

REPORT ON FACULTY ASSEMBLY MEETING OF NOVEMBER 21, 2003

Presented by Purificación Martínez

E.C.U. Faculty Senate Meeting, December 9, 2003

FIRST PLENARY SESSION

*Report by Jeff Passe, Assembly Chair*

Professor Passe addressed the following points in his report:

- o The role of the Faculty Assembly is double: advise the president and speak for the faculty.
- o Restructuring of how the Faculty Assembly has worked in the past: from now on the reports will be given in writing before meetings and the presenter during the meetings will highlight important issues in the report and answer questions from the body.
- o The Chair of the Faculty Assembly has created an Athletics task force. Bob Morrison is chair and Steve Estes, because of his expertise will also be a member.
- o The Chair of the Faculty Assembly is willing to visit campuses to meet with faculty and administrators.

*Report by President Molly Broad*

President Broad addressed the following points in her report:

- o Summary of the 2003 legislative session.
  - o *Positive outcomes:* The system got full funding for enrollment growth and for financial aid, 20 bills were passed related to non-budgetary items.
  - o *Negative outcomes:* It is the 4<sup>th</sup> year with no meaningful funding from the state regarding salary increases for faculty. This is one of the highest priorities of the Board of Governors and most likely will be among the top 3 requests from the Board of Governors to the legislators next session. The faculty should contact their legislators about this problem and also write about this topic in the Advocacy Notebook in the UNC system web page (<http://www.northcarolina.edu/content.php/system/index.htm>).
- o Enrollment exceeded targets (6,400 students)
  - o 6 campuses absorbed more than 500 new students (ECU absorbed 1200)
  - o Minority enrollment has grown.
  - o All 7 focus growth campuses have exceeded growth expectations.
  - o There are 14,500 students enrolled right now in Distance Education courses, with some of them also taking courses on campus.
  - o 31% of NC high school graduates enroll in a university that is part of the UNC system.
  - o UNC system is as affordable right now as it was 5 years ago.
- o Strategic Directions of the UNC system. All senior administrators have a plaque on their desks with these directions. At the end of the day they evaluate their performance asking themselves the following question: How has my time today been invested in advancing one of these directions?
  - o *Access. Ensure access to higher education for all qualified citizens and embrace a vision of lifelong learning.* Progress: They are on time on target with capital investment.
  - o *Intellectual capital formation. Through excellent graduate, professional, and undergraduate programs, develop an educated citizenry that will enable North Carolina to flourish.* Progress: Many multidisciplinary and multi-campus degrees are being created; new programs in biotechnology are being created; the possibility of Professional Masters of Sciences degree programs is being studied.
  - o *K-16 Partnerships. Continue to propose and support initiatives to serve the needs of the State's public schools.*
  - o *Knowledge creation/transfer. Expand the knowledge through scholarship and research and stimulate economic development in NC through basic and applied research, technology.*
  - o *Internationalization. Prepare graduates and citizens to become leaders in a multi-ethnic, global society.* Progress: each year the number of UNC students who study abroad and the number of international students increases. However, economic support may be necessary to allow more UNC students to go abroad.
  - o *Transformation and Change. Use the power of information technology and more effective educational, administrative, and business practices to enable the University to respond to the competitive global environment of the 21<sup>st</sup> century.*

*Report by Senior Vice President Gretchen Bataille*

Vice President Bataille presented to the Faculty Assembly a table with the UNC Faculty Salary Increases for a four year period (attachment 1). She indicated that the goal is to for the UNC system to be among the 80% percentile in salary average across the US. We are right now 12.8% behind in our goal.

*Report by Senior Vice President J. B. Milliken*

Vice President Milliken presented to the Faculty Assembly an update on the 2003 legislative session. Since he had presented this update in writing (attachment 2), he used his time answering questions.



- Faculty salary increases. His answer stressed the same points mentioned by President Broad earlier: Salary increases is a top priority for the Board of Governors. The best strategy for faculty is to contact their legislators and highlight the importance of this issue.
- Appropriations regarding the Homeland Security Department.

*Report by Vice President Alan Mabe and Associate Vice President Betsy Brown*

Vice President Mabe and Associate Vice President Brown reported on the expanded University of Delaware Study of Instructional Costs and Productivity. The Delaware Study is the tool of choice nationally for examining faculty teaching loads, instructional costs and externally funded scholarship all at the academic discipline level of analysis. They reported in particular on the study of selected measures of out-of classroom faculty activities (attachment 3), a part of the study that the UNC system is going to implement shortly for data collection regarding faculty activities other than teaching. They have decided to become part of the study because 1. it will be discipline specific and 2. it will provide the administration with reliable data regarding all faculty activities that they can use in their negotiation with the legislature for faculty benefits, salary increases, etc. Individual faculty will provide information to the chairs of their departments, but the information sent to the upper administration will not be that of each faculty member, but the overall departmental data. Both Vice President Mabe and Associate Vice President Brown indicated that intended use of the study is not to put pressure on particular individuals or programs to increase productivity.

## SECOND PLENARY SESSION

*Report by Mary Adams, Assembly Vice-Chair*

The Vice-Chair presented to the body the new web page for the Faculty Assembly which she has created and is going to maintain (<http://www.ncfaculty.com>). She highlighted some of the new features.

*Standing Committee reports, action on motions*

- *Academic Freedom and Tenure.* The committee presented a resolution, which was approved as amended, supporting the efforts of the Office of Academic Affairs to evaluate the post-tenure review process for all campuses and urging the full participation of all campuses. At the same time the resolution resolved that each campus develop evaluation procedures to address the particular concerns of faculty and academic administrators on their campuses and to report on changes to policies and procedures to ensure a more effective review process.
- *Budget.* The committee reported on three issues that they had discussed in their meeting: 1. the desirability of including financial information for faculty on the Faculty Assembly web page, 2. the tuition increases, 3. the funding formula.
- *Faculty Development.* The committee reported on one issue that they had discussed in their meeting: faculty sabbaticals. No specific details of the discussion were given beyond the topic.
- *Faculty Welfare and Benefits.* The committee reported on one issue that they had discussed in their meeting: 30% of the faculty in the system is over 55, however the retiring rate of faculty is lower than expected, probably because of the low performance of the market.
- *Governance.* The committee presented a motion, which was approved, resolving that the Governance Committee consult and accept feedback from the delegates in editing an evaluation survey on shared governance, administer that survey to the 16 faculty chairs, and share the results with the Assembly and the campuses. After the motion passed, the committee administered a straw poll to all the delegates present.
- *Planning and Programs.* The committee reported on one issue that they had discussed in their meeting: Professional Master Degrees in Sciences. The first time the committee heard about these degrees was today in President Broad's comments. They intend to collect more information about these degrees.
- *Technology.* The committee presented a resolution, which passed as amended, requesting the UNC Teaching and Learning with Technology Collaborative conduct a survey of all 16 campuses to assess the current software usage and future software requirements of faculty and departments for purposes of investigating the feasibility of implementing a centralized software licensing and distribution system.

*New Business*

A motion was presented and approved supporting the participation of the UNC system in the Delaware study, specifically the section regarding the selected measures of out-of-classroom faculty activity in the study.



**UNC Faculty Salary Increases**  
(Four Year Period from FY2000-01 through FY 2003-04)

| <u>Institution</u>                  | <u>FY 2000-01</u><br><u>Note 1</u> | <u>FY 2001-02</u><br><u>Note 2</u> | <u>FY 2002-03</u><br><u>Note 3</u> | <u>FY 2003-04</u><br><u>Note 4</u> |
|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Appalachian State University        | 4.20%                              | 3.99%                              | 3.07%                              | <1%                                |
| East Carolina University            | 7.08%                              | 3.56%                              | 1.62%                              | <1%                                |
| Elizabeth City State University     | 4.20%                              | \$625                              | 1.81%                              | 2.15%                              |
| Fayetteville State University       | 4.20%                              | \$625                              | 1.83%                              | <1%                                |
| North Carolina A&T State University | 4.20%                              | 2.32%                              | 1.17%                              | <1%                                |
| North Carolina Central University   | 4.20%                              | 2.63%                              | -                                  | <1%                                |
| North Carolina School of the Arts   | 4.20%                              | \$625                              | 1.68%                              | <1%                                |
| North Carolina State University     | 6.25%                              | 3.04%                              | 1.70%                              | <1%                                |
| UNC Asheville                       | 4.20%                              | \$625                              | -                                  | <1%                                |
| UNC Chapel Hill                     | 7.52%                              | 3.99%                              | 2.55%                              | <1%                                |
| UNC Charlotte                       | 6.85%                              | 4.01%                              | 1.52%                              | <1%                                |
| UNC Greensboro                      | 4.20%                              | 2.53%                              | 2.50%                              | <1%                                |
| UNC Pembroke                        | 4.20%                              | \$625                              | 1.53%                              | <1%                                |
| UNC Wilmington                      | 5.20%                              | 2.04%                              | 2.12%                              | <1%                                |
| Western Carolina University         | 4.20%                              | \$625                              | 1.75%                              | <1%                                |
| Winston-Salem State University      | 4.20%                              | \$625                              | 2.19%                              | <1%                                |

**Notes:**

1. 4.2% recurring increase at all campuses;  
higher percentage increases attributable to campus-initiated tuition increases;  
excludes \$500 one-time compensation bonus; includes doctoral transition funding for ECU
2. \$625 recurring increase (approx 1% increase, on average) applies to all campuses;  
percentage increases combine campus-initiated increases and the \$625 increase;  
campus-initiated increases at UNC-A & UNC-P did not include faculty salary increases;  
percentage increase for ECU includes doctoral transition funding;  
percentage increase for UNC-C includes tuition increase attributable to doctoral transition
3. No salary increase funds appropriated by NC General Assembly;  
increases are from campus-initiated tuition increases  
campus-initiated increases at NCCU & UNC-A did not include faculty salary increases
4. No recurring salary increase funds appropriated by NC General Assembly;