

Minutes of the Faculty Assembly

University of North Carolina
136th Session of the Faculty assembly
April 7, 2006

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Present: Brenda Killingsworth (ECU); Jimmy Reeves (UNCW); Sandie Gravett (ASU); Andy Koch (ASU); Paul Gates (ASU); John Cope (ECU); SD Stith (ECSU); Tom Van Cantfort (FSU); Blanche Radford-Curry (FSU); Dianne White Dylor (FSU); Claude Hargrove (FSU); Alvin Keyes (NCA&T); Cynthia Gillispie-Johnson (NCA&T); Derrick Dunn (NCA&T); Timothy Seigler (NCCU); LeRoy Percy (NCSA); Trish Casey (NCSA); Dennis Daley (NCSU); Catherine Warren (NCSU); Richard Bernhard (NCSU); Suzanne Weiner (NCSU); Catherine Mitchell (UNCA); Gwen Ashburn (UNCA); Judith Wegner (UNCCH); Laura Gasaway (UNCCH); James Murphy (UNCCH); Bonnie Yankaskas (UNCCH); Rosemary Booth (UNCC); Yogi Kakad (UNCC); Paul Duvall (UNCG); Richard Ehrhardt (UNCG); Nancy Fogarty (UNCG); Eileen Kohlenberg (UNCG); Bonnie Kelley (UNCP); Jeffery Geller (UNCP); Dick Veit (UNCW); Mark Spaulding (UNCW); Sharon Jacques (WCU); Gary Jones (WCU); Subash Shah (WSSU).

Lunch Discussion

Over lunch, the delegates discussed how they and other interested faculty could interact with legislators during the next few months when the legislature is in session. The two key issues on which we plan to focus are

1. Building enrollment growth funds directly into the continuation budget and
2. Increasing support of graduate students, particularly in the form of out of state tuition remissions.

Discussion/Activities included:

- Delegates filled out forms that indicated which legislators they knew personally or with whom they had had some recent dealings.
- Delegates brainstormed ways to involve legislators in campus events and to attend legislative gatherings to help present the faculty perspective. These actions would be planned in cooperation with the Chancellors and state relations officers.
- Delegates were asked to submit names of faculty who would volunteer to help and could be available on short notice to meet with legislators or attend functions involving them.
- It was suggested that legislator information provided to faculty should include their interests, alma maters, professions and a list of the committee on which they serve. Delegates were also urged to find out which legislators are responsible for their campus legislative districts. Much of this information can be found at the General Assembly web site <http://www.ncga.state.nc.us/>
- A half-day workshop for interested faculty is being planned.

Plenary Session

Dick Veit served as parliamentarian, and Jimmy Reeves served as secretary for this, the 4th meeting the North Carolina Faculty Assembly during the 2005-2006 academic year.

President Brenda Killingsworth's report:

- President Bowles sent his regrets that he would not be available to address the assembly because he was participating in a Sexual Trafficking Conference. His Chief of Staff, Jeff Davies, reported in his stead.
- A complete list of faculty assembly delegates (and alternates) for 2006-2007 should be sent by each campus to the executive committee of the Assembly by May 1. Please include email and phone contact information. This information is necessary so that committee assignments can be made over the summer.
- President Killingsworth recognized those delegates who were in their last term of service, including two who are retiring or entering phased retirement. (Nancy Fogarty, UNCG and Fred Corbin, NCSU).
- The Executive Committee is meeting monthly with President Bowles and recommends that the entire assembly meet five times during the 2006-2007 academic year, with three additional "special issues" meetings at selected campuses.
- President Bowles is requiring chancellors to hold crisis management meetings to develop plans to deal with potential disasters such as terrorist attacks, chemical spills, and weather disasters.
- A draft of the "day in the life of typical faculty" initiative coordinated by Cat Warren, is nearly complete, with 26 out of 32 profiles submitted. Delegates were asked to remind volunteers who have not yet submitted their profiles to complete them as soon as possible. Once all materials have been received and edited, they will be compiled by Sue Carpenter and provided to President Bowles for distribution to legislators.
- Judith Wegner has completed a faculty workload survey entitled *Faculty Work in The University of North Carolina* that concludes that the average faculty work week comprises approximately 55 hours. Over 200

responses have been collected to date, representing both tenured and untenured faculty in a wide range of academic fields.

- President Bowles has also requested information about faculty who have left the UNC system or candidates who refused offers of employment because of pay or benefit issues. This information will be sent to Betsy Brown, who will compile it for the president.
- The inauguration of President Bowles will take place on Wednesday, April 12, 2006 at UNC Greensboro. Faculty Assembly delegates and Senate Chairs should have received invitations and are invited to take part in the processional.

Report by Jeff Davies, Chief of Staff for President Bowles

- The 2006-2007 University of North Carolina budget was crafted from priorities identified by the Chancellors, and it has their unanimous support. It is shorter and more concise than previous budgets and it establishes clear cut priorities that address critical needs articulated by the legislature and by General Administration, including public school teacher training, steps to address the nursing shortage and increased funding for graduate students. Details can be found in the [Budget Priorities](#). The goal is to get every item funded. It will be submitted to the Board of Governors for approval on April 11.
- Feedback was sought concerning the proposed conversion of student billing from an FTE (Full Time Equivalent) basis, which establishes a single "full time" rate for 12 or more hours of classes, and prorates for part time, to a SCH (Student Credit Hour) formula based strictly on the number of hours for which the student enrolls.
 - The SCH system is favored by many administrators because it would facilitate collaborations among institutions and simplify billing issues with e-learning and other nontraditional teaching modalities.
 - Delegates and students (with whom President Bowles and Mr. Davies had recently met) were concerned that it would stifle student exploration because they would be less likely to take courses outside their major if they were forced to pay for them on a per credit hour basis.
 - Students were also concerned that it was an attempt to raise tuition. They were assured that the conversion would be revenue neutral.
 - Judith Wegner reported that the Budget Committee shared the student's concerns about stifling exploration and expressed additional concerns about the effect on student's financial aid, the potential of increased costs for some programs, and the fear that the distance education program is driving changes in traditional programs that may be detrimental.

The implications of the charge will be further discussed by UNC Chief Academic Officers.

Report by Kitty McCollum, Associate Vice President for Human Resources & University Benefits Officer

The report included information on changes in health coverage, new requirement for optional retirement plans, and efforts to eliminate the sunset of phased retirement.

State Health Plan:

- In response to faculty and staff input, a new PPO (Preferred Provider Option) from Blue Cross and Blue Shield that offers three levels of coverage will be added to the State Health Plan, starting October 1, 2006.
- All levels offer a new employee/spouse option and wellness benefits such as physician office visits, eye examinations and other screenings that do not require meeting a deductible.
- Levels differ by cost, amount of deductible and co-payments required, and co-insurance coverage after the deductible is met.
- Employee must use a health care provider who is part of the network or co-payments and deductibles are significantly higher. A list of participating physicians is available on the UNC HR web site (<http://www.northcarolina.edu>)
- The enrollment period for 2006-2007 will be May 22 to June 30, 2006, an acknowledged problem for teachers and faculty. Forms may be available on the University of North Carolina web site (www.northcarolina.edu) as early as April 17, to be filled out in advance and mailed in. Enrollment packets will be mailed to employee residences on April 28.
- Employees who opt to stay on the current plan will be asked to sign a waiver, but failure to act will result in the same outcome.
- There is no change in the pharmacy benefits.
- An outline of options is available at www.northcarolina.edu.

Optional Retirement Plan

- Currently over 10,000 state employees are covered by four Optional Retirement Plans. These plans offer over 200 options, with minimal structure for monitoring the funds.
- To address this, an investment policy statement that defined peer groups and benchmarks was developed

by a service advisory committee consisting of faculty, economists and Jeff Davies.

- Each plan was invited to submit 20 funds that were the best in their class and had competitive fees. The resulting 80 funds will be submitted to President Bowles, and, once approved, monitored with information about their performance provided within six months.
- All new retirement contributions must go to one of the new funds as of January 1. A default "lifecycle" fund will be provided for employees who do not choose a new fund by January 1.
- Existing assets can be left alone or mapped into the new fund.
- Details will be provided soon.

Phased Retirement

- The Legislature will be petitioned to remove the sunset provision that would end the Phased Retirement option as of 2007.
- One compromise may be to raise the age at which the employee is eligible to enter phased retirement from 50 to 60 years. Currently, the average age of active phased retirees is 65.

Delegates were urged to keep abreast of changes in these and other benefits on the University's HR web site (<http://www.northcarolina.edu/content.php/hr/index.htm>).

Legislative Update – Mark Fleming, Vice President for State Relations

- The "short session" of the legislature will convene May 9.
- Budgets are already being considered, with a public meeting scheduled for April 17.
- House leadership should be stable for the short session, but political issues may dominate the house. The Senate should be supportive.
- The two key issues of focus will be the shortage of public school teachers (particularly in science and mathematics) and of nurses.
- Governor's budget will be printed May 9 and he will hold a press conference May 11. President Bowles has frequently met with the governor to advocate for UNC's priorities.
- The proposal to train and involve faculty in advocacy was welcomed and considered very important. Talking points are being developed.
- For the short session, campus events and personal contacts will be especially important.

Committee Reports

Academic Freedom & Tenure: Cat Warren, chair

- *Best Practices for Promotion and Tenure* will be rewritten for the Fall, 2006, including a discussion of the inclusion of collegiality in the criteria for P&T.
- There was considerable negative reaction to the position paper from the US Commission on Higher Education, which posited that the "problems" in academia can be traced to tenured faculty and proposed a greater reliance on part time instructors. An informational position paper will be developed.
- A Textbook web page has been posted on the Assembly website that includes best practices in textbook adoption.

Budget: Judith Wegner, chair

- Key Budget Committee discussions were presented earlier in the discussion of changing from a revenue system based on FTEs to one based on SCHs.

Faculty Benefits & Welfare: Dennis Daley, chair

- The new option to be offered by the State Health Plan meets many of the concerns of faculty and staff.
- The committee does not support the resolution addressing collective bargaining by state employees.

Faculty Development: Bonnie Kelly and Gary Jones, Co-chairs

- The committee plans to complete a survey of a sample of department chairs to assess funding for faculty professional development, including travel.
- Issues involving institutional support for graduate assistants and reassigned time were discussed.
- A resolution advocating a competitive analysis of the University's ability to attract and develop excellent faculty was proposed and, after minor amendments, passed without dissent by the Assembly. The resolution is on the Faculty Assembly web site at: http://www.northcarolina.edu/fa_resolutions/index.php

Governance: Blanche Radford-Curry, Chair

- The committee plans to move beyond what has already been done with the Best Practices in Shared Governance document by developing a survey that assesses where individual campuses are with respect to the these practices and determine whether mentoring is desirable.
- The Historically Minority Institutions (HMI) committee will hold a workshop on faculty governance with President Bowles delivering the keynote address. Faculty Assembly Committee members will be asked to participate. The Governance committee is actively seeking other ways to assist the HMIs, including the possibility of offering leadership training.
- Past resolutions passed by the Assembly will be reviewed with the help of past committee chairs, and their status will be discussed with General Administration.
- A resolution was proposed urging the President of the University to ensure that the senior administrators of the sixteen campuses be committed to and comply with the "Standards of Shared Governance" approved by the Assembly in April, 2005. After some additions, the resolution passed without dissent. The resolution is located on the Faculty Assembly web site at: http://www.northcarolina.edu/fa_resolutions/index.php

Planning, Programs & Administration: Eileen Kohlenberg, Chair

- The committee met with Jim Sadler and addressed four key issues
 - The need for shared governance between the committee and the UNC General Administration.
 - On-line programs
 - Currently the UNC system has 90 approved programs, larger than the University of Phoenix.
 - Issues include the quality of the programs, the development of the UNC on-line portal, transfer of courses, the cost of the courses, collaborations with community colleges for on-line programs, and infrastructure issues.
 - Articulation with Community Colleges for campus and on-line programs
 - Issues include assessment of the quality of courses designed for transfer to universities, the problem of transferring lower level CC courses for upper level credit, the need for continual monitoring of courses, preparation of CC faculty, and accreditation of programs.
 - Residency hours required for campus and on-line courses
- For the next meeting, the committee will discuss a comparison of the GPA and retention statistics for native and transfer students.

Technology: Yogi Kakad, Chair

- The committee held a joint meeting with Faculty Development during which *Synchronous Learning Management Systems* were discussed. The TLT Collaborative conducted a comprehensive study of four systems and will report the results in the coming weeks. Details of the study were presented during the recent TLT Conference. An electronic version has been posted at the conference website.
- A pilot study of a *Content Management System* designed to permit users to share teaching, research and assessment materials will be carried out in the coming year. It is likely that the system to be studied will be leased by the Community College System. A report of the results of the study will be presented at the next TLT Conference in Spring, 2007.
- The meeting included two participants, Andrea Eastman-Mullins and Hillarie Nickerson, who attended virtually by conference call and the Synchronous Learning Management System *Eliminate*.
- The TLT Conference held in March, 2006 involved 433 attendees in over 150 presentations and workshops.

Faculty Assembly Self Study Task Force: Bonnie Yankaskas, chair

- The Task Force statement of purpose is [no longer] available

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- During the next year, the task force will develop a plan to reorganize the Assembly to make it more flexible and able to respond.
 - The committee will first obtain information about how Faculty Assemblies at other large University systems function.
 - Committee chairs and other present and former Assembly members with institutional memory will be consulted to determine what they liked and disliked about the current structure.
 - All delegates are invited to provide input to the process.
 - Future meetings might be theme oriented, with experts invited to inform the proceedings.

New Business

None.

Adjournment

The meeting adjourned at 4:20 PM.

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