

# Minutes of the Faculty Assembly

## University of North Carolina 132nd Session of Faculty Assembly April 8, 2005

### Meeting of the Faculty Assembly April 8, 2005

#### **President's Report: Chair Jeff Passe**

Passe reported on the success of the first conference for campus leaders (especially faculty presidents) held on April 7 sponsored by the Office of the President and the Faculty Assembly. President Broad gave an outstanding speech in which she stressed the need to stand up for academic freedom. Passe also reported on a rally he attended in Raleigh on April 7 to protect the university against budget cuts. Unfortunately, only about 75 people attended, counting the marching band. However, he was pleased to see the support of the campus leaders.

This spring, he visited three campuses where faculty governance is healthy.

President Broad has announced her intent to retire. A search committee will be put together by the Board of Governors, but Passe does not know the level of faculty involvement. He will advise Brad Wilson that Faculty Assembly be involved.

He also attended several chancellor installations. Although he is given only a three-minute speech, he feels that this time gives him the opportunity to make visible the Faculty Assembly. He also urged delegates to establish relationships with legislators. He pointed to a growing political effort of right wing groups against the liberal professoriate.

Passe predicted a seamless transition between Brenda Killingsworth (the new FA Chair) and himself. He urged delegates to think about how leaders are elected on campus and perhaps to reconsider the process. He also urged communication with campus technology experts.

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

Bataille predicted that the Office of the President will "not miss a beat" with President Broad's retirement. The senior staff applauded her successes. She raised the following issues:

- House Bill 1264 examines the economic features of North Carolina, especially how UNC and the community colleges will look at the future. A consultant group will issue a final report at end of 2005 that identifies new academic programs to respond to workforce needs, from GED to Ph.D. However, she noted that the state is about education and not training. A grant from Sloan Foundation will expand the professional science master's degrees.
  - The OP is also looking into what can be done about the increasing costs of textbooks. She urged faculty to send recommendations to the CAO on each campus and urged the FA to make sure that the information is widely disseminated.
  - Campuses are being asked to develop policies on supplemental pay that insure fairness in compensation for extra duties or temporary increases in pay, such as faculty overloads and administrative duties.
  - The focused growth report is on the OP web pages.
  - On April 12 there was an undergraduate research symposium. About 100 students demonstrated research projects to legislature.
  - There will also be a new study to see how we compare to peer institutions.
  - The University will also study internationalization affects faculty and staff.
- Bataille thanked FA for its work and support of concept of shared governance.

Steve Estes asked about the legislature and the academic bill of rights.

Bataille said that the OP is keeping a close look at results of David Horowitz's work. However, the OP thinks that the bill not going anyplace in this state.

#### **Legislative Update by Vice President Mark Fleming:**

Fleming discussed some of the issues presented by Vice-president Bataille.

- House Bill 1264 looks at job growth potential in NC and what kinds of training will be needed: the gap between what is available and what will be available. Although much training will be at the community colleges, the work must be collaborative. There is a new spirit of cooperation between the community colleges and UNC. Fleming pointed to numbers that showed that about 6800 community college students transfer to UNC schools each year.
- In 2004, UNC broke the \$1 billion mark in sponsored research. This figure is a 69% growth in five years. All research funded by NIH will be parked on the NIH website within 12 months of its completion. Results will not be turned over to corporations and all will be able to gain access to research results.
- Focused Growth Campuses progress report (on the OP website): In 1998, UNC developed a 10-year enrollment projection. Six of 16 campuses were maxed out for increased enrollment and 90% of building was under contract. So, UNC focused on small campuses that were not growing. By 2004, the focused growth campuses grew at three times the rate of non-focused growth campuses up by 12,000 students in five years. They brought in consultants to look at management, funded research, and new degree programs. All campuses beat their

goals by 4500 students. After reaching their goals, they received \$69 million, plus extra monies. Passe asked about the effects of increased workload on faculty at focused growth schools. President Broad responded that there is same lag time between growth and hiring of new faculty; however, this growth provides for faculty and staff. When Andy Koch noted that real purchasing power has gone down, Broad said that we have lost competitive position in terms of salary and benefits. She also noted that the University is enrolling formerly untapped students because of effective outreach programs and ads of TV for CFNC. The quality of the students is not declining but we have to do a better job with retention.

## Committee Reports

### Historical Minority Institutions Committee: Blanch Radford-Curry

The committee met with Betsy Brown in the morning and reviewed six categories of concern: faculty involvement in campus decision salary equity, communication between administrators and faculty, facilitating and supporting shared governance, faculty development growth and retention. In the fall, the Committee will

1. Look at strategies for following the Governance document
2. Try to facilitate communication through online faculty handbooks
3. Examine faculty reassignment of duties policies
4. Gather more data on focused growth.

### Academic Freedom and Tenure: Francene Madrey

- discussed Academic Bill of Rights and drew up a resolution to express the practical effects of this legislation.

A motion to accept the resolution was moved and seconded and passed unanimously.

- will look at factors that may disadvantage certain groups and generate a report to create flexibility in tenure track careers. On all campuses there are policies that interrupt the tenure clock, so the committee asks that delegates look at those policies and how they relate to and accommodate people in the department.
- will look at computer use policies. What is the mechanism for making changes to computer use policies and is there a campus-wide system for making changes in the policies? Madrey asked delegates to send copies of their campus computer use policies to the new chair of the committee this summer so the committee can look them over.

### Budget: Dan Noland

The committee met with Rob Nelson, Senior Associate Vice President for Finance. The Committee introduced a draft of a resolution that affirmed that any budget cuts should be as small as possible, that the OP shield academic programs as much as possible, that each campus be allowed "management flexibility" with regard to budget cuts, and that faculty be included in any decision-making on budget cuts. The resolution was moved and seconded. Passed unanimously.

### Faculty Development: Gerald Ponder

The committee served as advisory to Betsy Brown on a draft statement for reassigned time for faculty. The purpose of the statement is to open up the policy and make it comparable and equitable. The committee also discussed the results of the TLT Conference

Next year, the committee will look at variances in faculty development efforts among campuses, focusing on professional travel. It will also look at faculty review practices, collegiality, and use of technology in student evaluations.

### Governance: Brenda Killingsworth

Next year, Andy Koch from ASU will look at issues of collective bargaining, researching staff and faculty perspectives. Koch wants the FA to support collective bargaining on campus.

- Dick Veit distributed a draft of Standards of Shared Governance to chairs of faculty governance on all campuses. He achieved consensus from them on the document. As a result of their input, the section on compliance was revised to achieve resolution without raising hackles.

A motion was made and seconded to add "chief academic officers" to the document. Passed unanimously.

In response to a question about process and the role of the Faculty Assembly, Veit responded that the existence of the document serves as a moral authority that puts faculty and the OP in stronger positions.

A motion was made and seconded to accept the document. **Passed unanimously.**

### Administration, Planning, and Programs Committee: Bob Morrison

This committee presented a resolution that urged the BOG Programs and Planning Committee to include the Chair of this F in all correspondence, electronic mail and list serves. It further urged that the Chair receive copies of all BOG Programs and Planning Committee written reports, agendas, minutes and other documents before its monthly meetings. A motion to accept this resolution and seconded. **Passed unanimously.**

### Technology Committee: Yogi Kakad

This committee

- discussed the possibility of bring to a FA meeting the issue of campus technology security issues that were discussed at the TLT Conference. It would also like to bring in Mary Ann Nixon to discuss intellectual property rights.
- announced that the TLT Conference grew by 20% this year and that next year the conference would focus on security, scholarship issues, and minimum standards for university websites.

### Faculty Benefits and Welfare Committee: Nancy Fogarty

Kitty McCollum met with the committee to discuss the health care initiative. The Steering Committee will meet to discuss this further. FAQ have been revised and information is on the human resources link in the Office of the President.

In response to Passe's question about retirees, Fogarty said that if this legislation is passed, anyone retiring in 2006/2007 is in the current plan. Betsy Brown added that any change would not affect anyone who is currently employed. Discussion of the impact on retirees is going to be discussed in committee.

In response to Van Cantfort's question about available options, Nancy responded that whatever the state's plan there will be a UNC look-alike. All UNC employees will be taken out of the state plan.

The Committee will discuss salary compression in the fall. The Committee distributed the results of a survey of the UNC campuses to identify campuses that have policies for distributing salary raise monies that reach the department level and to obtain examples of these policies to use as models for departments that wish to create such documents. The committee urged FA delegates to take the survey and the attached polices back to their campuses.

#### **New Business**

Next year's FA meetings have been scheduled for September 16; November 18; February 17; April 7.

Passe recognized Vice-chair Mary Adams for maintaining the website and the service of those not returning next year. He thanked Betsy Brown and Gretchen Bataille for their support.

Chair-elect Brenda Killingsworth thanked Passé for his outstanding leadership.

Move to adjourn.

Submitted,

Meg Morgan  
Secretary

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