

2-22-94 mtg.

FACULTY ASSEMBLY MEETING FEBRUARY 4, 1994

The Eighty-eighth meeting of the Faculty Assembly of the University of North Carolina system was called to order by chair Bill Kane(WCU) at 1:00 February 4, 1994. Kane then introduce the Faculty Chairs of the 16 constituent institutions who were present for this meeting.

Kane offered a Resolution honoring Ken Wilson, ECU for his two years as Chair of the Assembly and presented him a copy of the Resolution and a ceremonial gavel. Wilson, has been appointed to the Board of Governors ad hoc committee on State Wide Teaching Awards.

SAMUEL POOLE, CHAIR OF THE BOARD OF GOVERNORS spoke to the Assembly on a variety of matters

He began his comments by noting the outcome of the Duke-UNC-CH basketball game of the previous night.

Poole reiterated President Spangler's recent statement in regard to Gender Equity of the Chancellors of the Constituent institutions, and stated that the Board of Governors would be working on this issue.

He thanked the faculty for their support of the recent Bond Referendum, stating that it could not have been successful without their support.

He reviewed the work of the Faculty Assembly in regard to Teaching Effectiveness and announced plans for a conference later this year to which faculty would be invited to consider the recommendations of the Board Report on Tenure and Teaching and the Primacy of teaching with the need for continuing efforts to achieve more effective teaching. An ad hoc committee has been appointed to work out the details of the conference and the details of the Outstanding Teaching Awards. He said that the legislature had allocated funds for this, but had not appropriated any specific monies, but the Board of Governors will provide funds for State wide awards and will allocate funds for additional institutional awards.

Chair Poole then discussed the organization of the Legislative Study Commission on Higher Education which has recently been named. It will review teaching and higher education in general as to funding, and will be LOOKING AT TEACHING LOADS WITH the idea of changing the definition of FULL TIME EQUIVALENT from 12 to 15 credit hours. He then asked for questions from the Assembly.

K. Kowall of UNC-W asked about the focus on teaching as opposed to LEARNING She has difficulty getting students to be responsible -- and in teaching are we ignoring student learning? Chair Poole responded in a general sense that it is important to address the learning as well as teaching which he considers together.

VICE-PRESIDENT LITTLE filled in for President Spangler who had been asked to be a Consultant to the Harvard Business School which is setting up an executive training program.

Little introduced the new Secretary of the University Rosalind Fuse Hall, and the new Benefits Officer for the System: Ms Kitty McCollum.

The General Administration will be addressing the General Assembly's concern over the Time to Degree situation and then introduced Judith Pully who will be convening a conference to be held March 21. Faculty will be selected to review the various ideas in regard to students time to degree programs.

He announced that the Conference on Effective Teaching will be held at WCU.

The General Administration is presently reviewing the Budget for 1994-95 so that the Board of Governors will have it to consider when next they meet on Friday Feb. 11. President Spangler is recommending a faculty salary increase of 6%

The report on Graduate Student Teaching from the ad hoc committee is presently under review by Vice Presidents Memory, Carroll and Little.

He did not receive any questions from the Assembly.

The Minutes of the September meeting were approved.
The Session adjourned to Standing Committee meetings.

5:30 MEETING WITH RUSSELL EDGERTON, PRESIDENT OF AMERICAN ASSOCIATION ON HIGHER EDUCATION--
-ADDRESSING TEACHING AND TEACHING EFFECTIVENESS

He began with the question of How do we measure good teaching? Good techniques are not sufficient for transmitting scholarly knowledge. --it must transform abstract concepts/information to something with which the student can identify.

more to it than combining scholarly knowledge with technique--teaching is a scholarly act

He addressed the What? Who? When? and How of teaching, in his talk and discussed a new Project from AAHE--entitled "From Idea to Prototype: Peer Review of Teaching: The association invited participants from three clusters, from 12 universities-3 each-urban comprehensive, research, and _____ --36 teams of faculty to Stanford for a week to work out a peer review method--the first thing they did was to write a two page essay on a syllabus to work toward development of a teaching portfolio--the reason for the teams was to have faculty work in teams to develop different approaches to gain new ideas.

Start by forming an analogous set of questions of both research and teaching

Evaluation of teaching on a case by case base is not the only option--should consider how courses relate to other courses within the same departments, and stated that departments have a collective responsibility for good teaching--we should not isolate ourselves from others in our departments doing the same thing--teaching.

Workload should be measured by the department not the individual faculty member, so a department, up front on the view of things, should shift from issue of MY WORK to OUR WORK--and on this basis the faculty as a whole should take responsibility for the entire course offering with a variety of agendas.

SECOND PLENARY SESSION 7:00

The Chair of the nomination Committee, ECU, presented the slate of nominees for 1994-95--
ECU faculty nominated were:

Hough-Chair of the Assembly

Givens-Chair of the Budget Committee

Bailey-Chair of Governance Committee

COMMITTEE REPORTS

BUDGET--surveyed seven campuses on Faculty Input into the Budget Process, most HAVE MORE INPUT THAN INVOLVEMENT

The Committee Re-endorsed Res.92-8 regarding establishing the goal of making University of North Carolina Salaries competitive

PROFESSIONAL DEVELOPMENT Announced a \$15,000 grant from the General Administration to hold conference September 8-10, 1994 on Excellence in Teaching. Faculty will be invited from all sixteen institutions.

Concern has been expressed in regard to interpretation being given to Administrative Memo 338 --The intent is to reward good teaching rather than Castigate bad teaching

PLANNING AND PROGRAMS Have finished the study undertaken last year comparing the university calendars of the sixteen institutions in the system and discussed the range from 157 days per year down--the trend seems to be the adding of more exams and reading days rather than class days

Considered responses in regard to Faculty Workload and the upcoming involvement of the Legislative Study Commission on the University. Their charge is to look at undergraduate education, but they have already determined that they will look at graduate education as well.

The committee noted the poor definitions of Teaching Load in Faculty handbooks, since they all seem to limit this to CONTACT HOURS They recommend that each University review these definitions to more clearly reflect just what TEACHING LOAD/WORK LOAD ARE.

The Committee to expedite this definitional effort presented a draft of PROFESSIONAL RESPONSIBILITIES and asked that this document be reviewed and refined at each campus, and

feedback be provided the committee.

The Committee noted that now first time freshman students can be tracked throughout the University system for retention rates, if some go from one institution to another. Should improve the retention rate figures.

GOVERNANCE- Discussed grievance procedures at various campuses, and considered a review of these, the possibility of developing the office of Ombudsman on each campus, providing training for members of Grievance Committees, and ways to get Qualified faculty to serve on such committees. The Committee reached no conclusions on these matters, except that they did reach "Implicit Agreement" "Follow the Rules--Especially this one."

WELFARE- Discussed and were briefed extensively on the Family Medical Leave Act.

Discussed issues of faculty morale, Salary Equity Studies, Salary Compression, Faculty Evaluation of Administrators and would like to receive any documents presently being used. Asked each delegation to identify and submit by March 16, five important issues on Faculty Morale.

ACADEMIC FREEDOM AND TENURE COMMITTEE - Resolution 92-7 Regarding Reimbursement of Legal Fees to Faculty who win cases against the university, is before the Board of Governors

Announced a Faculty Forum Bulletin Board for faculty discussion of issues, and presented document outlining how to subscribe and access this BB

The Committee is working on a paper on Teaching Evaluations, in an attempt to improve teaching, including Student Evaluations, Peer Reviews, and Portfolio of teaching.

OLD BUSINESS Chair Kane discussed the growing subject of sexual harassment and presented a handout on this.

The meeting adjourned at 8:57P.M.

*Lori -
Please attach this
to my Faculty assembly
Report - Thanks
RH*

North Carolina Faculty Forum List-Server

The purpose of the List-Server is to allow for a dialogue among North Carolina Faculty. This server will provide for a discussion of issues that are important to faculty at public and private educational institutions across North Carolina.

To access this electronic bulletin board, you need to subscribe yourself onto the Server by sending an e-mail message to the Server as follows (system prompts are in bold):

MAIL>send
To: IN%"mailserv@unca.edu"
Subj: Subscribe
subscribe NCFF-L
to end, press ctrl key and z key

In a few minutes you should get two messages from the Server, the first indicating you are on the list and the second will provide instructions on how to use the North Carolina Faculty Forum List-Server. If you have any trouble, please call Eric Thurston in my office (704-251-6006 or 6617 or 6643 or by e-mail THURSTON@UNCA.EDU).

John G. Stevens
University of North Carolina at Asheville

FACULTY ASSEMBLY WELFARE COMMITTEE -FEBRUARY 4, 1994

The Faculty Welfare Committee convened at 1:57 with the approval of minutes from the September meeting.

Ms Kitty McCollum was introduced as the System Benefits Officer. She stated that she had already convened a meeting of Benefits Officers from the 16 institutions and plans regular meetings.

University Attorney Betsy Bunting came into the meeting and reviewed the multitude of facets of the new federal FAMILY LEAVE ACT. The act has the most impact upon SPA personnel and non-teaching EPA personnel. Leave for EPA teaching personnel has always been on an ad hoc-fill in basis, and thus the act really has little direct impact on the professoriate. For a full copy of the effects/benefits, of this act faculty can consult their benefits Officers. The Act includes numerous definitions and provisions which can not be included in a brief report of this sort.

At the next Board of Governors meeting they will be considering Shared Leave policy for all EPA personnel eligible for leave.

The Committee reviewed materials on Salary Equity from North Carolina State University and University of North Carolina-Charlotte. Hough will share a recent ECU survey on "Merit Pay" at the next meeting.

There was rather extensive discussion of salary inequity as an influence on faculty morale. Each institution is to be asked to identify five factors impacting faculty moral to share with the Faculty Welfare Committee of the Assembly and thus for the Assembly in general. Please send these issues by March 16 to Prof. Etta Gravely, Chemistry Dept. N C A & T S U, Greensboro. NC These may be any items felt to be important for morale, eg. equity in pay, computer access, practical matters such as chalk and erasers, or the Climate of each institution in regard to morale. The questions are being asked so that the committee can determine where we go from here. There seems to be so much variation from campus to campus, that a study of issues might find some commonality.

The members of the Committee were to seek information from their respective institutions in regard to data comparing salary average of tenure track and tenured faculty to relate to New Hires in regard to Salary Compression.

The question was also raised in regard to Administrator Evaluations, and the accessibility of information found from them. At the evening meeting Gravely will poll the delegations to see how many institutions do have such evaluations--after the fact, this poll showed that 10 or 11 evaluate a Chair at some point, 8 evaluate deans, 8 evaluate vice-chancellors, and 6 evaluate chancellors.

The Committee adjourned at 5:15.

Stevens of UNC Asheville has established a Faculty Forum Bulletin Board for networking and discussing faculty issues. Instructions for subscribing are on the reverse of this sheet.

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To
Lou Lee