

Faculty Assembly meeting
April 16, 2004
Bob Morrison

Members of the ECU delegation present were John Cope, Steve Estes (alternate), David Long (alternate), Bob Morrison, and Rick Niswander.

Chair's Report

Chair Jeff Passe, UNC-Charlotte began by discussing events at the last Board of Governors meeting where students were protesting campus tuition increases. The BOG placed tuition increase priority on having students completing their degrees in four years. Students were protesting the use of too many part-time adjunct faculty and part of the tuition increase should go to address this issue. The BOG conducts part of its business by email and that leaves the Chair of the Faculty Assembly out of the discussion. He gets surprised by issues that come up unexpectedly in the open meetings after they have been discussed by the board by email.

Election of Chair of Administration, Planning, and Programs Committee

Lorenzo Meachum, Winston-Salem State University, was elected chair of the Administration, Planning, and Programs Committee for the 2004-2005 academic year.

Report on The University of North Carolina Survey of Senior Faculty – Betsy Brown, Associate Vice-President of Academic Affairs

Associate Vice-President Brown gave a preliminary report of a survey conducted in fall 2003 to gather information about senior faculty members' aspirations, plans, and concerns pertaining to late career and retirement. The preliminary results are on the Faculty Assembly web site at

[http://www.ncfaculty.com/html/documents/ANAC sr survey 2 04.doc](http://www.ncfaculty.com/html/documents/ANAC_sr_survey_2_04.doc)

The full report will be available on the University of North Carolina web site when it is completed.

Report on Athletics Task Force – Steve Estes and Bob Morrison, ECU

Steve Estes and Bob Morrison reported on a resolution to charge Faculty Senates and Councils to embrace policies that provide for greater faculty participation in the governance of athletics. They discussed the history of athletics reforms at the national level and referred to reform work being carried out by the Coalition on Intercollegiate Athletics, the NCAA, the Faculty Athletics Representatives Association, the Association of Governing Boards (Boards of Trustees), the Knight Commission (chaired by William Friday, President emeritus of UNC), the Drake Group, National Institute for Sports Reform, and the AAUP. The Task Force surveyed the 15 campuses with intercollegiate athletics programs and used the survey results along with reports from the national-level organizations to develop a set of recommendations for faculty participation in the governance of athletics.

The survey results can be viewed at

<http://150.216.143.239:591/wsveys/r/1178-gfeh.htm>

Report by President Molly Corbett Broad

President Broad reported that about 30,000 degrees will be conferred over the next few weeks.

She reported that we are having a change in leadership at several campuses, including UNCW, ECU, FSU, ASU, and now NC-State. Much of this change is associated with the age profile of our chancellors. And, unfortunately, the average tenure of chancellors continues to decline.

We are approaching a major transition within our faculty. We lose about 200 faculty members each spring. In 1987 about 25% of our faculty were under 40 years of age and about 25% were over 55. In 1998 less than 20% were under 40 years of age and about 40% were over 55. We're losing 100's of our most experienced teachers and researchers. Most of those retiring have been here more than 20 years. This underscores our challenge for hiring new faculty members. Kids of baby-boomers are about to enter college in unprecedented numbers. This will increase hiring dramatically during this decade.

Another concern is the increasing number of Ph.D.'s who take post-doctoral positions for long periods of time. Compare that with what we're doing with hiring more non-tenure track faculty to teach. On the one hand we have post-docs who are doing mainly research and on the other we have non-tenure track faculty who mainly teach. We have more and more non-tenure track faculty who are teaching and don't have responsibility for research, and more and more post-docs who have no responsibility for teaching. This does not seem to be a healthy trend. The use of adjunct faculty for teaching and the use of post-docs for research has an impact on the quality of the institution. In order for shared governance to be healthy, faculty members must have ownership of the departments where they work. They cannot be temporary faculty just passing through. Other countries are following our model for excellent universities. But we've stopped following our own model.

Thirty years ago 9% of Ph.D.'s were non-U.S. citizens, while 30% of Ph.D.'s today are non-U.S. citizens. The countries contributing the largest number are, in order, China, Korea, Taiwan, and Canada. Seven percent of all our doctoral students come from China. The number of Ph.D. students from China is declining because the visa application process has become more difficult.

John Cope, ECU – Several of the Virginia institutions of higher education are seeking to secede from the state educational system. Would you comment?
President Broad – NC is better off because the people of NC identify with UNC. This is reflected in the state legislature. UNC is better off than some other state institutions.

Academic Freedom and Tenure Committee -- Francine Madrey, WSSU

Professor Madrey reported that the committee will be developing a survey to gather information on sexual harassment complaints and grievances on the campuses.

She noted the conservative ideology on many of the campuses, and that may be contributing to diversity for our students.

The committee urged campuses to look at the RPT process as helpful and informative rather than as vindictive. We are all asked to look at our RPT processes.

The committee is questioning whether the increase in non-tenure track faculty is taking away from our tenure-track positions.

Budget Committee -- Harriette O. Griffin, NC State

1. Campuses currently are putting together information for the 2005-2007 budget requests.
2. The committee doesn't have much information on the budget of the Faculty Assembly
3. The Budget Committee will be collecting information on how budget cuts and the lack of salary increases affect the faculty. How much money gets budgeted to faculty and how much of their own money do faculty members have to spend?
4. Ask the senior member of each campus delegation whether budget documents are available to the faculty.
5. Finally she urged FA members to become members of the Budget Committee next year.

Faculty Development Committee -- Meg Morgan, UNC Charlotte

The committee presented a resolution to ask President Broad to give high priority for funding of teaching and learning centers. After some discussion the resolution was sent back to committee for revision.

Governance Committee -- Bob Morrison, ECU

The Historic Minority Institution caucuses that have been held this year have been successful and next fall the Governance Committee will incorporate the caucuses into the FA bylaws.

The preliminary results of the recently conducted governance survey were mistakenly released outside the committee and there was concern over the email discussion. The committee will issue its report on the survey next fall.

The committee recommends that campuses orient prospective FA members about the responsibilities of becoming a delegate. Sometimes new delegates don't understand their responsibilities and we get delegates who never come after they learn the nature of those responsibilities.

A straw poll was taken to see whether the membership thought the FA should re-institute its orientation of new delegates. An overwhelming majority voted yes.

The committee presented the Resolution on Athletics. It was determined that a quorum of the Faculty Assembly was not present and no vote could be taken.

The Assembly heard informational reports from the following committees. No action was taken.

Planning and Programs Committee -- Diane H. Holditch-Davis, UNC Chapel Hill

In the future there won't be a term Distance Education. This will be merged with on-campus education and we will have e-learning.

Technology Committee – Yogendra Kakad, UNC Charlotte

The committee discussed the success of the recent TLT conferences. There was emphasis on intellectual property rights. Conference presentation materials can be viewed at www.unctlit.org

The committee said the issue of online student evaluation of courses is on the horizon.

Faculty Welfare Committee – Anthony Fragola, UNC Greensboro

The committee discussed the problems of salary and benefits, and the way non-tenure track faculty are used to avoid paying benefits.

Chair Passe announced the meetings for next year will be October 1, November 5, February 4, and April 8.

Where will the next generation of faculty governance leaders come from? Are we training them?