

Minutes of the Faculty Assembly

University of North Carolina 134th Session of the Faculty Assembly November 18, 2005

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Present: Brenda Killingsworth (ECU); Meg Morgan (UNCC); Paul Gates (ASU); John Cope (ECU); Dee Dee Glascoff (ECU); Jan Tovey (ECU); Blanche Radford-Curry (FSU); Alvin Keyes (NCA&T); Cynthia Gillispie-Johnson (NCA&T); Bill Lawrence (NCCU); LeRoy Percy (NCSA); Trish Casey (NCSA); Dennis Daley (NCSU); Fred Corbin (NCSU); Scott McRae (NCSU); Richard Bernhard (NCSU); Catherine Mitchell (UNCA) Gwen Ashburn (UNCA); Judith Wegner (UNCCH); Steven Bachenheimer (UNCCH); Laura Gasaway (UNCCH); James Murphy (UNCCH); Bonnie Yankaskas (UNCCH); Rosemary Booth (UNCC); Yogi Kakad (UNCC); Dick Toenjes (UNCC); Richard Ehrhardt (UNCG); Nancy Fogarty (UNCG); Eileen Kohlenberg (UNCG); Bonnie Kelley (UNCP); Jeffrey Geller (UNCP); Dick Veit (UNCW); Mark Spaulding (UNCW); Jimmy Reeves (UNCW); Newton Smith (WCU); Sharon Jacques (WCU); Janice Witt Smith (WSSU); Subash Shah (WSSU); Rita Edwards (WSSU).

First Plenary Session

Approval of Minutes of September meeting: Minutes were approved unanimously

Report of the President: Molly Broad

During the first plenary session, President Molly Broad addressed the delegates with the final presentation of her career as President. She said that during this time she sought to translate strength in UNC into a capacity to help North Carolina meet the challenges of a very different time. "The joy of our profession is to be part of one of society's most enduring institutions, one that transforms lives. Although as University leaders we must adapt to social and economic forces, we also need to remain true to central principles that define the university," she said.

She addressed specific successes of the University. The University still provides affordable access. It has grown by 37,000 students in 8+ years. She is proud of all the chancellors who admitted additional students in tight resources. The University accomplished unheard of rates of growth compared to other states and also increased the college-going rate of minority students at twice the rate of white students. "Education is the great equalizer; extending educational opportunity is the very soul of a university."

The University has conducted successful outreach programs. One example is CFNC, which has taken the mystery out of applying and planning for college. UNC now has \$59 million a year in need-based financial aid, up from zero. There has been dramatic physical expansion through the bond program, but it is only part of a much larger story. In 1997, the replacement value of every asset in the University was \$5.1 billion; now replacement is an added \$6.2 billion. Broad also pointed to other successes, including the increases in MA programs and in federal research grants.

The University serves 22,000 public school personnel every year to raise their level of professionalism. The Center for School Leadership works to close the gap between teacher hires and attrition. She pointed toward increased focus on research in biotechnology, marine sciences, materials and bioinformatics and to new commitments to revitalizing the economy, such as the Kannapolis campus. She referred to Robert Friedman's book The World is Flat. He says that works gets done where there are the talent pools. UNC will have to help the state find its way in this new flat world. But she believes this university can step up to this challenge.

Report from the Office of the President, Finance Division: Rob Nelson, Assoc. Vice President

Nelson reported that the Board of Governors is looking at ways to increase the predictability of tuition and fee increases and set up a task force to do so. In addition, the BOG Budget Committee came up with guidelines. The Board encourages campuses to consider the impact of tuition/fee increases on students, including increases in indebtedness and impact on financial aid. The BOG has asked campuses to consider tuition and fees together to achieve predictability. Different tuition/fees increases would be based on mission of the universities.

The Task Force is looking long range and is charged to take existing policy to make it more predictable and more flexible with affordability and access. The current draft says that undergraduate resident tuition and fees should

remain within the bottom quartet of peer institutions approved by BOG. However, those peers are being reviewed. Research extensive universities would be able to propose to the Board a tuition increase outside of the parameters with sufficient justification. The Task Force is also looking at Washington State data and use of three-year rolling averages to compute increases. The State's share of tuition is going down.

The Board Task Force is also looking at access, unmet financial need, and limited tuition increases at federal level.

Since 2001, the General Assembly has honored enrollment requests. However, while the General Assembly takes cuts in the continuation budget the University gets money back in the expansion part of the budget. The net increase this year was 10%. In recent history the University had flexibility where to take those cuts and to hold the classroom harmless; this year there are going to be significant cuts to services and faculty. The University wants the Board to consider any action in February 2006 and to make a decision in March.

Report by Kitty McCollum, University Benefits

McCollum reported on the efforts to improve health care benefits for state employees. Although nothing has been done through the legislature, the state health plan is making improvements by instituting the Health Care Initiative, that is providing via its website personal action plans, a 24-hour nursing hotline, a worksite wellness program, and a PPO option that would be available by October 2006. The health also care plan has incorporated OP ideas into its model.

There also has been a change in the definition of retirement for members of NC teachers in the NC retirement system. There must be a complete separation from state employment of any kind for 6 months after the retirement date. This new definition does not apply to the phased retirement program until 2007 and does not apply to those in an optional retirement program (ORP). However, there might have to be changes to the ORP policy to create a break in employment.

Discussion with IRS made this happen. Although this change has to do more with public school teachers, all state employees are caught up in it. IRS does require a break in service but has not defined what it should be. The IRS also has new phased retirement regulations next year. Faculty planning to enter before June 1, 2007 are still under the old policies. The University is still waiting for guidelines for phased retirement from IRS.

Report by Brenda Killingsworth, Assembly Chair

Killingsworth made the following report:

University strategic directions were approved by BOG last week, including some changes suggested by FA.

Cost of living increases create difficulty in recruiting/retention. Since 2000, faculty has received no higher than a 4.2% raise although 6% was requested. The Faculty Assembly has asked for a fact sheet it can share with constituencies.

Faculty Assembly will increase the numbers of its delegates. WSSU and FSU will have increases. Killingsworth encouraged delegates to completely fill all vacancies. See chart in packet.

Work between meetings has an impact. Dick Veit submitted shared governance document to the journal, Academe, which a great opportunity to influence campuses across the nation. In addition, there were some repercussions to the FA resolution asking for input on President search: Killingsworth was involved in the leadership statement and on the selection of the search committee although not in the interview process. In addition, emails sent to the The News and Observer mentioned this issue.

Faculty priorities

Faculty met in small groups to discuss faculty priorities they want placed before President Bowles and came up with a list of priorities. See Attachment A.

Second Plenary Session: Standing Committee Reports

The following committee reports were made to the delegates:

Academic Freedom and Tenure: Newt Smith (for Cat Warren)

The committee discussed the relationship between the cost of tuition and the cost of books and drafted a resolution that was withdrawn in lieu of the one considered by the Planning, Programs and Administration Committee. The committee will also examine best practices for tenure and promotion.

Budget: Judith Wegner, Chair

There will be a budget briefing at the February FA meeting to give feedback that can be shared with the campuses.

The committee submitted a resolution regarding tuition: and added the following amendment that passed unanimously: "As campuses are engaged in examining their tuitions and fees, we urge . . . The final resolution reads:

"The Faculty Assembly commends the Board of Governors for its hard work on tuition and fee policy. As campuses are engaged in examining their tuitions and fees, we urge the Board of Governors specify that faculty (as well as students and administrators) be included as designated representatives on campus committees establishing recommendations on tuition and fees." The resolution passed unanimously.

The committee will look at Administrator's salaries and proposed the following resolution:

"The Faculty Assembly recognizes the prerogative of the Board of Governors to set senior administrator salaries, but notes there was a significant disparity between the level of raises recently given to senior administrators and the level for faculty. The Faculty Assembly requests that before senior administrative salaries are set in the future, the Board also review and take into account disparities between existing and benchmark levels of faculty salaries." The resolution passed unanimously.

The committee also discussed graduate education funding and will look at funding models at the February meeting.

Faculty Benefits and Welfare: Dennis Daley, Chair

Mark Fleming came to committee to learn how faculty can influence General Assembly benefits and daycare.

The committee will review online orientation program for benefits—core benefits across all campuses and individual campuses and discussed Well Smart health activities.

Faculty Development: Bonnie Kelley, Co-Chair

The committee revised the survey on support for faculty development—especially travel and will send survey emails out in January for the February meeting.

It talked about post tenure review on campuses and how they carried it out.

Governance: Blanche Radford-Curry, Chair

The Committee held a detailed discussion of FA delegate representation, especially how can we be a more effective body. Also discussed voice and vote on BOG and Board of Trustees.

Committee also discussed collective bargaining. Paul Gates came forward to speak on the possibility of repeal of statute 95.98. Repeal is not an endorsement of a unionized faculty. SEANC made repeal a policy objective and the state chapter of AAUP endorsed repeal and he urged delegates take this information back to campus senates.

Rosemary Booth pointed out that state employees can't be on boards because it's against state law.

HMI Report: Radford-Curry for Acha Debele.

The committee discussed educating HMI faculty and administrators in faculty governance and offering workshops and pushed for cooperation among HMI campuses. Also discussed strategies to present unique culture of HMI to Bowles. This committee is planning to meet in January and to invite faculty senate chairs.

Planning, Programs, and Administration: Eileen Kohlenberg, Chair

The committee discussed several areas:

UNC in Washington Internship program in which 14 of 16 campuses are already participating.

The Campus Safety Task Force Report and urged delegates to share it with campus faculty senates.

Faculty input for planning space for new buildings/instructional space;

Communication/working relations with community college system; there is a website report on this collaboration.

The concept of internationalization vs. multiculturalism.

The Delaware data and how it is used for program comparisons.

The following resolution was presented, seconded and approved.

WHEREAS, a basic tenet of academic freedom is that the faculty member should be the person who selects the books and other materials appropriate to his/her course,

WHEREAS, students report spending up to \$500 per semester on textbooks (UNC 2005),

WHEREAS, students derive substantial cost savings for textbooks though purchase of used textbooks and timely adoption of texts by faculty, and

WHEREAS, faculty practices and campus policies influence textbook selection and purchases,

THEREFORE, be it resolved that campuses address rising textbook costs by implementing practices such as:

Form collaborative committees of Bookstore staff, faculty, and students to examine policies and promote best practices regarding textbook adoptions, orders, purchases and rentals.

Conduct extensive campaigns to inform faculty of alternatives, such as digitized materials licensed for campus use.

Consider increased textbook costs associated with bundled materials, new editions with minimal new information, and late orders.

Develop multiple strategies to promote timely textbook adoptions through such mechanisms as website, email, phone, fax, and on-site orders.

Consider adoption of electronic textbooks if it is cost- effective.

Be it further resolved that campus bookstores take advantage of the revised Umstead Act that permits competitive pricing practices for educational purposes.

Be it further resolved that campuses document and disseminate financial outcomes for cost savings measures that have been implemented.

Technology Committee: Yogi Kakad, Chair

This committee discussed the UNC System-wide Content Management System (CMS) pilot project. The committee also proposed the following resolution:

WHEREAS, A UNC System-wide Content Management System (CMS) would enable UNC faculty and staff to access, share and collaborate on the creation of teaching and research-related materials across the UNC system, and

WHEREAS, features such as access control, version tracking, usage statistics, and standardized metadata would provide UNC campuses a useful and protected environment to store and retrieve content, and

WHEREAS, increased sharing of teaching material and to other content through a CMS would encourage collaboration and reduce duplicate efforts in course development,

Therefore, be it resolved that the Faculty Assembly endorses the joint creation by TLT and the Faculty Assembly Technology Committee of a pilot to introduce the CMS concept to faculty and allow faculty to work together to develop a system that supports the open sharing of materials while reserving intellectual property rights.

Kakad said that the Technology Committee would sponsor the CMS although the TLT would be creating it. The Technology Committee and TLT will collaborate on this.

Rob Nelson urged the committee to look at MIT websites for ways to protect intellectual property rights and copy write and to look at what other universities have done to insure the quality of online courses. In addition, TLT conference proposals are being reviewed; registration begins in January for the March conference..

New Business:

The delegates elected the following to the Nominations Committee. Gwen Ashburn, UNCA; Subash Shah, Winston Salem State; Fred Corbin, NCSU; Lolly Gasaway, UNCCH; LeRoy Percy, NC School of the Arts. Approved by acclamation.

Adjournment at 4:48 pm

Submitted,

Meg Morgan
Secretary

Attachment A

**Faculty Priorities
Faculty Assembly
November 18, 2005**

John Cope:

1. Salary and Benefits: a very serious priority because the university is losing good faculty. Infrastructure issues (professional dues, travel, sabbatical) are different across institutions and must be fair to everyone; Funding for graduate research: The University is losing graduate students and cannot compete with other institutions; we need to compete for the brightest minds out there.

What we can do: work in the community and with alumni;

What OP do: go to legislature and bring them into the campuses at the lobbyist level

Janet Witt-Smith:

Increase faculty voice and vote on Board of Governors and Boards of Trustees. Faculty need the opportunity to vote.

Reassessment of faculty workload. Faculty do a lot with very few resources and are often asked to work in the summer with no compensation; Burned out faculty are not creative.

Look at funding model and Faculty//student ratios: look at median not averages. Summer school funding: how it operates. Research funding for faculty and grad students.

Intellectual property--who owns the online courses?

Dennis Daley:

Benefits & Salaries;

Graduate students: important to waive out of state tuition and to attract international students to our campuses

Lobby for another bond referendum: we need more facilities and improvement of current facilities

Need faculty representative on BOG and Board of Trustees as well as faculty involved in shared governance at all levels, including at the department level.

Nancy Fogarty:

1. Improved Salary/Benefits

2. What can we do? (1) Check with similar states that have combined system to see how faculty participate in governance and present that information; (2) lobby for faculty representation on search committees; (3) tell Bowles what we considered last year: 25% reduction in tuition for spouse and dependents; (4) implement a structure of communication during the summer; (5) identify faculty on campus during the summer; (6) be willing to take action ourselves with the legislators.

Jimmy Reeves:

Hiring, pay and workload issues.

New president comes from a business model so he must learn how academic process works, including faculty input

Increasing faculty responsibilities, including assessment

Gwen Ashburn:

How merit money is awarded—a more transparent process

A family friendly environment: need for daycare in working families; get over legal liabilities- by looking at the business model for supporting childcare.

Steve Bachenheimer:

Salary/benefits: look into health savings accounts by requesting OP to float this idea in the legislature; pretax dollars into these accounts that roll over every year; if you are healthy for a reasonable amount of time you can accumulate significant amounts of money that can be tied to sliding scales for deductibles.

Who owns the educational process?: faculty should be the owners and resist attempts of top-down management of the process; education initiatives should start with faculty on campuses and OP should offer released time and dollars.

A meaningful representation on the development of the budget

Increased enrollment dollars: all campuses experience growth but it is not clear how growth money works on non-focused growth campuses.

Judith Wegner:

Resources, higher pay, better benefits to promote retention/recruitment

Cumulative battle fatigue: cuts in faculty plus more student; undergrads can cause faculty half engaged with the learning process;

Mismatch between faculty expectation and student expectations;

Graduate student tuition waiver: lack of this means that we are not competitive, especially in science/engineering

Online learning and technology: what is the ultimate impact; investigate proposed shifts in tuition structures for online/distance ed;

Library funding: the real dilemma of how to spend library money;

Shared governance: faculty involvement in decision-making and a true working relationship between Office of the President and faculty needed

How HMIs can connect with other campuses

Where do you put initiatives to give a boost to the locale—better partnering all around.

Meg Morgan:

Shared Governance: this would include Bowles meeting with Faculty Assembly, making significant reports; acting on FA resolutions; and including delegates on OP and BOG committees.

Salary/benefits: work through the legislature on this issue; improves recruitment and retention of best faculty; improved disability/death benefits

Graduate student tuition waivers and tuition waivers for family members.

Sensitivity to HBCU and UNC Pembroke's unique roles in the UNC system; no change in their traditions and cultures.

Sabbaticals on a scheduled basis for all faculty

Continuation of what the University has already accomplished under President Molly Broad.

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