

AGENDA

UNC Faculty Assembly Meeting: Thursday, February 27, 2020-Friday, February 28, 2020
Spangler Building, UNC System Office, Chapel Hill, NC
Theme: Discussing Appropriate Assessment Tools

Attendance: Andres, Jr., Bailey, Beasley, Bird, Bradshaw, Cameron, Chow, Colbert-Lewis, Daynes, Deale, Dewitya, DiGiacinto, Gaitors, Gann, Goldthwaite, Gomez, Grant, Hopcroft, Hopcroft, Howard, Hunter, Ives, Klaimon, Kleiner, Kramer, Lamphere, Lasher, Lee, Maddux, Maki, Mann, McClure, Miller, Mitchell, Okunbor, Orcutt, Popke, Powell, Roeder, Roop, Rosenberg, Schmutz, Scott, Sibley, Smith, Steed, Szabo, Turpin, and Williams

8:00AM–8:30AM Faculty Assembly Chair, David Green’s Report | [See Slides](#)

A UNC BOG meeting update. CoronaVirus academic plan scenarios were discussed in the event that campuses must close. They are working closely with CAOs about potential contingency plans. Training and preparation of Board of Trustee members and summer school supplemental pays were also prominent topics discussed.

The next Faculty Assembly meeting will be held in April and the new members of the executive board will be elected at that meeting; it important those members and delegates in general are engaged and active ([See Faculty Assembly Executive Committee Members](#)). It is also important to continue thinking about ways to engage BOG and General Assembly members. [Updates were provided about UNC System Chancellor and Provost searches across the System.] In regards to system approval for new degree programs, it is important that faculty play a more significant role in helping identify when new programs may be needed; institutions should not be placed into “lanes” and “niches” and, depending on local needs, redundancy of degree programs may be appropriate.

The BOG Minimum Eligibility Requirement (MER; formerly the Minimum Admissions Requirement) committee voted to adopt a new change and a letter of support was drafted by Chair Green ([see letter attached](#)). Here is the full statement: “The proposed change would revise the current policy from a minimum 2.5 weighted high school GPA and SAT score of 880 or ACT of 17 **to a minimum 2.5 weighted high school GPA or SAT score of 1010 or ACT of 19**. The change in the policy from the “and” to “or” would be a powerful statement from the UNC Board of Governors about its real commitment to access and diversity. Moreover, it will allow the UNC System institutions the needed flexibility in considering GPA, SAT, and ACT scores, while establishing appropriate standards for its institutions and assuring that students who matriculate to one of our institutions are well prepared.”

8:30AM–9:00AM David J. English, Vice President for Academic Programs, Faculty and Research Peer Study Update ([See MER Slides](#) | [See Peer Institution Slides](#))

A UNC System taskforce was established and it took a data driven and rigorous approach. Each institution does have a peer set (historically updated every 5 years). Benchmarking is the primary use of each institution’s peer group and it is not aspirational but should be real peer comparisons. The time of use for this peer group will be 7/1/20-6/30/25. The approach is to create a cluster analysis for each institution using 10-12 peers (last time it was 15-18). The new HR faculty salary comparison tool will take a much broader view including rank and departmental comparisons. The peer institution meetings are happening at each institution right now. It is important that faculty senate and council leadership is involved to ensure the faculty perspective is included. By May 2020 the final list of peers for each institution will be brought to the BOG for a final review and vote.

9:00AM–9:30AM Kim Van Noort, Senior Vice President for Academic Affairs Update

The Coronavirus situation is a high priority. There is a response team at the System office and they are working closely with the CAOs at each institution. They are closely following CDC guidelines. One of the primary challenges is how to address UNC system students who are in Level 3 or Level 2 countries ([See CDC website](#)). If needed, what resources are available to go online and how does this fit into each institution's academic continuity planning? It is important that we have the infrastructure and servers on each campus to do this if needed.

9:30AM–10:00AM Discussion with William Roper, Interim President, UNC System Office

The budget crisis continues to be a top priority. Several Chancellor searches are ongoing. A Presidential Search Committee meeting was also held recently. A Leadership Development Program is being developed at the UNC System. Also, it is important to recognize that the UNC System is willing to serve in the capacity as a search firm as it has the internal capabilities to replicate what a lot of external search firms are able to do. In some ways, it makes sense to have people that already know the System, assist with the search.

Another priority are high impact visits at select campuses. Interim President Roper will be going to selected universities within the system and hold media events to highlight and talk about the impact not having a budget is having on our institutions. On April 24th the GA is coming back into session. Finally, the BOG has the legal responsibility to act on outside universities wanting to offer programs in our state - it is a legal matter and the BOG cannot override the request if they check all of the boxes and competition with UNC System institutions is not a factor in their decision. This issue, however, can and should be discussed within the System to ensure institutions are not unnecessarily competing with one another.

10:15AM-11:15AM Matt Brody, Senior Vice President and Chief Human Resources Officer; Chris Chiron, Associate VP/Employment Engagement/Univ EO Officer Human Resources Faculty Salary Assessment Tools & Data on Faculty Turnover ([View Salary Tool Slides](#) | [View Faculty Turnover Slides](#))

The Faculty Salary Analysis Toolset (FacSAT) is a comprehensive faculty salary tool that will provide data to help see how competitive the UNC System is compared to other institutions ([View Salary Tool Slides](#)). This should allow institutions to develop budgetary asks with real data. The tool will help identify gaps and compression analysis compared to market data by Carnegie Group, faculty rank, and discipline. It is currently in beta testing by System staff and all institutional research offices. There are data and quality control challenges and corrective actions are presently underway. One of the major gaps in external data is regarding non-tenure track and non-tenured faculty and they are actively investigating the best approach to facilitate compensation analysis for this growing portion of the faculty population. NCSSM is not included in the FacSAT tool because of its high school classification.

There are seven Carnegie classes – 1) Doctoral Very High Research, 2) Doctoral High Research, 3) Master's Colleges and Universities (larger programs), 4) Master's Colleges and Universities - Medium, 5) Baccalaureate Colleges: Diverse Fields, 6) Baccalaureate Colleges: Arts and Sciences, and 7) Special Focus Four Year - Arts, Music & Design (Slide 6) . Initial data will be released to IRs and campus leadership followed by release to the BOG and then it will open to the institutions. The projected rollout is early summer for internal release and then full release in the fall.

Additional considerations for the tool include adding a “new assistant professor” category to allow visualization of compression issues caused by new hires. The tool will allow selection of benchmark for public only, private only, and public and private. HMSIs (Historically Minority Serving Institutions), could potentially have its own benchmark as well. Preliminary observations suggest that there are some substantive, quantifiable gaps between UNC system faculty median salaries although it is not universal (see slides 11 and 12); some ranks and disciplines will be aligned and exceed the median. On average, compensation gaps clearly exist at Very High

and High Doctoral Groups and Master's Larger Carnegie Groups. Results will vary by rank and discipline. Benefits are not being accounted for in the tool and the UNC System's dependent health insurance and retirement are lagging behind other institutions.

Results from the *Turnover Metrics, Engagement Survey* ([See Slides](#)) suggest that for all faculty and staff System wide turnover from 2017-2019 academic years was lower than the national CUPA (College and University Professional Association) average (See Slide 2). This data will be fully released to all institutions in the fall. For all faculty, turnover was less than the 4% CUPA average and, for staff, it was slightly lower than the 9% CUPA average. Females had a slightly higher turnover rate than the CUPA 7.5% average in comparison (Slide 5). This was also higher than males at 6%, which was slightly lower than the 7.5% CUPA average (Slide 6). Tenured/Tenure track was less than the 3% CUPA average (Slide 7) and, non-tenured, at 4.5% was much less than the 7% CUPA average (Slide 8).

11:15AM-11:45AM Nominations Committee- Russell Robinson, NCCU Senate Chair, and Sandra Dika, Five Delegate Elected Member

There are six offices open for election to the Faculty Assembly Executive Committee. These positions include one delegate chosen by the four delegate size groupings which is based on an institution's full-time faculty size. These groupings are: Two delegates (ECSU, NCSSM, UNCA, UNCSA), Three delegates (FSU, NCCU, UNCP, WCU, WSSU), Four delegates (ASU, NCAT, UNCG, UNCW), and Five delegates (ECU, NCSU, UNC-CH, UNCC). There are also three at-large positions available: Secretary and two At-Large delegates. Delegates who are interested in running need to send a 500-word maximum bio and statement of interest to Parliamentarian Russell Robinson (russell.robinson@ncu.edu) and Five Delegate Representative Sandra Dika (sdika@uncc.edu) by no later than Friday March 27th.

1:00PM-2:00PM Andrew P. Kelly, Senior Vice President for Strategy & Policy Brainstorming Session on Supplemental Pay as it relates to the Summer School Initiative

Overall, 84% of all Instructional staff across the UNC System are 9-month faculty. Research around the general rule of being able to only earn 33% of one's salary outside the contract period appears to be based on federal regulations on allowable research effort for NSF/NIH. Is this appropriate for all other purposes? It is important to note that people who make less hit this cap faster, which disproportionately impacts those with lower salaries who potentially could benefit the most from such supplemental pay.

2:00PM Adjourn and 2:00PM-3:00PM Faculty Assembly Executive Committee Debriefing