

Report on the UNC Faculty Assembly meeting  
February 21, 2003  
Submitted by John Cope and Bob Morrison

**Chair's Report**

Faculty Assembly Chair Dick Veit reported that he had written to North Carolina legislators urging them to support a substantial salary increase for the state's employees, and to reinstate the state's matching funds to the North Carolina Teachers and State Employees Retirement Fund (TSERS).

**Remarks by Board of Governors Chair Brad Wilson**

Chair Brad Wilson thanked the faculty for what they do for students and the university. The BOG recognizes and appreciates the important role faculty play and the benefits to our students. This is particularly true when the economy and the budget are not smiling on us. He said that Chair Veit raises his voice at BOG meetings in a diplomatic and professional manner. It is critical to have the faculty point of view expressed.

Mr. Wilson stated that he is visiting each campus. He meets with the chancellor and the executive team, and meets with the leadership of the faculty and staff. He said there are three common themes expressed in his visits so far.

- 1) There is universal concern about staff salaries. The BOG will lend a voice to this important issue.
- 2) The concern about the benefits structure has been made loud and clear. The benefits package is critical for recruitment and retention.
- 3) Budget cuts are starting to affect the classroom. The teaching workload has increased, and there have been course closings. Students are saying they are off graduation track because they couldn't get a course in sequence. Enrollment growth exacerbates the problem.

Chair Veit asked whether there is support for seats on the BOG for the Chair of the Faculty Assembly, and on the Boards of Trustees at the UNC campuses for the Chairs of the Faculty. Mr. Wilson said his personal point of view would be to welcome faculty chairs as members of the Board of Governors and Boards of Trustees. That is an issue that has to be decided by the General Assembly.

Delegate Mary Adams from Western Carolina University asked about administrative creep on campuses. Mr. Wilson responded that this was the first he had heard of administrative creep. He said we must maintain appropriate balance between the BOG and the campuses with respect to micromanagement and campus flexibility.

When asked a question about benefits, Mr. Wilson responded that faculty should advocate on their own behalf. The best advocacy is with your own legislative delegation. When he worked as general counsel for Governor Hunt, Governor Hunt said don't let anybody tell you there's not enough money. It's a matter of priorities. Let the General Assembly know your concern and priorities.

Mr. Wilson was asked about the Blue Cross Blue Shield \$15 million overcharge. He said that it was a computer error and they were still investigating it. \$15 million was an upper bound on the estimate.

## **Report by President Molly Broad**

Chair Veit read the Faculty Assembly resolution of appreciation for President Broad for her five years of service to the university.

How do we position ourselves for the upcoming legislative session? The two speakers need to find a way to appeal to the moderate middle of the two parties. The speakers are seeking to hire a common team of staff. The Office of the President will be advocating needs of the university to the General Assembly every day. What can we the faculty do? We can invite members in our regions to campus. Chancellors are organizing campus visits. Faculty members should engage GA members when they come to campus and explain the important work we're doing.

The university is playing a crucial role in the transformation into a knowledge-based economy. The university plays a critical role in which businesses can develop and grow. The university is the single most important institution in developing the economy. It is the linchpin for the transformation. She encouraged members to read the Q section of the previous week's Sunday edition of the News and Observer. The research and teaching work of the university is the key to recover to prosperity, to jump-starting the economy.

For the current year North Carolina's budget appears to be in solid shape. There was conservative budget building, we are using one-time revenues, and revenues are coming in. Next year the one-time revenues won't be available and there are more serious concerns about the budget. Increasing health care costs are having a negative effect on the budget.

The Office of the President will take a look at administrative creep. They've been trying to protect faculty in the classroom. The OP has been studying the administrative costs associated with federal mandates, and they are studying span of control.

The OP will be fully engaged with the General Assembly every day, and expect the faculty on campuses to be joining in the efforts. High priorities are protection of programs and full funding for enrollment growth. Salary increases will also be a high priority, but it will be difficult in the current climate to address the growing salary gap for faculty.

President Broad spoke about the development of a policy on sick leave for faculty. This will be coordinated with the federal family and medical leave acts and the companion enacted in North Carolina last year.

President Broad reported on the relationship with Monterey Tech. in Mexico and Latin America as part of the globalization of the university. Monterey Tech. has about 100,000 students and 7,600 faculty members, and has the most sophisticated distance education in the world. The OP will seek to form a series of strategic relationships similar to that with Monterey Tech. IT will include the exchange faculty members and students. UNC Charlotte and NC State already have developing relationships with Monterey Tech. The OP has a commitment for expanded opportunities for globalization for faculty and students.

Delegate Ralph Scott from ECU, referring to a recent fire involving ECU students, asked about installation of sprinkler systems in off-campus housing such as fraternities and sororities. President Broad said the university is making

progress on installing sprinkler systems in old student housing on campus. The OP will look at legislation for off-campus group housing.

Delegate David Pravica from ECU asked, in view of the recent resolution by the faculty senate at NC-State concerning the chancellor, and in view of a recent decision by the chancellor at ECU that went against a 47 to 8 vote by the ECU Faculty Senate, what were her views on the roles of faculty in shared governance. President Broad responded that she didn't know of any great university that did not have shared governance. Universities have existed as long as they have because of a commitment to a set of democratic values. We will not be a great university without shared governance. Shared governance continues to be an important value for the president.

**Report by Jeff Davies, Vice President for Finance and Chief Financial Officer**

Vice President Davies reported on the process for campus initiated tuition increases. He reported that tuition has been increased by an average of 62% and as much as 98% on some campuses.

He reported that the university has a budget request for a 6% salary increase for each of the next two years. He stated that any reduction in the budget will impact the classroom. Even a 1% reduction will impact the classroom.

**Report by J. B. Milliken, Vice President for Public Affairs and University Advancement**

Vice President Milliken spoke briefly about the governor's position on the budget. He seemed positive on issues related to enrollment growth, financial aid, and some salary increase. He said even a 1% reduction will cut into the core of the academic classroom. He distributed UNC Talking Points that are on the UNC web page. He said that last year the university reverted \$150 million. Vice President Milliken distributed a document entitled Legislative Budget Briefing, The Education Budget that will be presented to legislators Tuesday, Feb. 25.

**Election of Officers**

Candidates for Chair of the Assembly were Jeff Passe from UNC Charlotte and Bob Morrison from ECU. Jeff Pass was elected.

Candidates for Vice Chair were Mary Adams from Western Carolina University, Francine Madrey from Wionston-Salem State University, and George Wilson from NC Central University. Mary Adams was elected.

Candidates for Secretary were Ralph Scott from ECU and Meg Morgan from UNC Charlotte. Meg Morgan was elected.

**Report by Senior Vice President for Academic Affairs: Gretchen Bataille**

Vice President Bataille reported that we are beginning to look at how distance education courses can be better coordinated throughout constituent institutions within the UNC system, much as they are through articulation agreements with the Community College system.

She reported on the three areas of study mandated by General Assembly last session:

Dentistry: Increasing resources to Chapel Hill and adding to Residents working at ECU (from 3-25).

Pharmacology: Described a program proposed for Elizabeth City State that would involve two years at ECS and two years at Chapel Hill. The students would then return to the eastern part of the state for residency training.

Engineering: The feasibility of an Engineering program at ECU, UNC Asheville, and at Western Carolina University will begin this week.

Dr Bataille noted that the Department of Homeland Security would shortly be releasing RFPs in a variety of areas, and that this would be a source of funding that should be very important for UNC institutions.

She mentioned a New York Times Article that looked at the fact that some journals have begun to restrict sensitive material and discussed the implications for academic freedom that this represents. She noted that we need to be able to balance academic freedom and National Security.

She noted that a new version of the SAT would be released soon and that it would involve a written component. Writing skills will be in the spotlight in the future.

She reiterated (from President Broad's earlier discussion) that we would be asking for a 6% raise in faculty and staff salaries for each of the next two years. She was unsure if this request would survive intact in the upcoming Governor's budget.

Dr. Bataille mentioned the current projections for enrollment growth across the campuses and felt that the articulation agreement with the Community Colleges was one way that we have to lessen the impact of these enrollment increases.

#### **Committee Reports:**

**Academic Freedom and Tenure.** This committee is currently working on three projects leading to possible resolutions:

1. Perceptions of administrative bloat. The idea is to examine (via senate surveys) the notion of "Administrative Creep". Where it is difficult to get factual data, the project entails surveying what is perceived at each institution. Dr Bataille mentioned that in the seven Focused Growth Institutions, adding additional administrators was exactly the point.
2. Development (or possible update) of an Intellectual Property Document. Dr. Bataille noted that all campuses had reviewed these policies within the last three years.
3. Reexamine "Service" as a component of the TPR document process. The concern was that "Service" is handled inconsistently as compared to the "Teaching" and "Research" components.

**Technology and Faculty Development** (held joint meeting). Announced the UNC Teaching and Learning with Technology Conference to be held in Greensboro on March 27-29. This conference is a joint effort by the UNC TLT Collaborative and the UNC Faculty Assembly.  
(<http://www.unclt.org/special/conference2003>).

**Budget.** Information other than that reported by Jeff Davies is being reviewed for future discussions. In other words we don't really know much yet about next year except that we are all out of one-time revenues and that any cuts (even 1%) will directly affect performance and operating variables (i.e., the classroom).

**Faculty Welfare and Benefits.** Looking at four areas:

1. Faculty Serious Illness and Disability: This area is handled differently across campuses and may not be in line with the Family Leave Act (and other Legislation). Developing guidelines or handbook information that would describe the minimum standards applicable to full time faculty.
2. Development, with TIAA/CREF, of a survey of post 50-year old life issues, dealing with retirement issues, post tenure review, and etc.
3. Health care Plan. Given a current \$ 552 million deficit projected for next year, there will be adjustments to health care benefits. Specifically, deductibles will increase from \$350 to \$375-400, \$150 million from reduced benefits, \$124 million from lower reimbursements (more out of pocket payments), an 11% increase in premiums, and \$175 million in additional legislative appropriation. Co-insurance will change from 80/20 to 70/30. The co-pay on prescriptions (other than generics) will likely increase by \$5.
4. Development of additional information for new employees on the relative merits of opting for the State Retirement Plan and TIAA/CREF.

**Governance.** Examined the complaint that the Assembly spends too much time on "word-smithing" various documents prior to passage. Chairs were advised to allow for this process at the committee level so that the documents come to the floor only after proofing and grammatical adjustments have been made.

Examined the need for an audit of campuses concerning the level of shared governance.

Begun discussions of basic rights of foreign students in light of the Ashcroft Directives.

Commended the Senate of NC State for their adherence to the spirit of shared governance relevant to Chancellor Fox's recent censure.

**Planning and Programs.** Discussed what happens in funding models that are designed around increasing enrollments when those enrollments begin to decline

or level off. N C High School graduations are predicted to begin a decline in the future.

This group is also looking at the following:

1. How calendars are constructed across different Campuses
2. Diversity/Academic issues
3. Planning for increases in the number of students with English as a second language.
4. How to better integrate faculty into long-range planning issues.