

Minutes of the Faculty Assembly

University of North Carolina 117th Meeting 21 September 2001

[Agenda]

Chair Richard Veit called the Assembly to order at 9:04 a.m., with 43 delegates present.

1. **Special Order of the Day:** Chair Veit presented a memorial to the victims of the terrorist attacks in New York and Washington.
2. **Minutes** of the April 2001 meeting were adopted as presented.
3. **Chair Richard Veit** gave his report.
 - a. He introduced new Assembly members. He asked that members review information he has placed on the web (www.uncwil.edu/facassembly). Members should note that future meetings will start at 10:30 a.m. Reimbursement forms (on web site) should be mailed to Sharon Green.
 - b. Members may communicate via E-mail over the various discussion groups set up. The Chair noted that we are the body empowered to speak for the faculty in the University of North Carolina System.
 - c. Orientation to the business of the Assembly. Roberts' is used for parliamentary procedure. Henry Ferrell (ECU) is Parliamentarian. Motions made will be referred to Assembly committees. We come here with open minds. Chair Veit urged delegates to speak freely to motions.
 - d. Chair Veit outlined his conversation with President Broad - topics covered included: threat to tenure by part-time/adjunct faculty, no news when he spoke from the legislature, hiring has been delegated by Board to President in some cases, compensation underway.
4. **Business:**
 1. Motion #01 (relative to Technology Committee) was sent to the Governance Committee.
 2. Motion #02 (relative to deferred merit rates) was sent to Benefits and and Welfare.
 3. Motion #03 (relative to times and procedures-electing officers) was sent to Governance.
 4. Motion #04 (relative to Senate Chairs in the Assembly) was sent to Governance.
 5. Motion #5 (relative to semester length) was sent to Planning&Programs.

Members discussed these motions, especially #5.

5. Report of **Vice President for Public Affairs and University Advancement J. B. Milliken:**

Vice President Milliken announced that the Budget has cleared the General Assembly in Raleigh as of this morning and was headed to Governor Easley for signature. We fared rather well considering the state of the economy, which is not good and is doing worse following the terrorist attacks on New York and Washington on 9/11. He stated that the fiscal condition of the state has experienced severe deterioration. We owe a debt of gratitude to the Governor and the Legislative leaders. Enrollment increases were fully funded and will increase some \$40 million. EPA faculty positions were not part of 8% staff reductions. \$5 million MCNC reductions ARE

to be charged to users. He noted that some universities appoint faculty members to sit at the table with Boards of Trustees. Tuition increases were approved by the legislature. Information Technology authority has now been distributed to local campuses by state statute. A study is being conducted about how to improve Health/Benefit plans and salaries. Regarding faculty productivity: we have achieved \$3 million in savings. Raises have been designated at a \$625 flat amount for each faculty plus, on some campuses, income from tuition increases.

6. **Senior Vice President for Academic Affairs Gretchen Bataille** gave her report:
 - a. She stated that this was like the "Tale of Two Cities" - the best of times and the worst of times. On the plus side: we have received full enrollment funding and preserved overhead receipts. On the minus side: benefits cost increases offset \$625 flat amount salary increase for many.
 - b. Currently, the administration is looking at a medium benefits health plan.
 - c. In the personnel areas local campuses will have more authority in P&T decisions. President Broad can now approve some appointments.
 - d. By the year 2010 we will need to hire 1200 new faculty per year.
 - e. Non-tenure track faculty report information will come from study by Betsy Brown. She noted that non-tenure track faculty consist of many different types – new faculty who teach survey classes, senior staff in law and business who teach one or two specialized courses. Difference perhaps between survey class faculty and doctors and lawyers who just teach one or two classes.
 - f. She noted that Academic Affairs has shifted to the new academic-program planning model approved by the Board of Governors last year. Programs below the Doctoral level do not require Board approval.
 - g. There is a need for NC universities to have funding for basic research as it is provided for in other states.
 - h. In Academic Program planning areas we have shifted to the new planning model. Very reasonable proposals have been received so far.
 - i. Review of low productivity programs- 19 low productivity programs have been recommended for cancellation as a result of this review.
 - j. The Academic Common Market was approved by the General Assembly. This SREB program provides the opportunity for students to study in selected programs in states other than where they have residency and pay in-state tuition.
 - k. Additional teacher education programs have been received for review.
 - l. 24- programs are now being run by e-learning. There is a need to better assess what we do.
 - m. In the Research area, we are looking at technology transfer, new IP procedures, and D.E. assessments.
 - n. President Broad provided \$500 million of strategic initiative funds to purchase genomic software that can be accessed by all campuses.
 - o. There is a need to work to receive more for marine-science funding so that we are on par with other east coast states.
 - p. Strategic Planning is progressing – the 5 year BOG plan due in January 2002.
 - q. It is no longer necessary to include new program planning for review in the strategic planning process in many cases.
 - r. More emphasis is being placed on "internationalization."
 - s. A new section on diversity is being introduced in each campus planning document.
 - t. We need to accept, retain and graduate more diverse student populations.
 - u. Vice President Bataille opined that the Faculty Assembly was off a great start under Chair Veit. Betsy Brown is the official liaison to the Assembly.
 - v. Vice President Bataille noted that the Office of the President must provide value added services to the campuses, especially things like the Portal for the Academic Common Market (view on Southern Regional Education Board web site: sreb.org).
7. **Committee meetings and lunch** were held at 11:30 a.m.
8. **President Molly Broad** reported as follows:
 - a. President Broad spoke to how well the university coped with the national tragedy. The university was able to seek and offer emotional support to all at a time of great need. She called on us to redouble our efforts at globalizing our university. She noted that tolerance is a fundamental part of our university.
 - b. Enrollment funding - Full funding was a great accomplishment. There will be more significant increases in tuition revenues with the new budget. 5400 more students were anticipated to enroll this year (this is the entire enrollment of half of system

campuses). However, actual enrollment was closer to 7000, way beyond what we had budgeted for. Our efforts to reach out to citizens of North Carolina in the Bond campaign will pay off here. President Broad stated that we have a social compact with these citizens of North Carolina. She acknowledged that this enrollment is pushing system to our limit. About 3% is about all we can handle, but a 4.3% increase is what we have. Some students are staying in motels, etc. We have a 25% increase in Distance Education. These students need the same support as resident students. Most Distance Education students are North Carolina undergraduates. Growth is focused on seven campuses. She is confident that these are the right steps. We will continue to seek full funding for need based students.

- c. Board of Governors. A report was passed out on productivity of academic degree programs.
- d. The President responded to questions raised by Chair Veit in an earlier conversation:
 - i. Ex-officio Board of Governors or Board of Trustees faculty members. State statutes are clear on this. She has discussed this issue with the Boards. The President then went on to propose an annual wrap-up session with her cabinet regarding issues we wish to have the Trustees look at.
 - ii. Faculty involvement in local campus administrative review. This is occurring on campuses every fourth year by the Board of Governors.
 - iii. Non-tenure track faculty. Given enrollment increases and retirements new hires will define the next generation of faculty for the University of North Carolina. There will be some increase in non-tenure track faculty, but we need to sort this out. What is a permanent change and what is a temporary change? There were 128 system retirements this year, most of whom had taught for 30 years or more.
 - iv. Faculty salaries. There was concern with national competition. We cannot permit declines to go on. Unfortunately the fiscal condition of the state is poor and outlook is that it will get worse. The biennium will call for significant revision. Health care increases are also a concern.

Additional follow up questions from Assembly members were on Chancellor review, calendar days, and graduate stipend increases.

9. Committee Reports:

- a. **Academic Freedom and Tenure** (Paul Williams - NCSU). No resolutions at this time. Agenda items which will be looked at during the coming year: Copyright guidelines, Brown report on non-tenure track faculty, post-tenure review, and campus assessment. Prof. Rosenberg (ECU) made motion (#06) that: "The Assembly refer to the Academic Freedom and Tenure Committee the following motion: that prior votes *of campus assessments of Chancellors* be recorded *by the committee and on local campuses*" (rephrased by secretary). The motion to refer was seconded and passed. (Motion relative to reporting results of campus assessments of Chancellors).
- b. **Budget** (Barbara Moran - UNCCH). The Committee met with members of the Office of the President. Problems discussed included Health plans and salaries. This year, the Committee talked about: (1) how to educate faculty statewide about the budget process (2) how educate the public and General Assembly. It was decided to pursue the first option. They will try (1) a web page on the budget process, (2) general articles about higher education budgeting, (3) a Guerrilla Theater about hidden budget documents such as the Chancellors proposed budgets (for example), (4) to train Faculty Assembly once a year with a workshop on budgeting and (5) to have a pilot workshop on budgeting on

local campuses.

- c. **Faculty Development** (Beryl C. McEwen - NCA&TSU). The Committee met with VP of Research, Dr. Russ Lee, who emphasized the following: (1) Overheads should reach academic departments and can be used to support such things as graduate assistants. (2) Funded research is now an expectation for tenure and promotion on most of our campuses and often takes away from teaching as even new professors get funded grants and buy time away from teaching. (3) Funded research is, in fact, an important part of what supports faculty professional growth and development, but often funded projects are not equally available across all academic disciplines--more opportunities are available to some disciplines. (4) Sponsored research has increased by about 9% but the infrastructure is not always available on the campuses to support this research. (5) There is need to streamline the process to get proposals off our campuses and to spend the monies when the projects are funded. (6) When preparing proposals, research should focus less on overheads (what they get out of overhead dollars) and focus more on ensuring that projects are fully funded. Too often we include unnecessary cost sharing. Include cost sharing only when it is required. (7) A policy meeting, with Research Directors on our campuses and the VP of Research is planned for November 2001. (8) We are encouraged us to invite him to our campuses to discuss research issues and processes with faculty. (9) The primary message that he would like us to take back to our campuses about research is—stop focusing on overheads and focus on fully funding the research projects that we propose.

The committee supports faculty exchanges among our campuses, including faculty taking courses at other campuses—refresher or retooling. It should be noted that the current budget reflects several cuts in faculty development for example: (1) Funding for Selected Summer Research—\$1,000,000; (2) Travel—\$1,000,000; and (3) Teacher Academy—\$533,396. The committee is concerned about the lack of travel funds to attend professional meetings, especially for junior faculty.

Goals for the year include finding out the status of faculty development on our campuses: (a) what programs exist, (b) who are responsible, (c) who are benefiting and in what ways. Del. Bonnie Kelley recalls Memorandum 338, which provided for the establishment of Institutional Teaching Learning Centers. The committee will try to find out what is the status of these centers on the campuses--do they exist and what types of programs do they offer. The committee will also try to find out to what extent is mentoring available on our campuses to help faculty move from the rank of Assistant Professor to Associate Professor with tenure and also to help those trying to move from Associate to Full Professor.

- d. **Faculty Welfare** (David Claxton - WCU). The Committee met with Ron Penny and Kitty McCollum. (1) The administration is aware of problem with health care benefits and continues to explore possibilities. (2) There have been problems with late pay with NCFLEX bills. This is to be discussed by GA with plan administrators. (3) NCFLEX contributions will be increased to a maximum of \$3600 a year. (4) The variety of disability plans on the various campuses was discussed. (5) Consideration of a New modified Health Plan was discussed with lower costs and less benefits. (6) HMOs are possible in the future. (7) There is a need to protest poor salaries and benefits. The Committee discussed a proposal submitted calling for a work stoppage on UNC System campuses. This action was not recommend at this time. (8) Data on faculty retention in the system is needed. It is also important to know how we compare with other institutions both private and public in the state and the nation. (9) Concern was expressed regarding the conducting of committee meetings over lunch. Committees need more time to study issues.

The Faculty Welfare Committee presented motion #02 (on merit raises). The motion

passed on voice vote. Faculty Welfare Committee presented a new motion (#07) “That the Faculty Assembly requests that President Broad inform the legislature of faculty concerns about the health benefits package.” (motion edited by secretary). The motion passed on a voice vote.

- e. **Governance** (Henry Ferrell - ECU). The committee met with Senior Vice President Bataille. The committee discussed interest in Board of Governors and Trustees Policies being delegated to the Office of President and that a local campus governance issue database be developed.

Governance reported out the following motions (to be discussed and voted on at next meeting):

- i. Motion #01 (on technology committee) [editorial changed adds “this” to last sentence.]
- ii. Motion #03 (on election procedures)
- iii. Motion #04 (on Senate chairs)

Prof. Ferrell asked that the Chair send a letter of appreciation to President Broad, other appropriate staff and the legislature for their work on the recent budget success (motion #08). The motion passed on a voice vote.

- f. **Planning** (Stephen Lilley - NCSU). 1) Academic programs - The process for program evaluation has changed. A handout on “2001 Academic Program Productivity” was distributed. Questions were raised on the topics of faculty effectiveness and faculty involvement? The Assembly had no consensus on these issues. 2) Resolution on Academic Calendar (motion #05)

Several delegates made motions to change wording of motion #5. All failed on voice votes.

Prof. Allred made a motion to amend motion #5. Motion passes on voice vote. Motion adds an additional “Whereas” and adds phrase to “Be it resolved” section:

Whereas institutional flexibility will enhance inter-institutional instruction and research:

Be it resolved, that the UNC Faculty Assembly urges the President of the University of North Carolina to recommend to the Board of Governors that each constituent institution be allowed to set its own academic calendar, a calendar that should not exceed the current 150 days, and that should meet all applicable accreditation standards.

Prof. Downes made a motion to send motion #5 back to committee. There was no second.

Prof. Rosenberg first made a motion to table, then on advice of Prof. Ferrell, a motion to postpone this item until next meeting of the assembly. This motion passed on voice vote.

- g. **Ad Hoc Technology** (Jose D’Arruda - UNCP). The Committee met with Frank Prochaska. (1) A plan to conduct a workshop/retreat was discussed. (2) The Committee is concerned about the statute on p. 273 in handout that provides for decentralized Information Technology on the 16 campuses. Committee suggests that Chair Veit write a letter of concern on this issue to President Broad on behalf of the Assembly stating that “We don’t want the law to hamper collaborative efforts which unify the system forming a sustainable economic technological synergism.” The motion (#09) to send letter passed on voice vote. Chair Veit indicated he would write letter upon being given a draft from the committee.

Chair Veit thanked Assembly members for coming, wished all a safe trip home, and declares the meeting adjourned at 4:09 p.m.

Respectfully submitted
Ralph Lee Scott,
Secretary, Faculty Assembly of the University of North Carolina.

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