

Minutes of the Faculty Assembly

University of North Carolina
123rd Session
21st February 2003
Chapel Hill, NC

Agenda

I. First Plenary Session

1. Chair Veit called the meeting to order at 10:32 a.m., with 33 members present.

The following members were absent as listed on the roll: Paul Gates, Lorin Baumhover, David Domermuth, Mark Venable (ASU), Brenda Killingsworth (ECU), Wayman Parson (ECSU), Blanche Radford-Curry (FSU), Beryl C. McEwen (NCA&T), George Conklin, Percy Murray (NCCU), Philip B Carter (NCSU), Sue Estroff (UNCCH), Mike Corwin (UNCC), William Link (UNCG), Stephen McNamee (UNCW).

Present and signing the roll were: (ECU) Bob Morrison, John Cope, David Pravica, Ralph Scott; (ECSU) S. DeLacy Stith for Ali Khan (FSU) Thomas Van Cantford for Gennifer Bell; (NCA&T) Alvin Keyes, Derrek Dunn; (NCCU) George Wilson; (NCSA) Bill McCord, Robert Collins; (NCSU) Harriette O. Griffin, Stephen C. Lilley, Paul Williams, Richard Bernhard, Frederick T. Corbin; (UNCA) Donald Lisnerski, Duane H. Davis; (UNCCH) Steve Bachenheimer, Barbara Moran, William W. Smith, Diane H. Holditch-Davis; (UNCC) Jeff Passe, Ann Newman, Meg Morgan, Dawson Hancock; (UNCG) James Evans, Anthony Fragola, Richard Ehrhardt; (UNCP) Jose D'Arruda, Tom Dooling; (UNCW) Richard Veit, Dan Noland; (WCU) Mary Adams, Mary Anne Nixon; (WSSU) Jill Harp, Francine Madrey.

2. The Minutes of the November 2002 meeting of the UNC Faculty Assembly were approved with two editorial corrections.

3. Chair's Report. Chair Veit stated that he had written to the North Carolina General Assembly urging them to support a substantial salary increase for faculty and state employees. He also requested that sequestered matching funds be re-instated to the Teachers' and State Employees' Retirement Fund (TSERS).

4. Report by the Chair of the Board of Governors, Brad Wilson. Chair Wilson noted that he had visited a number of UNC campuses and that he hoped to visit all in the near future. He thanked the faculty for "all that you do" for the students and the university. He stated that the Board of Governors recognizes the important role that the faculty play with regard to students on local campuses. This is particularly true when the economy and budget are not favorable to us. Chair Wilson noted that the Assembly Chair, Richard Veit speaks at the Board of Governors meetings on behalf of System faculty in "a diplomatic and professional manner." He noted that it is important to have the faculty point of view expressed to the Board.

Chair Wilson reported that when he visits on local campuses he meets with the chancellor and the

local university executive team and also with the faculty and staff leadership. A number of common themes have been expressed so far: 1) universal concern about SPA staff salaries. 2) salary structure and benefits for faculty are a concern (6% increase has been requested by the BOG): “Benefits are one of the more troubling aspects of our compensation package.” 3) Cuts are beginning to have an effect on the classroom. Students are unable to get their courses in sequence. This jams up the front end of the system because students cannot graduate thereby denying openings to incoming first year students.

Chair Wilson noted that “wonderful things are going on all our campuses.” The Board of Governors takes its work very seriously and Faculty Assembly members should come to the Board of Governors meetings and “watch us work.” The Board does care about this university. He welcomes constructive criticism and comments and hopes to visit with us and meet us on our local campuses.

Chair Veit asked if there was support for a seat on the Board of Governors for the Chair of the Faculty Assembly. Chair Wilson stated that while he would welcome this scenario, this is an issue that will be decided by the General Assembly. He does not feel that the present system presents the faculty with any particular disadvantage. He does not see this representation being changed by the General Assembly anytime soon.

Delegate Adams (WCU) asked about “administrative creep” on campuses. Chair Wilson noted that this was the first he had heard of this issue. Adams asked if the Board of Governors would be interested in studying this issue. Wilson replied that they would. He noted that “we must maintain an appropriate balance between the Board of Governors and local campuses with regard to micromanagement and local flexibility.”

Delegate Fragola (UNCG) asked about the Blue Cross/Blue Shield overcharge of \$15 million that had been reported in the Press. (Chair Wilson is General Counsel for Blue Cross/Blue Shield of North Carolina.) Fragola asked if we are due a refund for the overcharge. Chair Wilson noted that the overcharge was a result of a “computer error” that effected ½ % of all claims submitted. Subscribers will get refunds, but it does not at present appear that any state healthcare claims were paid in error. In response to a followup question on the general paucity of health benefits, Chair Wilson stated that the best thing the faculty could do would be to lobby our own legislative delegates. The legislature holds the “keys to the Magic Kingdom. Don’t let anyone tell you there is not enough money. It’s a matter of priorities, good health care benefits are a 21st century necessity” for the faculty.

Delegate Ehrhardt (UNCG) asked Chair Wilson about his opinion about the leadership in the General Assembly. Chair Wilson responded that he was confident that the dual leadership would work out and that the General Assembly “will probably remain true to their historical funding commitment.”

5. Report by the President of the University of North Carolina, Molly Corbett Broad

Prior to President’s Broad’s report, Chair Veit read and presented her with a copy of Resolution 2002-Sept-#03, “Resolution Honoring Molly Corbett Broad on the Completion of Her First Five-Year Term as President of the University of North Carolina.”

President Broad noted that the question and answer period with Chair Wilson contained a frank exchange between the faculty and the Chair. She noted that an important question is how do we position ourselves for the upcoming legislative session? The two Speakers need to find a way to appeal to the moderate middle of the two parties. The Speakers are looking toward hiring a common staff team. The Office of the President will be advocating the needs of the university to the General Assembly, especially budget and policy issues. In the past the opposition was free to sit on the sidelines and criticize what others were doing. Now they will have to be part of the solution. We have

a new leadership with the right spirit. What can the faculty do? We can invite General Assembly members to our campuses. The Chancellors are organizing these campus visits. Faculty members should engage General Assembly members when they come to campus and explain the important work the faculty is doing. There are 52 new members of the General Assembly.

The university is playing a crucial role in the transformation of the knowledge based economy. This is evidenced by the Emerging Issues Forum at NC State University. President Broad noted the question in last Sunday's *News and Observer* regarding the effect the university has on "jumpstarting the economy." The university is the single most important institution in developing the economy. The university's role in research and teaching is the key to the recovery. The University of North Carolina is in "solid shape" for the coming year. This is no small feat and is due largely to a conservative budget and one-time revenues. The problem will be with the next fiscal year. There will be the need to close the budget gap, which is close to 10% for most states. We need to get control of the Federal health care costs. A large percentage of the state budget is going to fund NC health care. If you look at the charts, you will see that expenditures on education and health care have crossed with the larger portion going now to health care. There are some "real structural issues with the Federal/State relationship which must be solved." It will be great challenge in the coming budget to fend off cuts and reversions. We will press for flexibility to allow for different cuts to occur on each campus.

The Office of the President will take a look at administrative creep. President Broad noted that she would have expected that administrative cuts would have been the greater when compared to faculty cuts. Her office has been trying to protect faculty in the classroom. Her office has also been studying the administrative costs associated with federal mandates. She noted that meaningful salary increases for faculty and staff will be a high priority, but this will be difficult to do given revenues. High priorities are protection of programs and full funding for enrollment growth. President Broad spoke about the development of a sick-leave policy for nine-month faculty. This policy will be coordinated with the federal Family and Medical Leave Act and the companion North Carolina act.

President Broad reported on the growth in the relationship with Monterrey Tech. (Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM)) in Mexico. Monterrey Tech has the largest campus with some 30 units in Peru and other Latin American countries. Monterrey Tech has about 100,000 students and 7600 faculty members and a very large distance-education component. The Office of President will seek to form additional relationships with foreign universities similar to that with Monterrey Tech. UNC-Charlotte and NC State have already developed exchange programs with Monterrey Tech.

Delegate Scott (ECU), referring to a recent fatal fire involving off-campus ECU students, asked about the possibility of changing the NC State Building Code to require the installation of sprinkler systems in new group housing and the possibility of requiring retro-fitting of older fraternity and sorority housing. President Broad noted that progress is being made on the installation of sprinklers in on-campus housing. She will look into changes for off-campus housing.

Delegate Lisnerski (UNCA) asked about the rumor (attributed to Representative Fox) that the Governor would not include a lottery in the new budget request, but that it would include a budget significantly lower in education funding. He has heard this rumor from a dozen other locations. The President responded that we are very concerned about this issue.

Delegate Pravica (ECU) asked in view of the recent resolution by the Faculty Senate at North Carolina State University, relative to Chancellor Fox, and in view of recent decision by Chancellor Muse at East Carolina that went against a 47 to 8 vote by the ECU Faculty Senate, what were her views on the roles of the faculty in shared governance. President Broad responded that she did not know of any great universities that did not have shared governance. Universities have existed as long as they have

because of a commitment to a set of democratic values. We will not be a great university without shared governance. Shared governance continues to be an important value for the President. These same values are important to a democratic society.

6. Report by Vice President for Finance and Chief Financial Officer (CFO) Jeff Davies. Vice President Davies reported on the process for campus initiated tuition increases. He noted that the Board has placed a one-year freeze on tuition increases at present levels. The System-wide average increase in tuition for the past three year period has been around 62%. All but three campuses (UNCA, UNCP, WCU) used tuition increases to raise faculty salaries.. The 6% salary increase funding requested by the Board totals \$71,048,137 in the first year of the biennium and \$149,737,597 for the second year. Some \$35 million has been set aside from campus-initiated tuition increases for faculty salaries. Vice President Davies noted that any additional reduction in the budget would impact the classroom. Even as little as a 1% reduction would impact existing programs.

Delegate Van Cantford (FSU) asked why some campuses were at the low end of the tuition scale? Vice President Davies noted that prior to 1998 the Board of Governors set the tuition. After 1998 there are two types of increases: Board of Governors increases and campus-initiated increases. Each campus now has the option to request more tuition. These campus based increases are negotiated between the Chancellors and their Boards of Trustees. The solution to raising tuition on your campus is to ask for one.

Delegate Lisnerski (UNCA) noted that tuition has already increased by an average of 62% with the increase at UNCA being 98%. It was noted that this is only tuition increases and does not take into account the increase in other fees.

Vice President Davies noted that the Budget Office was going to prepare the Budget for submission in ten days. Funding will be asked for enrollment increase monies and financial aid funding.

7. Vice President for Public Affairs and University Advancement J. B. Milliken. Vice President Milliken spoke about the Governor's position on the Budget. He is optimistic on funding related to enrollment growth, financial aid and some salary increase monies. He distributed to the Assembly a "Talking Points" handout and a handout on the Senate leadership and committee assignments. He also distributed a PowerPoint presentation on the Education Budget (K-12, CC and University of North Carolina System). He noted that last year the university system reverted some \$150 million back to Raleigh. The Education Budget will be submitted to the General Assembly on February 25th. He noted that there was not a lot to address with the legislature this session. The TSERS and Health Plan issues are ones that are broader issues than just the University of North Carolina System as they affect all state employees.

8. Chair Veit called for additional nominations from the floor for Faculty Assembly Officers and committee chairs.

II. Lunch

During lunch, the delegates voted for Faculty Assembly Officers and Committee Chairs for next year. The results are as follows:

- Chair – Jeff Passe – UNCC
 - Vice Chair – Mary Adams – WCU
- Secretary – Meg Morgan – UNCC

Committee Chairs

- Academic Freedom and Tenure – Francine Madrey – WSSU
- Budget – Duane H. Davis – UNCA
- Faculty Development – Bonnie Kelley – UNCP
- Faculty Welfare – Don Lisnerski – UNCA
- Governance – Richard Veit – UNCW
- Planning and Programs – Diane H. Holditch-Davis – UNCCH
- Faculty Technology – Robert Collins – NCSA

Lunch was completed at 12:53 p.m., ending the morning sessions.

III. Standing Committee meetings 1:00 – 2:45 p.m.

IV. Second Plenary Session

The Second Plenary Session started at 3 p.m. with 29 members in attendance.

The following members were absent as listed on the roll: Paul Gates, Lorin Baumhover, David Domermuth, Mark Venable (ASU), David Pravica (ECU), Wayman Parson (ECSU), Blanche Radford-Curry (FSU), Beryl C. McEwen, Edna Ragins (NCA&T), George Conklin, Percy Murray (NCCU), Philip B Carter, Stephen C. Lilley (NCSU), Steve Bachenheimer, Barbara Moran, Sue Estroff (UNCCH), Jeff Passe, Mike Corwin (UNCC), William Link (UNCG), Stephen McNamee (UNC-W).

Present and signing the roll were: (ECU) Bob Morrison, John Cope, Brenda Killingsworth Ralph Scott; (ECSU) S. DeLacy Stith for Ali Khan (FSU) Thomas Van Cantford for Gennifer Bell; (NCA&T) Alvin Keyes (NCCU) George Wilson; (NCSA) Bill McCord, Robert Collins; (NCSU) Harriette O. Griffin, Paul Williams, Richard Bernhard, Frederick T. Corbin; (UNCA) Donald Lisnerski, Duane H. Davis; (UNCCH) William W. Smith, Diane H. Holditch-Davis; (UNCC) Ann Newman, Meg Morgan, Dawson Hancock; (UNCG) Richard Ehrhardt; (UNCP) Jose D'Arruda, Tom Dooling; (UNCW) Richard Veit, Dan Noland; (WCU) Mary Adams, Mary Anne Nixon; (WSSU) Jill Harp, Francine Madrey.

Report by Senior Vice President for Academic Affairs Gretchen Bataille. Vice President Bataille reported that we are beginning to look at how distance education can be better coordinated within the UNC System. While we have articulation agreements with the community colleges, we do not have agreement within the UNC System on how to handle distance education. Balance of payments and other issues on e-learning courses still need to be made easier for students who register between campuses. Vice President Bataille would appreciate any input that we have on how to handle this issue. Dr. Mabe has announced that funds for e-learning have been distributed to the campuses.

Dr. Bataille next reported on three areas of study mandated by the General Assembly last session: Dentistry: Increasing resources to UNC-CH and adding residents to work at ECU; Pharmacy: with two years at ECSU and two years at UNC-CH. Students would then return to Eastern North Carolina for

residency training. (She noted that students often remain in the area where they do their residency.); Engineering: Feasibility study for programs at ECU, UNCA and WCU will begin this week.

We are concerned about national and international security issues. The Office of the President maintains contact with Washington on these issues. Universities are a safe haven during times of stress. The Department of Homeland Security will be shortly releasing RFPs in a variety of areas. This should be a very important area for funding for UNC institutions. Senior Vice President Bataille made note of a recent article in the New York Times that looked at the way that some journals have begun to restrict access to sensitive materials. This will have a negative effect on graduate students and some faculty. As always we have to be aware of the balance between the need for national security and the free exchange of ideas.

She has talked with the Chief Academic Officers with regard to minority presence scholarships and the University of Michigan case. Each campus attorney and local campus diversity groups are charged with determining how much diversity is enough. If the campus has not achieved a desired amount of diversity then minority presence scholarships would still be appropriate. Academic questions such as this are often best answered by academics and not just numbers. Dr. Bataille noted that a new version of the SAT would be released in 2005 and it would involve a writing component. Writing skills will be in the spotlight both on the university and K-12 level as a result of this new SAT test. Writing is now valued and necessary for academic success.

Dr. Bataille noted that exceptions to admission policies need faculty input on the local campuses. This has recently become an issue in the press due to exceptions for student athletes on some campuses. She repeated from the remarks by President Broad that we would be asking for a 6% raise for faculty and staff in each of the next two years. She is not confident that this request will survive intact in the upcoming Governor's budget. Dr. Bataille noted that the current projections are for enrollment growth across the campuses and felt that the articulation agreements with the community colleges would be a good way to lessen the impact of these enrollment increases. Finally she noted that the dispute resolution process is now moving ahead on to the local campuses.

Delegate Morrison (ECU) asked about Diversity Scholarships and Scholarships for Minority Faculty. Dr. Bataille responded that these have been replaced by campus based initiatives. Local campuses can have creative strategies and set aside funds for specific goals for diversity and hiring.

Associate Vice President Betsy Brown noted that our efforts at minority retention and mentoring are very important in this area.

Delegate D'Arruda (UNCP) asked about new programs issues – Is there any way to be more proactive in this area? Dr. Bataille responded that we have policies in place to develop new programs.

Delegate Lisnerski (UNCA) asked if the salary data was just “salaries” or included the total package. Dr. Bataille responded that it was salaries only in the data.

Lisnerski followed up with a question about diversity and the special PhD assistance program we had in the past. Dr. Bataille responded that we lost that program to budget cuts about three years ago.

Chair Veit asked about the effect of the Patriot Act reporting on local campuses. Associate Vice President Betsy Brown responded that INS is compiling a database of largely public information. The deadline for reporting this information to the INS has been extended for two more weeks. All campuses have been doing what they were supposed to be doing with regard to the Act. Local Law Enforcement requests have been on the increase. We will release only directory information unless a specific court order is signed by a judge. The New Patriot Act II is in the works. However, even with

the new act, subpoenas will still be required.

V. Standing Committee reports

1. Academic Freedom and Tenure – Mary Adams. Committee is working on three projects leading to possible resolutions: 1) Administrative bloat (Dr. Bataille noted that in the seven focused growth institutions, adding additional administrators was exactly the point); 2) Development of an Intellectual Property document (Dr. Bataille noted that all campuses had reviewed these policies within the last three years); 3) Re-examine “service” as a component of the TPR document process

2. Budget – Duane Davis. Information other than that reported by Jeff Davies is being reviewed for future discussions. Changes have been made to the Financial Affairs web site at the Office of President. It was noted that some smaller campuses have administrators paid from instructional lines.

3. Faculty Development – Jose D’Arruda. Held joint meeting with Faculty Technology committee. Announced that the UNC Teaching and Learning with Technology Conference would be held in Greensboro on March 27-29. This conference is a joint effort by the UNC TLT Collaborative and the UNC Faculty Assembly Faculty Technology Committee. Conference web site:
<http://www.unctlit.org/special/conference2003>

4. Faculty Welfare and Benefits – Don Lisnerski. Committee is looking at four areas: 1) Faculty Serious Illness and Disability. The Committee is looking at a Draft of this Policy. Copies will be sent to all delegates for comments. This policy will set minimum guidelines. This area is handled differently across campuses and may not be in line with the Family Leave Act. Committee is thinking about developing guidelines or a handbook of information that would describe the minimum standards applicable to full time faculty. 2) Committee would like support the President’s Office working with TIAA-CREF a survey of senior (tenured and over 50-year) faculty life issues such as retirement, post-tenure review, etc. 3) Health Care Plan issues will be something the committee wants to look at. Given a current \$552 million deficit projected for next year there will probably be increases in deductible (to \$375-400) and co-pay change to 70/30% with co-pay on prescriptions increasing by \$5 (on other than generics). Committee is also looking at the fallout from the drop in stock market prices and the effect this has on faculty retirement issues. Can OSR members move back to TSERS for example? Committee might invite retirement plan companies like, TIAA-CREF to speak on this topic and offer counseling for new faculty about plan choice issues.

5. Governance – Paul Williams. Examined a complaint from a member that the Faculty Assembly that the Assembly spends too much time “wordsmithing” various documents prior to passage. Committee decided that wordsmithing is important. Chairs were advised to allow for this process at the committee level so that the documents come to the floor in a more finished version after proofing and grammatical adjustments have been made. Chairs should set up an agenda and do work via e-mail. Looked at the Faculty role in the governance of athletics. Discussed how this is done on the various campuses. This is a shared governance issue. We need to do an audit of campus governance issues. Starting a discussion of the basic rights of foreign students in light of the directives by the Attorney General of the United States. Noted that delegates have an amendment to the By-laws which will be voted on at our April meeting. Committee discussed the NC State Senate censure of Chancellor Fox. This is an internal NC State matter, but the Committee commends the NC State Faculty, the NC State Faculty Senate and the NC State Faculty Senate Chair for appropriately and effectively exercising the processes of faculty governance in this matter.

6. Planning and Programs – Dan Noland. Committee met with met with Senior Vice President Bataille and Vice President for Academic Planning, Alan Mabe. Committee discussed how unfilled lines are filled and issues of growth on the various campuses. Vice President Mabe asked the question of how

many faculty should be tenured. Vice President Mabe also passed out a handout on regulations for long range planning for the 2007-2009 cycle. With regard to low productivity programs, many teacher education programs fall in this category. Committee will look at enrollment growth issues, especially with regard to the current decline in the number of high school students going on to college, which has declined from 30.9% to 30.1%. Committee looked at the faculty teaching workload study (April 2003?) which covers all full time faculty. Also looked at various long range funding models. How will we fund higher education when the economy is not in long term growth mode? Also committee would like to study the impact of the decline in high school student growth. High school students will reach a plateau in terms of growth by 2009. Might want to consider a funding model that detaches teaching monies separate from library and service monies. Committee also asked the question about who sets the calendars on the local campuses. Committee continues to be concerned with diversity issues. Committee would like to study how we will plan for increases in the number of students with English as a second language. Also how can we better integrate faculty into long-range planning issues?

VI. Unfinished Business

None

VII. New Business

None

Chair Veit noted that there were no motions received nor passed at this meeting of the Assembly.

Chair Veit adjourned the Faculty Assembly at 4:34 p.m.

Respectfully submitted by

Ralph Lee Scott

Secretary

The Faculty Assembly of the University of North Carolina.

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