

## **Report on the Faculty Assembly meeting February 16, 2001**

### **R. Morrison.**

#### **Welcome by Faculty Assembly Chair Keith Howell**

Keith Howell welcomed Faculty Assembly delegates. He noted the loss of the HMO Wellpath from some campuses. He then noted the significance of the Faculty Assembly in addressing important issues in the UNC system. He noted that 600-1000 new faculty members per year will be needed over the next 6 years. Some new faculty members come with problematic teaching skills and need to develop those skills through teaching and learning centers. The new generation of faculty members expects to be able to bring their diskettes containing slide presentations when coming on interview trips. Some new faculty members expect the university to assist with the employment of their spouses.

#### **Remarks by President Molly Broad**

The bad news is the state's growing budget deficit. There are new court decisions against the state, and tax collections are down. The deficit is currently at \$791 million. Governor Easley has created a \$1 billion escrow fund in order to be prepared for the worst. She has emphasized that cuts in the second semester are much tougher for the university to take. There is a 2% one-time cut allocated to each campus. Campuses have the flexibility to deal with these cuts and there is no across the board hiring freeze, nor is there an across the board cut of repair and renovation funds. The voters made it clear in November that they wanted capital improvements in the universities.

We need to prepare for the growing enrollment. There is a competitive market for faculty members. We can't fail in either the competitive marketplace for new faculty members, or by diminishing access to the university.

There is a high level of concern among legislators about what next year will bring. The university is in for some further serious discussions with respect to next year's budget. Because of increases in federal support there has been some discussion of shifting emphasis to the federal government for support. The university doesn't think that is a viable option.

President Broad noted that new chancellors had been appointed at East Carolina University and NC Central University.

The passing of the bond issue has created the most ambitious building plan in the country. There are 300 projects. The enrollment growth makes the challenges particularly important. The challenge will be to make the bond building program come in on time and on budget. NC bids normally go out separately for electrical, plumbing, etc. The first 30 projects will be exempted from this process and a construction manager will be used to coordinate projects. The \$129 million already committed to projects have come in under budget. The university may be the beneficiaries of lower interest rates and a softer economy as it goes out on bids for these projects.

President Broad discussed the minority presence plan. The Board of Governors adopted a consent decree in the mid 1980's. North Carolina stands tall in moving toward integration. There are an increasing number of Hispanics and Asians. Native Americans were never quite visibly on the agenda. We must develop more sophisticated strategies to improve retention and graduation rates of minority students. The faculty should be intimately involved in strategies to recruit and retain minorities. We need to work more effectively with schools and community colleges. The PATHWAYS program reaches

out to middle school students to provide advice on career paths and on courses needed to get into UNC. The federal GEAR-UP program provides grants for students who need additional mentoring to get them to come to UNC.

The Board of Governors has approved the planning of an Institute for Coastal Studies on Roanoke Island. There are three distinct coastal regions of NC – the northeast outer banks, the Moorehead region, and the Wilmington area. The institute will focus on maritime history, archeology, environmental monitoring, ecology of the estuaries, and tourism. The institute will make us more competitive in securing federal funds for advancing marine and environmental sciences. We are not now competitive compared with other coastal regions.

The university is making good progress on web enabled student services. These services include admission, financial aid, and advising, among others. Several of the services are up at every campus. By the end of the year all should be up.

#### **Questions of President Broad**

What is the risk to flexibility funding? There is discussion by the legislative appropriation chairs about zero-based budgeting with no flexibility. This would be discouraging after the successes of getting more flexibility.

Is the legislature reducing contributions to retirement? Will this affect optional retirement plans? President Broad doesn't believe state contributions will be reduced. The university is trying to get an increase in the contributions to the state retirement plan.

What role should the Faculty Assembly be playing? Think about and discuss the roles of the Faculty Assembly. Be more active in identifying important policy issues and work on these with the Office of the President.

What role should the faculty play in the chancellor selection process? Faculty are required to be on search committees. The number of faculty members should closely approximate the number of trustees. The role of faculty is absolutely essential. Discussions in search committees are confidential and should stay in the room. We should protect individuals we have recruited. The president invites committees to choose whether they will keep the search confidential, or to bring the finalists on campus.

Who appoints the faculty members? The president encourages the Board of Trustees to counsel with Faculty Senates in the appointment of faculty members to chancellor search committees.

#### **Remarks by Gretchen Bataille, Senior Vice President for Academic Affairs**

Dr. Bataille discussed the new organizational structure and introduced new members of the staff – Dr. Betsy Brown, Associate vice president for faculty support, Bobby Kanoy, associate vice president for access and outreach, and Larry Mayes, assistant vice president for program assessment.

She announced that UNC would begin participating in the Academic Common Market program and the SRAB, the doctoral scholars program. NC students will be able to go to other states and pay in-state tuition. Likewise there will be an opportunity to bring in out-of-state students who will pay in-state tuition. We won't have to use our out-of-state tuition waivers for these students.

The memoranda 406 and 407 planning documents are on the UNC website. Memoranda 490 and 410 are also available.

UNC Pembroke has had a 20% increase in its freshman enrollment and a 12% increase in overall enrollment. The campus was engaged in the recruitment process and consultants were hired.

**Remarks by Associate Vice Chancellor, Robert Samors**

Robert Samors has an office in Washington, DC. This serves as an outpost for UNC, and UNC people are invited to make use of it when they are in Washington. UNC is the 3<sup>rd</sup> largest research system in the country. Samor's office helps develop a federal agenda that encompasses the wide variety of institutions. He distributed several documents that contained the UNC federal priorities. Samors' primary responsibilities are to act as a consultant for the campuses and to talk about the campus issues on the Hill. The priorities for the new administration appear to be K-12, defense spending research and development, and underserved populations. The focuses of the various agencies can be found on their websites. Researchers are encouraged to see how their research can address the priorities and the problems that need to be solved.

There is a lot of uncertainty with the new administration. There is concern about how the tax cuts and other spending priorities will affect university research. The NSF funding will increase only 1% -- below the inflation rate. Other agencies are flat, or have just inflationary increases. The 1995 days of Newt Gingrich provide an example of the work that's cut out for us. You are encouraged to respond to your congressman on funding issues. If you know of a shifting of funds away from a program that's important to you, you should let Samors know.

There is a process for contacting Samors. (He said he didn't want to be bureaucratic, but there are limits since there's only one of him for 16 campuses.) We should talk to V. C. Feldbush to see if the project we're interested in is a high priority for ECU. If it is then Samors would address it.

**Remarks by Vice President for Human Resources, Ron Penny**

Ron Penny didn't have good news with regard to benefits in the UNC system. He said that VALIC had discontinued their services for those in the optional retirement system. There were transfers to money market accounts, temporarily. Employees will need to reinvest the money.

The Wellpath HMO has discontinued its service to 13 counties. The state believes this is a breach of contract and a violation of the regulations of the Department of Insurance. The immediate impact is that those employees will be transferred to the state health plan. Those who have stories of lack of coverage for families should give those stories to Ron Penny. He'll use these when arguing for more funding for health care benefits. It has been a legislative philosophical posture not to cover families.

The state health plan is \$780 million in the hole. There has been a rise in claims from \$820 million to \$1.7 billion. Part of this may be due to baby boomers getting older and going to the doctor more. The plans to cover the gap are to increase premiums by 22% (to cover 48% of the gap), to cut payments to health care providers (to cover 20% of the gap), and to restructure the coverage (to cover 32% of the gap).

The February to June employer contributions to the state retirement plan are being placed in a reserve account in case they are needed to cover the deficit. This doesn't affect the optional retirement plan.

In response to questions he said we have to encourage legislators to put more money into the health care plan. It needs to be more profitable for HMO's. We are not competitive with other universities or with private employers.

#### **Committee reports**

##### **Ad hoc Committee on Technology (Jose D'Arruda)**

They want to develop a peer-to-peer interaction on using technology. There will be a retreat in Wilmington. Contact Teaching and Learning Centers for information. The Teaching and Learning with Technology Collaborative has \$160,000.

The committee requested that they become a permanent committee. This will be taken up with the FA Governance Committee.

##### **Faculty Governance Committee (Henry Ferrell, ECU)**

The Faculty Governance Committee presented three resolutions. The first resolution resolved that the Faculty Assembly recommend to the President of the University of North Carolina to require of the chancellors that the Board of Trustees provide Chairs of Faculty Senates/Council the opportunity to serve as ex officio non-voting participants, on the Board of Trustees. The second resolution asked President Broad, through the Board of Governors, request that the General Assembly take legislative action that enables the Chair of the Faculty Assembly of the University of North Carolina to become an ex officio, non-voting member of the Board of Governors. The third resolution resolved that the Faculty Assembly recommend to the President of The University of North Carolina to support substantial faculty involvement in the systematic and transparent review of administrators on all campuses of The University of North Carolina.

The committee is working on a resolution on the selection of search committee members in Chancellor searches. That should be ready for the next meeting.

##### **Budget Committee (Carl Hughes, FSU)**

The UNC share of the \$791 million shortfall is \$32 million. No hiring freeze is expected. In 1991 400 positions were lost. Zero-based budgeting has not yet materialized and its impact if implemented is unknown. Flexibility should greatly assist in making up the shortfall. The committee chair distributed a report on UNC Management Flexibility.

##### **Faculty Development Committee (Richard Swanson, UNCG)**

The committee met with the Academic Freedom and Tenure Committee to hear reports on phased retirement, non-tenure track faculty issues, post-tenure review, and tenure and promotion processes.

The committee is looking at the possibility of sabbatical leaves, and comparing our policies with peer institutions. The committee recommends a chair development program and sharing seminar speakers by taping the seminars and making them available to other UNC campuses.

##### **Planning and Programs Committee (Ali Kahn, ECSU, report given by Allan Rosenberg of ECU)**

The committee met with the Academic Freedom and Tenure Committee to hear reports on phased retirement, non-tenure track faculty issues, post-tenure review, and tenure and promotion processes.

The committee discussed memorandum 410 on long-range planning. They asked that the Faculty Assembly be invited to participate in long-range planning. The committee

discussed the review of degree programs. Fifty-eight programs don't meet graduation criteria, but many are core programs. Seven programs were discontinued.

**Academic Freedom and Tenure Committee (Bob Morrison, ECU)**

- **Post-tenure review.** A project to investigate the relationship between phased retirement and post-tenure review (PTR) in the UNC system has been funded by the American Association of Higher Education. The Academic Freedom and Tenure Committee will review the report when it becomes available. There were several concerns expressed on the PTR process. There is no clear standard on what is deficient and what is excellent in PTR. There has been some dissatisfaction with peer review in the PTR process because peer reviewers are not trained. There was concern about the disparity of implementation of PTR at the UNC institutions. The Office of the President committee that's monitoring PTR may make recommendations regarding a re-implementation of PTR. There are no numbers available yet on the number of faculty members who have undergone PTR, or on how many are deficient. There is no evidence of age, gender, or minority discrimination. The committee will continue to monitor the process to ensure that it's not just a summative evaluation with possible punitive implications, but that it is balanced with a developmental aspect.
- **Phased retirement.** UNC is in the 3<sup>rd</sup> year of a 5-year pilot program. The Office of the President will have implementation recommendations for the Board of Governors in April or May. The recommendations will not be up or down on the program, but on implementation aspects. There are FTE issues associated with phased retirement. There is concern that hiring replacements have required excessive use of part-time faculty. There is a question about whether UNC should be encouraging faculty to retire through phased retirement when we will in fact need a growth in our faculty. The increasing need for new faculty is expected to ramp up over the next 10 years with an expected number of new faculty needed to be about 1200 for the 2010-2011 year. These will be to replace retirees and for enrollment growth. There are very few eligible faculty members taking advantage of phased retirement. This program is considered to be one of the benefits for the faculty.
- **Non-tenure-track faculty.** The UNC committee on Non-Tenure-Track Faculty will have its first meeting February 19. It will be charged to 1) look at the trends in the numbers of non-tenure-track faculty, 2) determine what their roles are, 3) determine what their issues are with respect to pay and benefits, etc., 4) determine what are the issues for the institutions, and 5) determine what are the issues for the university.
- **Tenure and promotion process in the UNC system.** We want to engage in a system-wide conversation on the promotion and tenure process. There needs to be a more consistent promotion, tenure, and reappointment process across the UNC institutions. We will request that Faculty Senates review the recently adopted NC State process to see whether aspects of this model might be adaptable at other institutions. An April 2 deadline is set for their responses so we might review them before our April meeting.

**Faculty Benefits and Welfare (Don Lisnerski, UNCA)**

The committee met with the Academic Freedom and Tenure Committee to hear reports on phased retirement, non-tenure track faculty issues, post-tenure review, and tenure and promotion processes.

The committee is collecting data on day-care center availability. It is also collecting data on illness and disability leave plans.

**Nominating Committee Report**

The following members were nominated for Faculty Assembly offices.

Chair	Jeff Passe (UNCC)
Vice Chair	Dick Veite (UNCW)
Secretary	Ralph Scott (ECU)
Faculty Governance Committee Chair	Henry Ferrell (ECU)
Faculty Development Committee Chair	Allan Rosenberg (ECU)
Faculty Benefits and Welfare Comm. Chair	Don Lisnerski (UNCA)
Acad. Freedom and Tenure Comm. Chair	Mary Adams (WCU)
	Paul Williams (NCSU)
Budget Committee Chair	Barbara Moran (UNCCH)
Planning and Programs Committee Chair	-----

After some discussion of the benefits and healthcare problems Allan Rosenberg (ECU) moved that "The Faculty Assembly recognizes the financial situation of North Carolina, but supports President Broad to improve the benefits of UNC necessary to maintain the quality of education." The motion passed unanimously.

The meeting adjourned.