorships, he mentioned an \$8 million dollar offer from former President Spangler, to aid in the establishment of new Endowed Professorships.

There was much discussion of the New Funding Model. It will be discussed next Tuesday with the Administrative Council (comprised of the UNC Chancellors).

Faculty Governance Committee Report (Ken Gurganus,UNCW)

Bylaw amendments will be voted on at the next meeting of the Assembly. The committee characterizes the amendments as minor. The committee will distribute bylaws proposals a month before the meeting.

The Chair met with the Senate Chairs and discussed a possible bylaws change to designate the Senate Chair to be a member of the Assembly delegation. Further discussion indicated that some campuses were not in favor of it and preferred that it not be mandatory. The committee also reviewed the Computer Use Policy.

The main focus of the committee was the discussion of the resolution: Resolution Promoting Effective Governance. After a lengthy discussion, the resolution was passed by the Assembly. (see Resolution 97-3.)

Report from Meeting of the Faculty Chairs (Maureen Grasso, Convener, UNCG)

Chair Grasso thanked the Assembly for the opportunity of bringing all the Faculty Chairs together for valuable dialogue that focused on common issues for discussion. These issues included: (1) post tenure review, (2) distance learning, ethics and technology, (3) a need for a listserv for chairs and (4) a need to meet earlier in the year

Chair Gasaway suggested that a Faculty Senate Chair undertake the responsibility of setting up a list serve for the Chairs. Chair Grasso agreed to do so.

Old Business

There was discussion by the Assembly for Chair Gasaway to request from President Broad a clarification of Phased Retirement. There were questions concerning whether administrators with non-teaching responsibilities and those with teaching responsibilities will qualify for the phased retirement policy.

Other business concerned the advertisement of vacancies at General Administration and whether there was a trend set for search committees. Myra Cain, Associate Vice President for Academic Affairs, informed the Assembly that Deborah Stewart, Graduate Dean, NCSU, is on the search committee and may represent the faculty.

Chair Gasaway agreed to contact President Broad, informally, concerning faculty representation on the four (4) searches for Administration positions.

The discussion topic agreed upon by the Assembly for the April meeting will be bylaws changes.

New Business

Parliamentarian, Gilbert Smith, presented a resolution for adoption: Resolution on Human Rights Year. After discussion by the Assembly, the resolution was passed.(see Resolution 97-4.)

Chair Gasaway reminded the Assembly about the Intellectual Property Colloquium during the November meeting, either a Thursday or Saturday.

The meeting was adjourned at 8:55 p.m.

Respectfully submitted,

Maceo C. Smith

Secretary, Faculty Assembly

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