

Minutes of the Faculty Assembly Meeting

April 16, 2010

Call to order at 9:02am S. Gravett for Chair Wegner

- Discussion of proposed changes to Bylaws
- Elimination of Vice Chair of Communications
- Formalizing the position of Parliamentarian
- Executive committee terms – move from 1 year to 2 years
- Committees and leadership: rather than standing committees the structure will be decided based on what is important to the membership for the year.
- Change in Agenda setting

A motion was made to approve with a second.

Discussion:

Suggestion for amendment from HMI would be to include a third at large delegate from the HMI group. Accepted as friendly amendment.

Bylaw changes approved by unanimous vote.

Make note of the meetings for next year: September 17 and November 12

January 21, March 25, May 6

Draft of resolution on expectations of support for the Chair of the Faculty Assembly.

Substance of resolution deals with campus support for the Chair while in office.

(Q=question, A= answer, C=comment)

Q. Could we discuss the possibility of funding coming from G.A.

A. Discussions on alternatives if campus cannot fund

C. We should use the word shall rather than should and should we put actual dollar amounts?

A. Yes we have to pass a resolution of support every year so can adjust the amount of funds accordingly.

PROPOSED AMENDMENT

“And will be adjusted each year by the amount of adjustment of faculty salary given by the legislature.”

Q. Summer school funding: Does it mean the chair has to be on campus all summer?

A. No. This is just reflective of the way in which the funding cycle for the incoming chair would work.

AMENDMENT

Some of the terms may be less than some campus chairs receive. We need to qualify the statement with AT LEAST this amount.

AMENDMENT

This funding should be paid in addition to any responsibilities on home campus

Resolution on Communication with Faculty Colleagues on UNC Campuses

Many campuses do not have a list serve and this resolution is an attempt to help.

Q. Do we have an FA list serve? How do you have a list-serve where you keep people anonymous?

A. General suggestion is that this is not a recommended practice. What we need to work on is lowering retaliation. Maintaining academic freedom is critical.

Resolution honoring Chair Judith Wegner was read into the record.

UNC Faculty Assembly Resolution: 2010-3

Honoring Judith Wegner

Passed by acclamation 4-16-10

Whereas Judith Wegner served with distinction as chair of the Faculty Senate at the University of North Carolina, and

Whereas she entered the ranks of Faculty Assembly delegates and served very effectively as chair of the budget committee, Secretary, Parliamentarian and

Whereas, Judith Wegner was elected as Chair of the Assembly and served for two years, completing her service in this capacity in spring 2010; and

Whereas Judith Wegner played a critical role in strengthening communication and collaboration between General Administration, the Board of Governors, and the Faculty Assembly during a time of significant change; and

Whereas Judith Wegner represented faculty views and concerns in working through challenging issues on the University Code, Post-Tenure Review, and Administrator Rights of Return; and

Whereas, Judith Wegner spoke with distinction on numerous occasions, bringing faculty greetings to the installation ceremonies for new chancellors, celebrations of teaching award winners, among others; and

Whereas, Judith Wegner visited numerous campuses working to further good practices and mutual understanding among university leaders, administrators, and faculty with regard to principles of shared governance; and

Whereas, Judith Wegner adopted innovative approaches that strengthened the effectiveness of the Faculty Assembly, including active work with the Faculty Assembly Executive Committee; and

Whereas, Judith Wegner has provided a strong yet cordial, timely and sustained, effective and eloquent voice in advocating and offering advice in public and private settings; and
Whereas Judith Wegner supported the work of the Faculty Assembly out of her own pocket when state budget funds and travel restrictions threatened to pre-empt its efforts; and

Whereas Judith Wegner symbolizes and embodies the best tradition of excellence in faculty leadership that contributes to and enhances the University in all its work;

NOW THEREFORE BE IT RESOLVED:

The Faculty Assembly expresses its deepest admiration and appreciation to Judith Wegner for her outstanding and selfless service on behalf of faculty members, and thanks her for her contributions to the greater good of our students, the University system, the state, and all people of good will.

Move to approve by Acclimation and second. So acclaimed

Friendly Amendment:

Put the Office of Secretary into the whereas on former positions held.

Gravett announced the establishment of the Judith Welch Wegner fund to support the work of the faculty.

Comment from the floor: Today is the 3rd anniversary of the Virginia Tech shooting. Take some time to remember.

Remarks from Jim Martin, Co-Chair of the group focusing on the Academic Core.

The group has focused on development of metrics on which they can do analysis

Move away from the generally ascribed view that tenure is job protection for life but rather recognize that tenure is a good way to track the protection of academic core across the institutions. Criteria for tenure should track with the mission of the university

Graphing of faculty numbers shows that we are suffering from changing definitions across the various campuses and often within single institutions. So the real question is: Who are the faculty? This is not at all clear.

C: Grad students also provide instruction and it is not reflected here

If we are going to make conclusions then we need to have consistently defined definitions to ensure quality data

Conclusions

Committee proposed a resolution. It was moved and seconded that it be passed.

Questions:

Q: When it comes to the graphs it is hard to distinguish the different schools?

A: They are all in different color and tables are made available.

Q: When looking at sq footage and progress made since the bond have you looked at the facility utilization across the campuses?

A: Committee has not been able to address this. If we see a smaller amount of sq ft because of efficiency then that is good if on the other hand the ratio is high then it is bad.

We need to look at efficiency, quality and capacity.

The resolution was voted on and was passed unanimously.

Ms. Hannah Gage – Chair of the Board of Governors

Compliment of Judith Wegner: She has done a remarkable job and is an extraordinary individual. She is a tremendous resource on the university and a great supporter for the Faculty. She has high expectation that Sandie will be the same help and support.

She commented that it has been a privilege to work with Judith.

Discussion of search for UNC President: Since Bowles announced that he was leaving the Board has been able to hit the ground running. We have a process that will serve us well. They actually did not know that there was a process but since it was brought to their attention by the Faculty Assembly they are using it .

3 separate committees are cumbersome but all the voices need to be heard.

Leadership statement committee with 27 members. Their role is: Defining the scope of the job and responsibilities; List challenges and opportunities. They are seeing the same themes emerging from all of the different groups across the campuses. This one has benefited from this broad representation. This will be helpful in defining questions for the candidates.

Screening committee – looks at all of the candidates and makes a recommendation to the search committee

Search committee – conducts interviews and makes recommendation to board.

When hiring Bowles we were at a point in time where we needed to show our relevance and what we as a University system are doing for the state.

Two years ago we said we would punch through the other side of an economic downturn but we knew we would not return to business as usual. Things would change and things have already begun to change. We need to focus on our areas of excellence and preserve the things that are extraordinary.

Two things that have been key elements in Bowles tenure: tied tuition policy into state appropriations. The pressure is where it should be – on the general assembly

To being to change the culture so we are outward facing.

One of the most common questions she gets is what kind of president are you going to hire: Academic or business man?

Simply put, we intend to hire the best person for the job. They must understand what we all do and respect it. They must have the personal skills to work across sectors and to articulate the system vision to all parties. In order to create successful platforms for chancellors and universities we need to make sure there is an understanding of our culture and history.

Consultant says we are in a good position, that we have support from the General Assembly.

Questions:

Q: We are dealing with timetable issues in the search for a Chancellor for the School of Math and Science and wondered how the president search timetable is going?

HG : This fall – September or October is when we expect a decision for President search. She has just stepped in to help with the Chancellor search for Math/Science. It is a wonderful school and for the right person will be a fabulous career step.

Q: Give us some forecasting on funding for community colleges?

A: Significance of Community Colleges has increased. It is her opinion that the legislature is focused on them and is willing to support their efforts. We could offer or share spaces with them and use lots of political capital. This was the case at UNC – W but it did not work out the way we expected. The CC never followed up on using the space.

Q; UNCW thanks you for all of your work. Sometimes people with good connections will ask their people to apply and have you done that and how?

HG: Yes we will. We will and have waited on consultant report. We plan on letter writing and developing lists of people. We are working to develop a vibrant pool. It will take some encouragement to get the right people to apply. Signed confidentiality statements are a good idea so that rumors are discouraged.

There are no public hearings planned because of poor turn out in past. There will be a web site with a nomination form.

Q: Will we have some time for faculty to meet with the candidates?

HG: The system search is different and needs to be confidential. We have had a discussion about buy in and perhaps we should involve chancellors. This has not been decided.

Q: Question about budget. Did you discuss 5% hold back?

HG: President Bowles met with governor. We made it clear that we can live with 2% and we have been good partners. We are not doing administrative cuts and we don't want to turn on other branches but we took a HUGE cut of over 30%. If this does not happen then we will mobilize and rally the troops.

Anita Watkins, Vice President for Government Relations at UNC General Administration.

We are in a better situation budget wise. Gap is 800 million and it does not look great given previous cuts. Cuts should be in the area of 5% to make this but it remains to be seen if this will happen.

Last year we were able to balance budget with taxes but not likely this year since it is a census year and so the elections are extremely important. This is because in census year whoever wins the election gets to redraw the districts. This is a volatile economy and there is much at stake.

There is a deficit because sales tax and income tax are below where they should be,

Last year: 6% permanent cut and 5% reversion. We only got 95 % of money to spend.

This year we can protect the academic enterprise with a 2% cut but can't go beyond that.

Our priorities are:

Tuition

Financial Aid. 71% of students are applying and we are asking for 34.8 million in additional financial aid. WCU- 12 families are homeless

Minimizing cuts.

BOG budget

Policy agenda: Utility savings

Questions

Q : No raises. Can you tell us if there is any hope for raises this year?

AW: We fought hard to get recruitment and retention increases. There is language that ensures that money is available to give promotional increases. We need to be able to keep faculty. After the budget was passed there was a request for a list of all salary increases at the university. There were a significant number of increases and this was because of the tenure process and the timing of the request but it did cause concern in the mind of the particular legislator. The perception is that University employees have received more raises than any other agency.

Stories are helpful in making the case. Reality is that we will not get across the board increases this year and not next year unless all state employees do.

One question that is asked is about any chance for furlough? Not likely since it was such a mess to apply the last time. The Governor is actually considering giving us back the money. Maybe a one-time bonus or one vacation day

Q: is there any discussion about changing current criteria for the 80 percentile number for faculty?

AW: Yes we are looking at this. It is an ongoing process to convince them that this is not competitive.

Q: Wondering about our health package this year and how is that going to work for us?

AW: State Health Care Plan is a disaster. Need to get more healthy people on the plan. The demographic of who is on the health plan is what causes the issue. Offered to put students on the plan and at the time they said it would not work. So we got a great deal on the student plan. This is an ongoing issue.

Q: What do we stress in talking with people: Budget cuts in the past and the Health plan is lousy?

AW: I would tell them that the System took an almost 11 % cut. Give them the stories about the issues we face on campus as a result. Governor budget will be out on Tuesday – we may see 2% but will probably see close to 5%. The legislature is already working on the budget. May 12 they convene the assembly. Senate will be done by May 20 with whole thing done by June 30.

Election Process for Faculty Assembly

SG: This has been a difficult 2-year period for assembly. We are in a time of transition and so a time of extraordinary opportunity with the changing of the presidency. Executive committee will meet over summer. We have 5 meetings next year – two with meals and the other brown bagging. There is high expectation for involvement and investment and we are looking for committed individuals who will come and work.

Question on the accuracy of the elections based on the bylaws. We needed to waive the requirement for 30 days notice for changes to bylaws. This was presented 17 days before. Motion that we intended to suspend the rules and vote on proposed changes. Motion and second and passed.

Vote for secretary:

Jim Martin(NCSU) and Mark Sprague (ECU) Election held and Jim Martin will be secretary.

Election for Executive Committee

SANDIE/ KELLEY - NEED RESULTS FOR THIS

Afternoon Session of the Assembly

**Laura Gassaway, Associate Dean for Academic Affairs and Professor of Law,
UNC-CH**

Presentation on the Teach Act.

Presentation Attached.

Committee reports

Academic core – No further report

Government Committee

Resolution on Health Care for UNC Employees

Some amendments made and resolution was passed.

Academic Freedom and Tenure

**Emailed notes to Sandie. Resolution of paid by course. Work on tenure and
promo guidelines**

Want assistance from schools – we have decided to break things down into
groups and work with an assembly delegate to get data.

Distance education.

No report at this time.

Communication Advocacy committee

Web site will go live soon.

Blog has been started: www.uncfacultyassembly.blogspot.com

We may need input to help Bowles with feedback response to budget. We are
not sure what the exact form it will take.

Remarks from the new Chair

She is looking forward to the coming year. An excellent executive committee is in place and she is looking forward to empowering and enabling this body to act. Staff at GA is very helpful and she has a good relationship with them.

“I am looking forward to having interactive and lively meetings that include all of the delegates. “

Thank you.