

UNC Faculty Assembly Meeting Summary (Nov 5, 2004)

Jeff Passe, UNC Faculty Assembly Chair Report. Jeff Passe reported that new licensing criteria of private institutions were being reviewed by the Board of Governors (BOG). The BOG is responsible for certifying these schools for operation in NC. Chair Passe expressed concern that the faculty assembly was not consulted prior to a draft of these new licensing criteria proposals being provided to the BOG, which included a section on standards relating to faculty at these institutions. Further, the licensing criteria only indicated that each institution should "publish a policy" about academic freedom and "publish a policy" about academic decision making but did not provide any best practices or further criteria. Some of the other sections/standards covered in the licensure criteria include Program of study (courses, distance education, general education, degrees, etc) and Facilities and Libraries. To review a copy of the proposed draft (Rules and Standards for Licensing Non-Public Institutions to Conduct Post-Secondary Degree Activity in North Carolina, Revised October 1998.) see the Board of Governors' website (http://www.northcarolina.edu/content.php/bogdocs/2004-10/planning/Planning_Committee_Materials.pdf). A map of the 117 North Carolina Post-Secondary Institutions (2003-2004) can be found at <http://www.ga.unc.edu/publications/ncmap/ncmap.pdf>.

J. Bradley Wilson, Chairman of the Board of Governors.

- ✚ The Board of Governors' budget request includes a 7.5% salary increase.
- ✚ Mr. Wilson expressed interest in meeting various constituencies, including faculty leadership, during his term as Chairman. **He has visited with 13 campuses to date and plans to attend ECU and Elizabeth City this month.** General themes that he has heard across the campuses includes concern about benefits and its impact on recruitment and retention, concern about staff salaries (which are not a part of the university budget but come out of the general fund). The BOG does not plan to use campus-based tuitions to supplement staff salaries funded by the general assembly. However, the BOG will continue to lend its voice to advocate for staff and hope the general assembly will respond. Mr. Wilson expressed concern about the nation maintaining a sufficient resource stream of federal funding related to higher education given the results of the election.
- ✚ Pope foundation – Academic bill of rights is being tacked onto another piece of legislation. Fear is that Senate will be able to make inroads into academic freedom. Mr. Wilson indicated that the BOG will oppose this measure when and if it comes forward, but they can't debate the bill until they read it. For more information about the Academic Bill of Rights, see the AAUP website (<http://www.aaup.org/statements/SpchState/billofrights.htm>) and (<http://studentsforacademicfreedom.org/abor.html>).
- ✚ State employees association is interested in collective bargaining. What's BOG's opinion? Mr. Wilson responded that he expected it to fail and that he wouldn't enter the debate.

Carol Pardun – Campus Security Admissions Subcommittee Report. Their question is regarding application process—can they screen for problem students? Their recommendations: 3 basic ones. 1. Standardize portions of application that deal with student integrity and crime across UNC system. 2. Develop cost-efficient steps to verify accuracy of information provided. 3. Train campus admission and security staff to identify potential problems. Caveats: 1. Statistically, campuses are the safest place to be. On the other hand, if there's something we could do to prevent crime, we should. 2. Looked at previous applications and looked at criminal checks to figure out if it would check. They found that about half of the students who had committed crimes had lied on their applications about previous records—mostly simple assault. But the other half had no record that could have alerted us to problems. The other subcommittee is looking at campus life. Would not recommend that students with prior assault records be denied admissions but lying about a prior record could cause an applicant to be denied admission.

Victor Landry, FSU, Vice President of the Association of Student Governments. Mr. Landry presented the Association of Student Governments proposed "Plan for Recommendation of Benefits" drafted to show support for faculty issues related to benefits. The association made five recommendations and expressed desire to work with the UNC Faculty Assembly to help address these issues. The UNC Faculty Assembly will review and provide its input to the association's recommendations.

- ✚ **Health Care.** The UNC Association of Student Governments should support the efforts to revise the health care plan of University of North Carolina employees.
- ✚ **Cooperative Research.** The UNC Association of Student Governments encourages the Board to find ways to encourage institutions of different category and size to actively search for ways of collaboration among institutions in the University of North Carolina.
- ✚ **Educational Assistance for Employees.** The UNC Association of Student Governments encourages the board to study the types of assistance employees can receive for continuing education. Special consideration should be given to those individuals obtaining a terminal degree in the University and plan to remain in the University.
- ✚ **Dependant Tuition Assistance.** The UNC Association of Student Governments encourages the Board to study the feasibility and merits of providing assistance for dependant tuition of employees.
- ✚ **UNC Research Leave Program.** The UNC Association of Student Governments encourages the Board to endorse the proposed UNC Research Leave Program."

Gretchen Bataille, Senior VP for Academic Affairs.

- ✚ **Non-Budget Legislative Requests.** The Office of the President has several non-budget legislative requests:
 - ✚ 4-part request relating to the **Tuition Benefits** issue: (1) increase number of allowed courses from two to three that employees can take each year; (2) implement an exception to 12-month residency requirement, so employees who come here get in-state rates for spouses and dependents; (3) a 25% tuition reduction for full-time dependents of employees; and (4) authorize the Office of the President to study an employee tuition waiver program between UNC and community colleges.
 - ✚ The Office of the President is also looking at **health care benefits** and is waiting for results from the task force conducting the Health Benefits Survey. Over 12,000 responses have been received.
 - ✚ **Immediate vesting in Optional Retirement Program.** TIAA Cref says all but 4 or 5 states have immediate vesting, so we should be competitive.
 - ✚ **External Letters Considered for Promotion and Tenure.** Another issue being reviewed by the Office of the President is the practice of external letters considered for promotion and tenure. About half of the campuses do so now, and she thinks it's a good practice. Right now, state law requires that employee have access to all information, so some campuses don't get them for that information. Some campuses secure waivers. So she would like to propose legal language revision to clause about confidential information to encourage external review to happen. Change language: "except for identity of author of letters solicited for external review" on faculty which were solicited for external review.
 - ✚ **House bill 1264:** Lengthy bill passed last semester to fund capital projects. Asks university to use its own money to study gaps in responding to economic development. What should we offer to help state move from manufacturing to knowledge economy.

President Molly Broad.

- ✚ Last time, she commented about extraordinary treatment that university received from assembly in recent short session. Wants us to know that her conversations with other chancellors and presidents confirm this. Only California gets this kind of support.
- ✚ Tuesday's election: About 15% of assembly are new members. Fairly typical of recent years, lower turnover than 2002. New task: get acquainted with new members. Asks us to have assembly members come to campuses and educate themselves about University.

- ✚ Budget request. State's economic health remains "challenged." Enrollment continues to grow—4th year in a row that enrollment has grown by more than 6,000 students. Most of that growth has occurred in focused growth campuses and historically minority campuses. Important, good, but at a price. Growth comes at a price. So she believes we have a moral obligation to give general assembly a full description of the true needs of the university, regardless of fiscal outlook, but doesn't expect to get it all.
- ✚ House bill 1264. Daunting assignment: Asks for a status report in April 2005 and complete report in December 2005. This report asks universities to work with seven regions to lay out a plan for new and sustainable jobs and to determine the kind of training we'll need to prepare workforce for these jobs. Tough deadlines, but she's glad they've asked us instead of others. This will be one of the university's highest priorities this year. Creating a sustainable economy is a high priority.
- ✚ Post-election Washington scene: new house members and new senate members. She is disturbed by unprecedented divisiveness everywhere in DC. Only two of the thirteen appropriations bills have been passed. No one is sure what will happen and how they will get funded. The longer federal budget is delayed, the worst for us—federal financial aid, national science foundation, research mission all depend on these appropriations. This at a time when half of budget is going to entitlements (medicare, social security) and 1/3 on defense. Doesn't leave much for education.

Standing Committee Reports:

- ✚ **Academic Freedom and Tenure.** In response to the Academic Bill of Rights proposed legislation, a Faculty Assembly Resolution on Academic Freedom was presented and unanimously passed. Committee is reviewing inconsistencies in post-tenure review and tenure documents across campuses and to develop recommendations for best practices.
- ✚ **Budget Committee.** Presented and passed resolution that the faculty assembly expressed its appreciation to the Office of the President and expressed enthusiastic support for the budget being considered.
- ✚ **Faculty Development.** Took under advisement the student government association proposal. The committee will consider this recommendation and try to work on expressing some definitions and practices more specifically. Expect a recommendation by February.
- ✚ **Governance.** Offered a motion (proposed in October 4) to formalize the historically minority campus caucus in the Faculty Assembly bylaws. Motion passed unanimously. This year, the governance committee is:
 - developing methods for a more formal method of soliciting campus concerns and issues. Will be asking heads of delegation/faculty senate chairs to provide statements about key issues facing individual campuses.
 - reviewing the outcomes of previous faculty assembly resolutions as one measure effectiveness.
 - reviewing shared governance survey results from last year to recommend best practices.
 - establishing a pool of volunteers to visit campus faculty senates to share perspectives on share governance.
- ✚ **Planning and Programs.** The committee reported on the OP report on teacher retention and discussed administrative growth.
- ✚ **Technology.** The committee is reviewing the system-wide software survey instrument that was developed last year.
- ✚ **Faculty Welfare and Benefits.** The committee is focused on health benefits reform efforts and is reviewing the results of the health benefits survey and comparative data with other systems' health package. Chancellors are meeting and discussing this week the student association's proposal for tuition for dependents.