

UNC Faculty Assembly
Spangler Building, Chapel Hill, NC
September 19, 2008

President Bowles' Report

The UNC System has had a terrific year in the Legislature, despite the rough economy, but we must be strategic in our budgetary decisions for the upcoming year.

The Governor's office has asked for a 2% return on the budget from the entire system.

President Bowles and the Board of Governors have asked the chancellors for a list of three to four important items for the upcoming year. In addition, President Bowles has his own list of priorities:

1. Execute on UNC Tomorrow
 - Complete academic planning process
 - Revise mission statements of some campuses
 - Develop a long range plan
 - Execute on our accountability plan: technology transfer, healthcare facilities and programs, schools of education
2. Focus on campuses
 - Half of the chancellors are new
 - Campuses have experienced many challenges including growth
 - Need changes in many areas: accounting, financial aid, Banner, IT, etc.
 - Need to standardize Banner configuration and procedures across the campuses.
 - Expect to centralize some back-office procedures at GA. Expect to thus be able to retain good IT people. Must be done right. Pres. Bowles intends to go slowly.
3. Develop alternative growth models for the University
 - Increasing number of students and decreasing educational funding
 - Cannot give up on quality
 - Continue to expand online education
 - Break down barriers with community colleges (Example: possibly allow community college transfers to pay the community college tuition rate)
 - Explore branch campuses in Rocky Mount, Jacksonville, Hendersonville, and Hickory
 - Expand summer school or implement "tri-semester" (faculty would only work two of the three semesters)
 - Early college high schools
 - We have received \$76 million in enrollment growth funds in the last two years. This is not a good funding model because it incentivizes growth over quality.
4. The NC state government
 - Need to spend more time in the House
 - Core group of ten representatives will be our champions in the House
 - Build working relationship with new governor

- Must be strategic with new budget priorities:
 - Campus safety: We are 80% of the way toward where we need to be.
 - Faculty: Work to get to 80th percentile in faculty pay; establish distinguished professorships
 - Funds to support retention

Question/Answer Session with President Bowles

Question about the UNC Tomorrow mission statement revision process. The questioner pointed out the conflict for a Dec 1, 2008 deadline for UNC Tomorrow and the SACS requirement for widespread campus involvement in such a process.

Answer: Many campuses are well down the road toward completion of the mission statement revision process. The mission statement need not change. It only needs to be reviewed. Pres. Bowles stated that it was more important to get the mission statements correct than to get them submitted before the deadline.

Question about sustainability. Energy supply could soon be a huge business problem for our campuses. Support in HVAC engineering from GA could be a big help.

Answer: GA has convened a sustainability committee. The System is in a position to do the right thing environmentally and as a business proposition. This is a big part of UNC Tomorrow. Pres. Bowles regrets that our recent buildings eliminated energy saving features in a quest for value engineering.

Question: What is the impact of the decline of the economy on the UNC system?

Answer: Pres. Bowles expects the impact will be significant. Resources available to families are expected to shrink. Universities must be prepared. Financial aid will become more important. UNC has sufficient money going forward for financial aid up to twice the poverty level. There may be a problem for students from families with annual incomes from \$45,000 to \$100,000. Managed growth is crucial – college attendance can be expected to increase during difficult financial times

Question: What are UNC plans to accommodate veterans returning from the Middle East?

Answer: Pres. Bowles sees this as a market opportunity for the UNC system and asks for ideas.

Question about degree productivity. Is it common for cuts in science and education?

Answer: No! We are doing everything we can to increase our production of graduates in STEM fields. We need to make these programs more effective.

Question: What about increasing collaborations with K-12 education?

Answer: Pres. Bowles believes that teaching is the most important profession, and we need to pay them more. UNC is increasing support for educating K-12 math teachers

Question: How can we help you influence the legislature?

Answer: The Faculty Assembly has been very helpful in this in the recent past. The Faculty Assembly helped to prepare case studies to show how hard UNC faculty work. GA takes faculty along to visit the general assembly.

Budget Report – Rob Nelson, Vice President for Finance

UNC was successful in the legislature last year: salary increases, distinguished professorship funding, \$3 million for recruitment and retention, \$1.5 million for additional graduate tuition remissions, \$1.5 million in research competitiveness funds.

There is a \$16 million (0.6%) cut to our budget this year. Campuses are given flexibility to be strategic about these cuts. Chancellors are encouraged to be strategic. Campuses are directed to not diminish classroom support, but look at possible cuts in the following areas:

- academic administration
- low productivity academic programs
- vacant positions.

Campuses should also look at using non-state money for more things.

We typically spend about 98.5% of our annual allocation. Normally the balance is spent at the end of the year. The 2% cut requested yesterday would appropriate approximately this amount.

Campus requests for 2009 budgets came in this week. They will be distributed to the campuses in about 2 weeks, with discussions with the chancellors to follow. GA will present a budget draft to the Board of Governors in October.

Report on UNC Tomorrow – Norma Houston, Executive Director, UNC Tomorrow and Alan Mabe, Vice President for Academic Planning and University-School Programs

Four areas of focus for Phase II of UNC Tomorrow:

1. Revision of promotion and tenure (P&T) policies
 - Not asking for revised P&T Policies by December 1
 - Not mandating top-down P&T Policies
 - Need a campus discussion about P&T policies and UNC Tomorrow
 - Need to be able to do more service
 - This is not a one-size-fits-all issue
 - The GA needs information on problems with the P&T system.
2. Faculty/staff recruitment/retention
 - Significant number of retirements soon.
 - Need to develop skills for new campus leaders.
3. Academic program planning
 - Productivity of all programs will be examined. Bachelors programs with less than 20 degrees granted in the last two years will be considered low productivity programs.
 - The process of deciding whether or not to establish a branch campus will be very deliberative.
4. Mission statements
 - December deadline required for BOG review in 2009.
 - In spring GA expects to open a review of who the official peer campuses are for each UNC campus – revisions need BOG approval.

Report on Sustainability – Shari Harris, Associate Vice President for Finance/Capital Projects

Rob Nelson's 9/9/2008 UNC Sustainability Committee Draft Report was presented. Some highlights of the report's recommendations include:

- New construction must be 30% more efficient than current standards in the state building code
- Major renovations must be 20% more efficient than current standards in the state building code
- Reduce the energy and water consumption by 20% by 2010
- We are required to monitor high efficiency buildings to ensure that they continue to meet the efficiency standards.
- Campuses must invest in and utilize renewable energy sources.

Faculty Assembly Committees

The following Faculty Assembly committees have been established for 2008-2009. ECU representatives on each committee are given in parentheses. The following action items for this year were discussed in committee organizational meetings.

Academic Freedom Committee (ECU member: Jan Tovey)

1. Follow up on resolution of last year re acceptance of gifts affecting the curriculum; do this on a yearly basis
2. Collect copies of post-tenure review documents from the campuses to put on a central website for others to look at
3. Non-tenure track faculty problems: a long list of concerns here, including specifically academic freedom
4. Issues re UNCT into tenure provisions

Academic Planning Committee (ECU member: Mark Sprague)

1. Loss of faculty control over degree granting
 - a. Articulation agreements with community colleges
 - b. High schools (including high school students in our universities, and who is teaching, and who allows high school students into those classes)
 - c. Transferability of courses into our schools (e.g. NCCC) and cumulative impact of having so many courses from elsewhere count toward our degrees
2. Process for establishing and keeping programs

Budget Committee (ECU member: Hunt McKinnon)

1. Transparency:
 - a. Between GA and campuses and across campus
 - b. May need training and archive information (e.g. re budget understanding, etc.)
2. Sustainability
 - a. Budget constraints have a bearing

- b. EG cost-savings don't get distributed back to the campus

Faculty Development and Welfare Committee (no ECU member)

1. Benefits:
 - a. Health costs will go up and benefits down
 - b. Retirement: VALIK/AIG should be fine; will decrease number of vendors to keep lined up
 - c. Domestic partner
2. Tenure, Promotion and Reappointment documents
 - a. Documents are departmental documents and must be looked at as such when get to post-department review; some concerns on guidelines to constrain abuse in some departments/institutions; recording votes only rather than constructive commentary
 - b. Service and how that's valued re engagement
 - c. Need to bear in mind that presentation at national meetings may be part of tenure requirements, so if insufficient funding may undercut ability to meet requirements
3. Equitable distribution of salaries and professional development funds: may be between campuses, or between institutions (how support is funded; who regulates those funds)
4. Will gather exemplars about what really works

Governance Committee (ECU member: Catherine Rigsby)

Shared governance is inconsistent;

1. Try to pull together information so can look at what the gaps are
2. Emphasis on training: chairs/chair-elects of senates; hearing and grievance committees;
3. Will work between FA meetings

Research Committee (ECU member: Ken Wilson)

1. Engaged and applied research: bring relevant people (Norma Houston, Leslie Boney to meet with the committee: what culture change, what would be different? What ways for GA to assist)
2. Inter-institutional opportunities: also engaged research, academic planning process; if peer review process for academic planning, need to facilitate knowledge of what people are doing on other campuses (e.g. wiki)
3. Other areas to hear more about
 - a. Institutional research: what data is available, what might be helpful to faculty
 - b. Kannapolis initiative: what issues presented, what's going on?

Technology Committee (no ECU member)

1. Use of technology to increase capacity for students absent bricks and mortar: want to focus on existing funding; want to understand how these models are incentives or disincentives (with budget committee?)

2. Support for faculty when they are undertaking to use technology as tool for teaching and learning: what is a standard set of resources to support faculty if hybrid or totally on-line courses, or technology in the classroom
3. Quality assurance: some initiatives within the system on this topic right now; they don't necessarily know about that; what quality strategies are in place? What role does student evaluation play? Also live course quality assurance
4. Banner?
5. TLT Conference (3/16-18, 2009)

Respectfully submitted,
Mark Sprague
September 29, 2008