

FACULTY ASSEMBLY REPORT

The Faculty Assembly met Friday February 16, in Chapel Hill. The First Plenary Session came to order at 1:10 p.m. Faculty Senate Chairs were the special guests at this meeting.

Beacham Martin of the Public Affairs Office of the General Administration spoke about Budget concerns. He emphasized that the Board of Governors is advocating an across-the-board 5% raise with an additional 2% for Faculty. The Board of Governors is also supporting strong raises for SPA employees.

The Board of Governors is also working to reduce the "Reversion Rate." This is the money that each University has to "pay back" the State. The reversion rate is currently 2% and the General Assembly is interested in reducing that to 1%. There is money in the state budget fund currently, and by reducing the pay-back to 1%, the legislature would not need to allocate further funds.

In his report, President Spangler stated that there was a \$1 billion dollar surplus last year. He stated that this is blatantly unfair and there is "no economic reason for faculty not to receive a good (salary) increase." Spangler expressed that he is "mad" and invites the faculty input on ways to convince the Legislature that we are deserving of higher salaries. Quite a few Assembly Delegates were a bit puzzled by this invitation, noting that this seems to be Spangler's responsibility to advocate for us.

In other Board of Governors' news:

- a) low productivity results have been published
- b) the Board is drafting a policy concerning "amorous relationships"
- c) an "articulation" agreement between Community Colleges and Universities has been formulated. Specifically, any student completing an Associates degree at a Community College automatically meets the General Education requirements at the University level. Specific departmental requirements that might fall under the purview of the "General Education" program must still be met by the student.

Due to the adverse weather, the Assembly decided to abbreviate the afternoon meetings to allow for an earlier-than-usual evening adjournment. Following an early break for supper, the Assembly welcomed Eugene Rice who gave a keynote address ~~on~~ titled "Tenure and Related Issues."

Rice focused on three key points: a) we need to broaden the concept of tenure; b) we need to make the case for emphasizing teaching and service; c) we need to consider the mission of the University and how teaching is rewarded. Rice

acknowledged that 1. women and minorities have traditionally not been represented in discussions as yet and 2. there is a major problem with duties being added to our workloads with nothing being removed. [Note: It was later discussed in the Faculty Welfare Committee that we have an additional morale problem in NC (and especially at ECU) with inequitable and insufficient salaries.] Rice presented the Assembly with a dialectic between "the way it is now" with emphasis on "me": that is, an emphasis on professional autonomy, looking out for myself, and individual ways of working, with the other side of the coin. This other way emphasizes greater collaboration, participation in academic institution-building and democratic participation. For ECU, this speaks directly to the point of Faculty participation in the Unit Code development process. Rice also stated that tenure means accepting "academic responsibility for shared governance." Additionally he emphasized that we need to honor not just new ways of knowing, but different ways of knowing.

Following Rice's address the Standing Committees gave their reports:

EVENING PLENARY SESSION: COMMITTEE REPORTS

Planning and Programs: Reported on the "proposed plan to simplify and facilitate transfer of credit between institutions." This report relates to HB 739 from the '95 session of the General Assembly submitted by the BOG and the State Board of Community Colleges to the Joint Oversight Committee. Community colleges are to change to semesters and have a uniform course numbering system. Discipline-based committees of UNC system and Community Colleges representatives are being formed to engineer and advise the process.

Governance: Presented a proposal to amend the bylaws allowing the faculty assembly chair to provide written communication to the BOG w/approval of Executive committee. This action was approved. The Governance Committee is also looking at the increased cost of journal subscriptions and ways to deal with that.

Welfare: Presented a resolution on faculty participation in the search for a new president when the time comes. This resolution passed. The committee is studying information on the time lag in crediting premiums to TIAA/CREF. This is a complicated issue since some UNC campuses are on a central payroll, while other campuses are on a separate payroll system. ECU has 60 separate carriers for benefits and retirement programs. The Committee has requested that BOG representatives meet with different committees at the April meeting. They have agreed.

Professional Development: Spoke about the American Association of Higher Education conference. One major issue is the need for better development programs for younger faculty.

Academic Freedom and Tenure: Met with faculty chairs. They talked about 1.) the transfer credit program with Community Colleges; and 2.) they discussed the definition of teaching loads and work loads.

Budget: Discussed the elimination of the required 2% payback to the State. The Committee presented Resolution 95-5 which requests faculty participation in the University budgeting process. This resolution passed. A UNC policy on the budget process is being sent to the libraries.

New business: It was announced that the 6th District circuit court of appeals handed down a decision that reverses the Kinkos decision. A problem may exist, however, that this decision was not in the same court.