

**Faculty Assembly of the University of North Carolina - 110th Meeting
Nov. 19, 1999 Carolina Inn - Chapel Hill, NC**

Attending:

Faculty Senate Chair: Brenda Killingsworth

Delegates: Henry Ferrell, Bob Morrison, Alan Rosenberg, and Lou Everett

Reporting: Lou Everett

Chair of the Faculty Assembly, Keith Howell, after being delayed by Floyd in starting our Assembly work. In his agreement to visit the campuses across the state, our delegation decided he might as well start with the best of them, and he's here and will be introduced a little later. During the opening remarks of the Assembly, Henry Ferrell pointed out that on the organizational chart of the UNC System that had been disseminated at the meeting, ECU was still listed as a comprehensive university instead of Doctoral II; perhaps that explains the obvious error found in the packet that ECU only had an estimated special need of 97,602.

President Broad addressed the Assembly on several key topics:

1. **UNC Faculty Salary Study Workshop** which studied professorial ranks exclusively. The packet you have received in the Senate highlighted points about the study was disseminated to the Board of Governors the day before the Faculty Assembly met.

The goal: (refer to handout on UNC FACULTY SALARY STUDY):

"In order to attract & retain the best academic professionals, maintain the level of excellence for which N.C.'s public universities are known, & maximize the learning opportunities for students, the Board of Governors...shall:

- . Study the salaries & other compensation of faculty of the constituent institutions.
- . Evaluate the salaries & other compensation of faculty for each institution in comparison to other peer institutions within the state, region, & country....
- . Make recommendations on appropriate adjustments to faculty salaries & other compensation to achieve levels with other peer institutions...
- . Identify revenue options for funding adjustments."

The Carnegie Classification System was used to create the tables you've received. Faculty salaries studied were based on those individuals with professorial rank (excluding any adjuncts or part-time faculty); faculty were teaching 50% of their assignment and employed 9 months. President Broad stated "health affairs faculty were not included in this study," but when questioned about female faculty being represented, did state nursing was included in the study.

Fifteen to sixteen peer institutions were identified for each of the campuses, using a Boulder, Colorado Management System Statistical Program model. Nine of the campuses called for additional funding. However, it should be noted that some of the peer institutions included private ones; but, Doctoral II universities included only public institutions in their peer comparisons. VP Roy Carroll worked with Chief Academic Officers on campuses to come to some agreement. See the attachment that lists East Carolina University's Peer Institution List. For example, we were compared with such schools as Indiana State University and the University of Central Florida.

Time Schedule: Findings & conclusions presented to BOG November 18, 1999. Revenue sources & implementation plan presented during BOG workshop, January 2000. The UNC budget request for 2000-2001 and tuition schedule presented to BOG in February 2000 with the aim of placing us in the 80th percentile in the country.

President Broad emphasized that we must have legislation advocacy, and coordination of messages. The timing must be appropriate. We must prepare for successful advocacy and implement strategies accordingly.

Emphasis will be placed on having a few key messages + timing - a "word of mouth" approach...

1. Encouragement of faculty to become well informed, know the university priorities,
2. GA will provide "talking points"
3. Each campus needs an effective communication committee to communicate to its internal constituencies.

In the discussion that followed, points were made that the UNC System anticipates losing 30% of its faculty during the next 10 years because of retirement, and the concern was raised about the scarcity of PhD faculty.

2. **Non-Tenure Track Faculty** - See handout of Distribution of UNC Faculty by Full-Time & Tenure Status over a 10 year span.

ECU had the 2nd lowest number of non-tenure track faculty in 1988. While we are now the 3rd largest in growth during the past 10 years, we still rank among the lowest institutions in terms of numbers of non-tenure track faculty.

3. **Student Financial Aid** - President Broad has appointed a Task Force to study "a no need basis financial program."

Across the state uniformly, there are unmet needs. A proposal is in the making to leverage the formula for Federal dollars and financial aid availability. For example, we want to attract the best students and we want to provide awards whether their is a financial need or not.

Committee Reports:

Executive Committee is interested in learning how to do a better job working for the faculty and also helping those campuses whose faculty senates do not exhibit shared governance in the same manner as ECU.

Budget Committee - surveys have been compiled to see how university budgets are handled across campuses. A few successful processes have been compiled where the Chair, Faculty Senate, the Vice-Chancellor for Academic Affairs and the Chancellor participate in preparing the budget. A suggestion has been made to develop a web site for most frequently asked questions. A subcommittee will work with GA to make sure the information is correct.

Professional Development Committee - Chair, Alan Rosenberg follows on the agenda today to discuss the Teaching Learning Centers. Monies are needed to fund the Carolina Colloquy which will be used to sponsor symposium/workshops for professional development

Planning & Programs Committee -

.College age rate has dipped slightly

Strength of the economy might be playing a role

Articulation agreement with community colleges may have an influence

Eva Klein Study - led us to a major budget request which the legislators backed away from...

Need 1.5 billion \$ to address the aftermath of the flood

It's tough to get on the Governor's schedule now unless it is related to the aftermath of the flood.

Faculty Governance

Proposed by law changes that included those words "fine tuned & tweaked." For information about those, see any of the delegates and we'll be glad to share those. For example, the committee on Faculty Welfare now will be named Faculty Welfare and Morale, in our charge we will look at factors such as salaries, (deleting "fringe" benefits, REWARD SYSTEMS, retirement programs, INSURANCE, AND working conditions (deleting the vagueness in using the words "matters related to communication within the university."

A 12 person committee have served as a TASK FORCE to examine "Internal Dispute Resolution. A resolution to express faculty expectations regarding fair, just, and effective faculty dispute resolution procedures was presented and passed. See attachment in packet.

It was pointed out that Boards of Trustees in the UNC System lack diversity. The majority of the members are composed of males which is not representative of female students who comprise 52% of the enrollment. Minorities are underrepresented. Members are largely from the business world when only 16% of the students in the UNC System are business majors. Hence, a recommendation was made that Chancellors look at how the majority of faculty/students can be represented.

Faculty Welfare Committee

Kitty McCollum addressed the committee again. As you recall from last year, we have been really questioning how we compare to other states in terms of benefits. Kitty has really been doing her homework, providing us with alot of data. She reports that the UNC System ranks 39 out of 43 states reporting benefits related to health insurance prior to the 30% increase in health insurance.

Because there was a need for Retiree Health Insurance, the employer contribution decreased in TSERS effective July 1, 1999 from 10.10% to 8.83%, therefore the rationalization is there is no real change in benefit.

Those with TSERS who retired on or before 7-1-98 received a 2.3% increase. Actually 80% of new faculty go to ORP now. It is easier to go after....affects university faculty employees whereas TSERS affects all state employees.

Effective January 1, 2000, a new prescription drug card program will be offered. And yes, October 1, 1999, 30% increase in Comprehensive Major Medical Plan premiums. Family plan moved from \$261 to \$281/month.

Kitty is open to any questions that you might have and can be reached at 919-962-4530.

Please notify your delegates of concerns that you have so that we can best represent our Faculty Senate and university. In addition to our next regularly scheduled meeting in February, we will have a make up meeting March 3, 2000.