

# Minutes of the Faculty Assembly

## University of North Carolina 126th Session of Faculty Assembly January 23, 2004

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**Present:** Mark Venable (ASU); Rick Niswander (ECU); Bob Morrison (ECU); John Cope (ECU); Brenda Killingsworth (ECU); Samuel Moore (ECSU); Blanche Radford-Curry (FSU); Thomas Van Cantfort (FSU); Alvin Keyes (NCA&T); Cynthia Gillespie-Johnson (NCA&T); Derrek Dunn (NCA&T); William Lawrence (NCCU); Kofi Amoateng (NCCU); Miles Simpson (NCCU); LeRoy Percy (NCSA); Harriette Griffin (NCSU); Stephen Lilley (NCSU); Paul Williams (NCSU); Richard Bernhard (NCSU); Donald Lisnerski (UNCA); Gwen Ashburn (UNCA); Steve Bachenheimer (UNCCH); Diane Holditch-Davis (UNCCH); Judith Welsh Wegner (UNCCH); Bonnie Yankaskas (UNCCH); A. Fleming Bell II (UNCCH); Jeff Passe (UNCC); Dawson Hancock (UNCC); Rosemary Booth (UNCC); Meg Morgan (UNCC); Yogi Kakad (UNCC); Anthony Fragola (UNCG); Nancy Fogarty (UNCG); Bonnie Kelley (UNCP); Jeffrey Geller (UNCP); Dick Veit (UNCW); Dan Noland (UNCW); Jimmy Reeves (UNCW); Mary Anne Nixon (WCU); Mary Adams (WCU); Gary Jones (WCU); Lozie Meachum (WSSU); Francine Madrey (WSSU)

## Plenary Session

### Announcements

Jeff Passe opened the meeting with the following announcements:

1. He has spent a lot of time talking to members of the press about tuition increases and faculty salaries.
2. HBCU representatives met with suggestions for the Office of the President.
3. Steve Estes from ECU is co-chair of the Athletic Task Force.
4. Passe will distribute guidelines on how to contact various political leaders on issues of concern. He also will visit 7-8 campuses this spring to emphasize working together.
5. Elections for Chair, Vice-Chair and Secretary will be conducted at the February meeting. Dick Veit will chair the Nominations Committee. Standing committee chairs will also be chosen in February so they can attend the April meeting and plan for transition.
6. Delegates should report back to their own campuses on Faculty Assembly business to keep all faculty informed.

### Report by Vice President for Finance, Jeff Davies

Davies went over the PowerPoint presentation he submitted to the Assembly. He gave some background on the kinds of recommendations for tuition increases the Assembly could expect from the BOG. Davies noted that the BOG is divided between those who believe that no BOG-initiated increase is appropriate for resident students and those who believe a 2% increase is appropriate. It is also split on tuition increases for non-residents.

Tuition must be approved every other year, except for unusual circumstances. Next year, the BOG will adjust tuition for inflation only and will be asking the General Assembly for substantial new funding.

Davies also discussed campus-based funding. If the General Assembly funds the needed increases in financial aid, then all campus-based funding could be allocated for non-financial need items, a policy that will benefit institutions with small populations and with poorer students—a smart policy change, in his opinion.

Davies went through proposals for campus-based tuition increases, noting the different philosophies and terminologies represented by each campus. Campus increases were required to stay within 5%. When asked about the term faculty "retention," he said that some campuses would use their campus-based increase for "competitiveness." Bataille noted that across-the-board salary increases have never been approved and that BOG believes in merit increases. A breakdown of how funds are divided must be provided.

### Report by Senior Vice President Gretchen M. Bataille

Bataille announced that she will disseminate CUPA data this spring. The BOG is supportive of 6% faculty raises. She

also provided updates on these issues:

1. Long Range Plan. The BOG approved the draft of the longrange plan in January. Chapters on technology, the bond plan, and economic development were added.
2. Inter-institutional Task Force. This task force would look comprehensively at informational technology and e-learning in three ways: Technology, pedagogy, and costs.
3. Teacher Supply and Demand Task Force. This task force will present preliminary recommendations to the BOG in February on three issues: Recruitment, retention, and collaboration. At the present time, more students are enrolled in alternative licensing programs than in traditional teacher education programs.
4. Weighted credit. The weighted credit policy is receiving attention because high school students are coming to the University with 6.0 weighted GPAs.
5. UNC in DC Program. This new program, administered centrally where students spend a semester in Washington, as interns, take courses during that semester, will create a UNC student presence in DC. Program

Bataille was asked about giving faculty some assurance that they are not working to make themselves obsolete as they develop e-learning courses. Bataille acknowledged that the reward system does not respond to course development in e-learning and that the university will have to address this concern. She also stated that e-learning was not a cost-saving effort, but a way to save students money and to keep them in state.

Passé announced that there will be a workshop on Feb 6 to look at tuition increase proposals and asked if anyone wanted to attend.

### **Committee Reports**

#### **A. Academic Freedom and Tenure: Francine Madrey**

The Committee discussed the following issues:

1. Sexual harassment and academic freedom in teaching art as well as curricula that deal with place of birth, race & ethnicity. Faculty need polices so they can teach without fear that students will bring charges against them. At the same time, students must be protected from harassment. Madrey urged delegates to research campus-based sexual harassment policies and bring them to February Faculty Assembly meeting.
2. Faculty loads. Faculty may not be able to meet tenure requirements because of excessive teaching loads. Delegates might look at institutional policies and compare them with those at other institutions.
3. Shared governance. Academic Freedom and Tenure wants to meet with Governance Committee to discuss issues, especially best practices on campuses.
4. Post tenure review: The PTR pilot survey will be administered in the fall.

Passé noted that the Academic Freedom and Tenure Committee will be looking at the data from the PTR survey next fall.

#### **B. Budget Committee: Harriette Griffin**

Budget Committee met with the Program and Planning Committee about their efforts to contact chairs and update information. They received five responses out of 16.

The Committee also had a lengthy discussion on salaries. When the Committee Chair asked the Assembly if it would be interested on obtaining information on budget policies processes, the Assembly indicated it would not be interested. At the February meeting, the committee will present a resolution regarding cost of living increases.

#### **C. Faculty Development Committee: Bonnie Kelley**

Faculty Development Committee (which met with the Technology Committee) reported on the TLT March 17-19 in Charlotte and urged delegates to promote the conference on their campuses.

#### **D. Athletics Task Force: Bob Morrison, Chair**

Morrison reported that nine national groups are looking at athletic reform This task force will collect information from 15 campuses and will have a report at the February meeting.

### **Report by President Molly C. Broad**

Broad presented 4 items:

1. University Long Range Plan: 2004-2009. State is getting better about collecting data on shifting in demographics, changing skills requirements, and the global economy.
2. Sponsored research awards. Fiscal 2003 extramural funds totaled \$941,000,000, an increase over last year of 12%, which, in turn, follows a series of double digit increases. In a time when state support has stagnated, this money has made it possible to support programs. Research monies are growing at 3 times the state appropriations.

3. Task Force on Teacher Supply: Our campuses are producing only a fraction of classroom teachers needed in NC today. Too many teachers leave before the five years; nearly half enter through alternative licensure, not through university licensure programs. Task force will examine new ways of collaboration between university and community colleges. The University must step up to this responsibility or other institutions will step in.
4. Online music distribution. University must recognize the important academic uses of file sharing before our ability to use peer-to-peer file sharing is reduced. The Joint Committee on Higher Education and Entertainment is working to create an ethic of good citizenship, is testing business models for student access to music, and is exploring, through faculty research, some alternatives. NCA&T, School of the Arts, and NCSU will work with various file sharing companies to explore creative alternatives to delivering music.

In response to a question, Broad said that retaining good faculty is a "big glaring hole" because the state won't single out faculty. She also said that there is a growing gap between private vs public university faculty salaries. She also said that her office is trying to look at administrative growth.

To another question about creating system-wide awards for service and pedagogy, she noted that service and innovative teaching may be among the most important ways that the University is central to the future of the state.

When asked about the fact that faculty engage in creative intellectual capital then have to pay to get it back, Broad said that there were several alternatives to explore, including producing disciplinary journals online and adopting the Mellon Foundation initiative to use the Internet to do refereed reviews for faculty who are coming up for tenure/promotion.

Frank Protraska said he would look into proposing a TLT session on library roles on this issue.

#### **Committee Reports (continued)**

E. Governance Committee: Dick Veit

Veit made the following announcements:

1. The Survey on Shared Governance will go out shortly.
2. The Committee is proposing a motion to change the name of the Planning and Programs Committee to Administration, Programs, and Planning.
3. The Committee proposed these two resolutions:

F. Technology Committee: Yogi Kakad

The Committee discussed three topics:

1. TLT Conference. (Already reported by Faculty Development Committee).
2. Implementation of software use survey on 16 campuses. The process will be on-going, beginning with a short survey this spring. The Committee will report results at the April meeting.
3. Future of our Faculty Assembly website. Kakad sought input on who should maintain the website

G. Faculty Welfare: Don Lisnerski

The Committee discussed the following three items:

1. Next Friday's workgroup to review optional retirement choices (ORP). The state-sponsored life insurance plan is now on hold. The committee questioned who has the authority to send out proposals and what would happen if the university separated its benefits from the state.
2. Salary increases.

Passé noted that the next step is to act upon the resolutions passed. He also commended Sharon Green for her hard work.

Meeting adjourned at 4:40.

Submitted,

Meg Morgan  
Secretary

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