

UNC Faculty Assembly Meeting
September 20, 2013
Spangler Building, General Administration, Chapel Hill, NC

The regular monthly meeting of the Faculty Assembly convened at 9:12 am on September 20, 2013.

9:12 am. FA Chair Catherine Rigby gave an overview of the agenda items.

9:15 am. Tom Ross, UNC president presented his report based on topics requested by the assembly.

A. Out of State Tuition

- a. Overview of the legislative process. Initial proposal was a 12.3% tuition increase for all out of state students. The sense of the proposal was that there would be reduced appropriations commensurate with the increased revenue
- b. Proposal opposed by President Ross.
- c. Compromise: Campuses that push close to 18% out of state enrollment would see a 12.3% tuition increase; others would be set at 6%. Of the former, two campuses were excluded from the 12.3% increase.
- d. Competitive out of state tuition rates attract talent to state campuses. NC retains about 50% of these students most of whom end up working in NC.
- e. Will continue to fight. Proposals being discussed:
 - Increase the out-of-state 18% cap for campuses struggling with enrollment.
 - Allow campuses to “float” up to 20%.
 - 5 year pilot for HMI campuses to increase to 30%. A&T close to 18% now.
 - Tuition discount for out-of-state students in campuses near state borders to help compete with neighboring states offering in-state tuition.

B. Tenure

- a. Conducted tutorial on tenure last year to “educate” BOG members. Plans to redo this year for new BOG members.
- b. Help BOG members understand that lack of tenure results in loss of faculty.
- c. There are already lots of faculty members with no tenure.
- d. Many BOG members already understand the rigor in the tenure process.
- e. Revoking tenure does not appear to be a high priority

C. Tuition

- a. Working on guidelines for 4 year plan. Looking more like 2+2 plan.
- b. 2-year plans lead to more stability and predictability.
- c. Tuition instructions for this year sent to campuses earlier this week.
- d. Recommending no tuition increases for 2014. Probably no increase for graduate students as well.

D. Graduate Students

- a. Not sure what you are asking. We have graduate students ☺
- b. Decreased enrollment especially in Education – will be addressed this session.
- c. President Ross continues to educate the BOG and legislature on the nature of the competitive market to attract graduate students.
- d. Q. Is GA considering plans for resident status for graduate students?
R. No.
- e. Master's degrees in Education.
 - Debate on whether Master's degrees result in increased student learning
 - Some teachers make \$30,000/yr, increasing to \$40,000/yr after 10 years of experience. Debate has highlighted that low salaries in general is an issue for teachers.
 - To produce the "best talent," requires appropriate compensation for educators.
 - Health Plan – Strong resistance to pull out and get better rates.
 - Will try to provide data given to the general assembly on M.Ed's v. teaching.
 - They have argued to BOG on the return for the investment
- f. [UConn announces plan](#) that will "steal" faculty with multimillion-dollar project with goal to become the next Triangle Park – Eye opener for legislators.
- g. Making progress in helping BOG understand the correlation between research and grant revenue and the effect of losing them.

E. Legislature

- a. 100/170 are new or have less than two years experience. Issues such as the Budget are complex and they present a challenge for new legislators. 60% of the budget is on education, 12% UNC. Making progress making them understand that tinkering with physicians pay for Medicaid, for example, is complex and it can be bad.
- b. Economy is improving; not clear if revenues will increase as well due to reduced tax collections.
- c. There is discussion about sweeping overhead receipts (from grants)
- d. Q. Athletics fees disproportionate.
R. Campuses set their own. Issue not being considered. For example, Charlotte increased fees to help cover cost of new facilities

F. Survival: We'll make it ☺

G. Growth in Administration

- a. Depends on how administration is defined and how it is counted.
- b. Not all bad. Should service staff increase if there is enrollment increase?
- c. Some increase in layers of administration is the result of increasing Federal regulations.
- d. We are already very efficient.

H. Questions

- a. Q. What do need from us?
R. Stories and anecdotes documenting learning. Continue with help on implementation of SDI. Making the case that faculty raises are a factor in being competitive. Student/job data is important, but a challenge. No access to such data at national level.
- b. Showed slide on proposed SDI [funding directions](#).

9:40 am. Charlie Peruse, Chief Operating Officer report.

- A. High level over-view report. Detailed data provided on handouts ([3a](#), [3b](#)), including a UNC budget [summary sheet \(3b\)](#).
- B. Economy outlook looks positive. 5.4%, 5.8% and 5.8% base revenue for the last three years respectively. Between 5 and 6% projected increase for current year.
- C. 3rd fastest increase in population.
- D. Bringing to BOG next 4-year tuition plan.
- E. Q. Is it ethical for campuses to use tuition fees for purposes other than those for which they were approved?
R. Chancellors have discretion over use of student fees.
Q. Policy on carry-over funds?
R. Carry-over is 2 ½ % of which 75% is kept on campuses.

9:55 am. Suzanne Ortega, VP for Academic Affairs report.

- A. Making [progress on CAA](#). Engaging faculty
 - a. Phase I: Universal 30
 - b. Phase II: Pre-majors. Done top 5/10.
 - c. CAA draft due Oct 01 followed by feedback cycle.
 - d. February deadline for UNC/CC submission of CAA.
- B. Gen. Ed
 - a. Working on Core Competencies
 - b. Report t by Katharine Stewart following next.
- C. BOG looking at Campuses Mission Statements. Most did not change. Will probably extend over Nov/Dec BOG meetings
- D. Other
 - a. Course Redesign. Finding ways to increase student success. Second cycle of awards coming.
 - b. Academic Efficiencies
 - Analyzing common section size

- “Ratio” of efficiency v. effectiveness
- Degree requirements – revisit. Are these up-to-date?
- c. E-Learning: Credentialing for teaching on line
- d. Alumni survey: Long range measure of Student Learning Outcomes; 5Y, 10Y. Working on common set of core questions.
- e. Work on
 - Early warning systems.
 - Weighted GPA. Talking to DPI about AP courses given more weight than UNC courses.

E. Questions

Q. Drop/Add policy having adverse effect in C.H. Can we revert policy?

R. No

Q. Six years ago we spent 400K on CLA pilot. Why do another?

R. Need bigger sample with seniors. More data to find if is doable

10:20 am. Katharine Stewart, AVP for AA and Learning Strategies report.

A. Reviews her qualifications and [job description \(4b\)](#)

B. Competencies

a. Done work with competencies for Public Health programs

b. Plans to visit UNC campuses

c. Working with the General Education Council on identifying core competencies

- Target deadline on Jan 2014.
- Need input from FA by November 01!
- Need input from campuses by end of November!
- Goal: Identify core competencies that can be assessed and that preserve flexibility for individual campuses.

C. Questions

Q. Definition of competencies affects non-traditional students.

R. Good point. Assessment has implications for CAA, non-trads, military.

Q. Survey went to campuses. When does it close?

R. Due Wed. GEC core recommendations will be ready for FA review by the October FA meeting, passed to the Senates in late October with a feedback deadline of late November, and presented to the BoG in January.

10:30 am Panel Discussion on UNC campus security

A. Mario Paparazzo. General remarks about the 7 charges ([5e](#)) to the committee, common concerns, scope of initiative (involves units, AA, BA, SA) and challenges to implementation.

B. Thomas Shanahan, General Counsel GA

a. Not “renewed attention” to campus security -2007 task force after VT

b. Attention to sexual assault, Title IX, policies and procedures on gender discrimination/harassment/rape.

- 2011 [Dear Colleague Letters](#) – Office of Civil Rights (OCR), Department of Education. Burden of proof on cases → Preponderance of evidence (50% +1)
 - Training of hearing panels. Cross examination of witnesses ([5c](#), [5d](#))
 - Increase on number of cases and investigations
 - Issues: How to investigate, how to adjudicate
- c. [Cleary Act](#). Complex area of compliance. 150 page document.
- d. Campuses are safe which ironically makes cases more noticeable to the media.
- C. Brent Herron
- a. UNC, 3rd “largest city” in NC.
 - b. UNC police departments
 - Over 400 officers and 409 staff covering 7000 acres
 - 320,000 calls on 2012. Departments have full police force authority. Five campuses accredited
 - c. Agreements with all relevant emergency response units.
 - d. Campus crime rate is 0.31% compared with the state at 3.54%
- D. Karrie Dixon
- a. Campus crime rate much smaller than state rate
 - b. History of major security initiatives. 2004 task force leading to admission background checks. 2007 VT task force on crime prevention, training, emergency notification, MOU’s with external agencies.
 - c. Group to study at overall issues including alcohol and drugs.
- E. Jonathan Sauls
Challenges.
- On a daily basis. Starts day with police report
 - Policies highly regulatory by Feds and State. Over 70 “Dear Colleague” mandates.
 - Adjudication/due process conflated with policies
 - Transparency v. FERPA limitations
 - Difficulty on change of policy culture
 - Intricacies of alcohol/drugs root cause.
 - Resources v. unfunded mandates.
 - Recruitment of staff problems
- F. David Green
- a. Please to see diversity
 - b. Training needed on how to respond to threats. What do we do?
 - c. How do we respond to sexual assault, domestic violence
 - d. Under-reported cases. Students do not “snitch”
- G. Questions (Q), Comments (C) and Responses (R)
- Q. Are transgender students covered under title IX
- R. Thomas: Yes
- Q. Is there a false sense of safety due the existence of policies?

- R. Often focused on compliance and not on root causes. It takes a village
- C. Cheap solution. Have a campus meeting of AA
- C. Drills actually may lead to insecurity. Shows perpetrators what we do
- R. Yes, this may happen. Still, better to be trained. Use 6th sense.
- C. “Black Swan” effect – blame FERPA
- R. Protects student records. Best approach, ask for student consent.
- C. Confidentiality affecting ability to write letters of recommendation.
- Q. Explain the implications of the gun law
- R. Guns must be locked in car. Crime to use on campus.
- Q. Is it legal for campus PD’s to ask who has concealed gun permits?
- R. They can ask but not force
- R. Not easy, but it would be possible to get the NC data county by county.
- Q. Do the policies apply to irate students online?
- R. Never been addressed.
- C. It is not just students, but also “referable” faculty.

12:00 Noon. Catherine Rigsby comments before break

- A. Need two more members of the Executive Board. One from the 4-delegate campuses and one from the assembly at large
- B. Comments on the FA committees: please read [committee descriptions](#) and [tasks](#) during lunch; self-select committees after lunch.

1:00 – 3:00 pm. Committee meetings

3:00 pm Plenary Session

- A. Minutes of the February 22, and April 19, 2013 FA meetings were approved
- B. Executive Committee Election results by acclamation
 - a. At-large representative: Charles Kelly (FSU)
 - b. 4-delegate-campus representative: John Lepri (UNCG)
- C. [Bylaws Revisions](#) (James Martin)
 - a. Committee looked at the entire content of the bylaws
 - b. Particular attention was called to Article VII.J giving authorization to the Executive committee to approve actions by a 2/3 vote when the FA is not in session. Such actions are to be reported and reaffirmed (or rescinded) by the entire body at the following meeting of the assembly.
 - c. Motion to approve the 2/3 item above was approved.
 - d. **Motion to approve all changes to the bylaws was approved.**
- D. General Education Subcommittee report – Hans Kellner
 - a. Committee met with 8 people present.
 - b. Reviewed the charges of the committee. Vast charge including matters of General Education, articulation, etc.
 - c. Considered the structure of the committee in relation to related committees such as the General Education Council. Katharine Stewart was present in these discussions.
 - d. CLA

- Considering proposal for UNC to produced its own testing in conjunction with ETS and thus become a national leader in this area
 - CLA has the momentum. It provides uniformity, but many campuses do not like it.
- e. Core Competencies
- Pick and Assess.
 - Survey sent to campuses.
 - Ideally, two competencies. Critical Thinking and Written Communication are the leaders in the last furlong. ☺
 - Separate competencies from General Education. Not about matching course by course.
- f. CAA
- Universal 30
 - Is it better to get an AA degree? This would be good for CC but UNC says it is better with 30.
 - What about Foreign languages?
 - Concern about CAA accepting AA with all requirements.
- E. Instructional Efficiencies Subcommittee report – Jimmy Reeves
- a. ELearning committee has about 20 members
- b. SDI
- Central issue. Faculty control of the curriculum.
 - Should be the responsibility of the University to provide the training for students.
 - Technology prerequisites for students such as training using Black Board and LMS interfaces. All campuses have such systems.
 - Advocates for central negotiation of software licenses.
- c. Copyrights
- Policies differ across campuses.
 - Faculty should keep “shop” rights. Complications when faculty get paid to develop courses.
 - If a course is managed through and LMS, does the university have the rights to offer the course.
 - Residence hour requirement for online courses? Do they count?
- d. Questions
- Q. Is there a legal precedent (Supreme Court?) on ownership?
- R. Trick is whether/how you get paid.
- F. Academic Resources Committee report – Andrew Morehead
- a. Committee met at the Executive Conference Room.
- b. Went over the charge of the committee.
- c. Revisited Academic Core Whitepaper.
- d. Of interest to track the ratio of full to part time faculty since the start of the fiscal cliff.

- e. The committee discussed the budget data provided to the FA. Effects on scholarship and retention of faculty.
 - f. The committee discussed entrepreneurship, innovation: Long term findings, national trends.
- G. Governance Report – David Green
- a. The committee met with 10 people present.
 - b. Three resolutions under consideration
 - Revisiting the 2005 Shared Governance document and the concerns of President Ross.
 - Ability of faculty to create change varies across campuses. Have faculty senate report at Board of Trustees in all campuses.
 - Central policies may have some value, but allow campuses to opt out.
 - c. Questions and Comments
 - C. Careful tinkering with the Shared Governance document.
 - C. Our Shared Governance document is a national standard (AAUP).
 - C. P. Ross said he believed in these principles; talked to chancellors.
 - C. Title V Elearning not addressed by AAUP.
 - R. Covered by SACS and by “content delivery” wording in AAUP documents.
- H. Communications Committee report – Mike Wakeford
- a. The committee met with 12 people present.
 - b. Went over the charge of the committee. Previously also Faculty Welfare.
 - c. Improving Communication
 - Internal communication from senates to FZ and vice versa. More pressing, pushing down FA concerns to senate chairs and general faculty.
 - Better lists of faculty leaders. Promote the role of FA
 - As a good example of the need to improve communications, some members of the committee last year were not aware that the BOG teaching award proposal had been approved and implemented.
 - d. External Communication
 - Big issue. Ideas about a central message.
 - For next meeting, invite GA media people.
 - Interest in aligning faculty and GA “message.”
 - e. Health Benefits
 - Concerns about the lack of publicity in regards to the open enrollment survey. In particular, no action will result in defaulting to 70-30 coverage.
 - Also concerns about the increasing encroachment on privacy in the enrolment form.

- Comment from a member about Penn State pushing back on the privacy matter.
- **Motion:** That the FAEC communicate to senate chairs the urgency to make all faculty aware of the need to fill out the health benefits open enrollment survey

Motion passes

I. HMI report – Margery Coulson-Clark

Committee had discussion on policies and procedures in regards to:

- Attorney representation for students
- Student Success, early warning
- Revision of course schedules
- CAA
- Enrolment matters affecting a number of HMI's
- Salary increases following Post Tenure Review?

J. General Discussion

- a. System license for anti-plagiarism software?
- b. No campus has policy for salary increases for exemplary PTR

Assembly adjourns at 4:15 pm

Respectfully submitted
Gabriel Lugo – Secretary
UNCW
September 22, 2013

Attached: Notes of the FA September 20, 2013, Committee Meetings

Minutes – Communications Committee

September 20, 2013

Spangler Building, General Administration, Chapel Hill, NC

Present: Mike Wakeford (Co-Chair), Gabriel Lugo (Co-Chair), Mark Taggart (ECU), David Zonderman (NCSU), Alan Freitag (UNCC), Roland Leak (NCA&T), Jim Carmichael (UNCG), Beth Kurts-Costes (UNC-CH), Mary Jean Herzog (WCU), Shelton Ford (FSU), Kelley Gregory (GA), Leslie Boney (GA)

Mark Taggart asked for a follow-up on the work of last year's committee, re: the request for the BoG Award for Excellence in Teaching. It was reported that the request to increase the award was approved; the award will increase from 7,500 dollars to 12,500 dollars. It was noted that communicating follow-ups like this needs to be done more effectively and broadly.

General discussion followed about aspirations to improve the flow of information from Faculty Assembly to campus Senates and general faculty. Comments emphasized the need for a more strategic and coordinated approach to communicating to faculty what FA does and the impact it makes; also, the need for more assertive identification, creation, and distribution of faculty stories from individual campuses to promote the importance of faculty research and teaching in compelling ways. Views varied in terms of the tenor, message, and aggressiveness with which FA should seek to push back against characterizations being made of the university system and/or agendas being pushed upon the university.

Gabriel Lugo shared some interesting collaborations underway between a new committee created at UNCW (Faculty Outreach and Engagement??) that is now working with the media office to create and disseminate short, compelling stories about faculty work, applied learning, student impact. He suggested this kind of collaboration around mutual interests of faculty and administration might serve as a model for this committee to follow.

Conversation moved to the Committee's charge for the coming academic year. The tasks include:

1. Analyze and make recommendations concerning formal arrangements of internal faculty governance and general faculty communications.
2. Assess the potential of formal training programs for external constituency communications.
3. Conceptualize rigorous means of addressing the discourse of faculty accountability ("effectiveness," "efficiency," etc.)
4. Develop explanatory and UNC-supportive media and work with GA to ensure wide distribution.
5. Analyzing the impact on academic excellence of staff working conditions
6. Track changes and effects of student, staff, and faculty health insurance costs
7. Track changes and effects of faculty-specific benefits (e.g., reductions in employer contributions to retirement plans)
8. Analyze effects on campus identities resulting from the new strategic plan, and mission(s) redefinition(s).

The committee decided that for its next meeting, it would like to meet with appropriate personnel at GA involved in public relations, messaging, etc., to learn more about GA's approach to messaging/communications to its various constituencies and to explore the possibilities for cooperation in enhancing faculty participation in "telling our stories" of student impact, community outreach, etc.

It was also decided that various communications strategies, including exploration of new social media, etc., will be explored. One sub-group of this committee will begin work on this front.

It was agreed that items 5, 6, 7, 8 above are all issues that need to be addressed through development of a

strategy for gleaning information from the campuses. This should begin by reaching out to Senate Chairs for views of how effectively campus Faculty Welfare standing committees are functioning, and engaging with those committees to gather information about how faculty concerns are being impacted by staff reductions, changes in benefits, and changes associate with Strategic Directions mandates coming down the line this year. One sub-group of this committee will be tasked with beginning work on this front.

Concerns were raised about the current changes to the state employees health insurance plan, particularly the “buried” nature of the mandate that during open enrollment period currently covered employees need to fill out wellness surveys or else premiums will increase. Several committee members expressed concern not just about the fact that doing ‘nothing’ may lead to surprise increase in premiums AND decreased coverage, but ALSO about the privacy issues that the wellness surveys raise.

Committee decided to request the FAEC to seek out further information from GA about these changes and to communicate those changes to the FA. This request was made during committee reports in afternoon session.

COMMITTEE NAME: Academic Standards and Policies Committee – General Education Group
MEETING DATE: September 20, 2013
PERSON PRESIDING: Hans Kellner (NCSU)
MEMBERS IN ATTENDANCE: 6 members of the Faculty assembly present
Lothar Dohse (UNCA); Jerono Rotich (NCA&T); George Wilson (NCCU); Suzanne Gullledge (UNC-CH); David Nikkel (UNCP); Catherine Rigsby (ECU Faculty Assembly Chair)
GA LIASIONS IN ATTENDANCE: Dr. Katherine Stewart
OTHERS IN ATTENDANCE: None

ACTIONS OF MEETING

This being the first meeting most of the discussions focused on general topics that are relevant to the committee's charge. The main theme was the ongoing work of the *General Education Council* and the impact it will have on university education. Initially we discussed the structure of the *Gen Ed Council*, then we concentrated our conversations on two main issues, the choosing of system wide learning outcomes (core competencies) and the planned assessment of these outcomes using the CLA (College Learning Assessment) test.

Main points that were brought up in the discussion of core competencies:

- The likely core competencies are going to be “critical thinking” and “written communication”
- Two competencies was a good number, more may make assessment too complicated.
- Importance of understanding that competencies are not related to courses, but over-arching outcomes found in all disciplines.

Main items brought up in the discussion of assessment of these competencies:

- Main problem of this kind of assessment (seniors do not take it seriously, very hard to get the necessary 100 students to be assessed, general cost of the program, time and disruption).
- Concern that assessment distills education to one or two numbers.
- The advantages of going with an established test (because some schools already use it, we have some idea of what we are buying into.)
- Is there a need for uniformity across the system?
- The disadvantages of going with the CLA (Cost and control of content.)
- The possibility of a homegrown test was also mentioned.

Other questions addressed – articulation agreement concerns:

- Should the new rules encourage students not complete an Associate's Degree, but rather to transfer to college after they have completed their 30 hours of Gen Ed credit?
- Why are foreign language courses not part of the agreement?

At this meeting no actions were taken, and no tasks were assigned to members of the committee.

COMMITTEE NAME: Governance Committee

MEETING DATE: September 20, 2013

PERSON PRESIDING: David A. Green, Chair

MEMBERS IN ATTENDANCE: Spoma Jovanovic, UNCG, Andy Koch, ASU, Dimitri Argyropoucos, Linda Wilson-Jones, FSU, Jan Boxill, UNC-CH, Hirendra Banerjee, ECSU, Christina Pacilla, WSSU, Margery Coulson-Clark, ECSU, Rebecca Lasher, WCU, and David A. Green, NCCU, Chair

GA LIASIONS IN ATTENDANCE: None

OTHERS IN ATTENDANCE: Catherine Rigsby, briefly

ACTIONS OF MEETING

Item: Share Governance Survey and Faculty Senate Committee List Form

Discussion: We discussed the Shared Governance Survey and the Faculty Senate Committee List Form.

Action Taken: With respect to the Survey, we decided that each Faculty Senate Chair would decide who was best on his or her campus to fill out the survey.

Duties assigned and deadlines: Request Kelley Gregory to email form and survey to each of the Faculty Senate Chairs.

Item: Shared Governance

Discussion: After we had a length discussion regarding the concerns of share governance on some of our campuses, we decided to revisit seeking Tom Ross' support on the 2005 Shared Governance Document.

Action Taken: None

Duties assigned and deadlines: Continue the discussion via email.

Item: Communications with the Board of Trustees

Discussion: We also discussed and decided that there was some value to the Board of Trustees (BOT) on each campus having a direct unfettered dialogue with the members of the Faculty Senate. We decide to present a resolution that provided that each Faculty Senate Chair of each institution should be able to present an oral and/or written report to the BOT on a regular basis.

Action Taken: None

Duties assigned and deadlines: David Green to circulate a draft of a resolution. Resolution to be considered during next faculty assembly meeting.

Item: Central Policies and Institutions Opt Out Opportunities

Discussion: We also discussed that while we recognized that there is a value to central UNC GA policies that would apply to each institution, we further recognize that due to the unique mission of each of the

institutions that there are times that a policy has a substantially negative impact on a particularly campus. Accordingly, we decided to draft a resolution which would allow individual institutions to opt out or gradual implement a policy, if the institution can show that it would have a substantially negative impact on that campus.

Action Taken: None

Duties assigned and deadlines: David Green to circulate a draft of a resolution. Resolution to be considered during next faculty assembly meeting.

TASKS ASSIGNED FOR COMPLETION BETWEEN FA Meetings: Finalize resolution

ITEMS TO BE DISCUSSED and ACTIONS TO BE COMPLETED AT NEXT MEETING: Vote on proposed resolutions
