

UNC Faculty Assembly Meeting
February 22, 2013
Spangler Building, Chapel Hill, NC
Minutes
Prepared by Ralph Scott, Delegate

9:00-9:10 Faculty Assembly Convenes

Welcome and Meeting Overview (Catherine Rigsby)

Professor Rigsby welcomed members to the meeting at 9:06 and presented the agenda for the meeting. Rigsby next introduced Tom Ross, President of the University of North Carolina.

9:10-9:40 Tom Ross, President (Attachment 1)

Update on the Strategic Plan next steps, legislative issues, and (possibly) more; plus Q&A with Delegates

Strategic plan adopted by the board. There are revisions, please revisit plan. Don't think it was "perfect." Hope there will be some benefit. Helps to be clear with legislature what is needed to accomplish goals. The plan demonstrates good return to the state. We are hearing disturbing news coming from governor's budget office. Not sure yet what this means. We control the implementation of the plan. If there is a budget cut, we won't be able to implement plan without additional resources. We will be in control those portions of the implementation that doesn't require additional resources. We need to create a faculty committee to help with implementation, provide advice, input and consultation. Faculty assembly was asked to help appoint faculty to various working groups. Three working groups need to be started on plan implementation: General Education group; E-learning group; and section size working group. These groups will be a conduit with faculty on home campuses. New budget won't be released until May or so.

There were questions and comments from Assembly members on a number of issues:

- 1) Class size – it was noted that we can't change class size without changing class quality.
- 2) Concern about the CCA and gen ed issue – Susan Ortega will address this
- 3) How will we accomplish the 32% graduation rate increase? Will the legislature take up this cause?
- 4) Follow up comment on class size – quality is clearly tied to small class size
- 5) Concern from member about common outcomes issue, what will happen on local campuses? Will faculty be involved in this?
- 6) Question about a rumored 5% budget cut. Ross responded that he had heard many different figures up to 8-9%.
- 7) Delegate was concerned about the vision of the liberal arts in the legislature. Ross responded that he had heard stories from legislature members of people this history degrees "who had done something with their lives." He noted one legislature who heard complaint from a member in their district that their son who was a good Christian, later

attended UNC Chapel Hill and came out a communist. Ross further noted that these anecdotal stories can be very powerful. Ask delegates for additional liberal arts success tales.

8) It was noted that due to several IT issues that there was need for more tech projects at GA.

9:40-10:10 Suzanne Ortega, VP Academic Affairs

Status of the CAA in several areas:

- 1) Can we develop an AA/AS degree that will also meet the Gen Ed requirements
- 2) Can we agree that a 2.0 GPA in this AA/AS degree will transfer and give admit to some UNC institution?
- 3) Can we agree on a 44 sh core that will transfer?

Why we need a new CAA? Current agreement is 15 years old why fix?

- 1) Universities have changed Gen Ed requirements in 15 years
- 2) Some schools have complete revamped their Gen Ed – WSSU developed completely new 44 sh core requirements – need to look at this.

Two main initiatives:

- 1) Better alignment of core Gen Ed courses in subject areas. Will start with areas of biology, sociology, history, physics, English.
- 2) 44 sh core is a big problem with articulation. The 44 core is not noted on transcript from CCs you have to look for them. Could we possibly agree on 30 sh core, and then later agree on a 90 sh ? If we agree on 30 sh what would take to get the rest (90)? Questions were on 3000/4000 level courses (nothing is CAA about these) and while selecting the 30 sh is a “no brainer” we need outcomes to be the same on all courses. Need for a grass roots faculty committee to look at this.

10:10-10:30 Karrie Dixon, Senior Associate Vice President for Academic Advising and Student Affairs

Dixon noted the areas her AVP is associated with:

- 1) Make sure transfer students have a appropriate advising
- 2) Campus security issues (maintains an expulsion/suspension database for 16 campuses)
- 3) Academic Summer Bridge
- 4) Student appellate issues (unresolved on local campus – faculty can bring individual cases to here)

Her PPT presentation (which could not be projected and she had to read from printouts) deals with the GearUP NC program.

Gear Up stands for gaining early awareness and readiness for undergraduate programs in NC. This project is directed to schools middle and above with a 50% or greater reduced school lunch population.

GearUP has several services: tutoring, academic support, college culture building,

financial aid counseling, college visits, College Application Week, EDUMetric tracking system. She works with a Federally funded grant; awarded over \$28M. Chose 11 school districts for funding; implementing services; 25 middle schools and 21 high schools.

10:30-12:00 Panel Discussion: The Role of Faculty Ombuds Offices on our Campus
(Attachment 2)

Panelists – Wayne A. Blair – Ombudsman, UNC-CH

Bruce Auerbach – Ombudsman, UNCC

Debra Parker – Interim Dean, College of Behavioral and Social Sciences, NCCU

Dennis Daley – Member of the Ombuds Proposal Committee, NSCU

Moderators – David Green, Chair of the Faculty Assembly Governance Committee, and
Jan Boxill,

Chair of the Faculty Council, UNC-CH

Level of confidentiality is important. No record with people's names on it. Designated "neutral" area for the university. Conversations are off the record. Office located off campus. Blair's office is the "gold standard" for this type of office. Auerbach is part time grew out of a faculty counseling center, Dennis is just startup up. Like us he has waited over 40 years for this type of office. Debra has concerns if this is the best use of scarce funding. Overall don't do this unless you are willing to make the commitment.

Afternoon Session

1:00 Committee Meetings (1.75 to 2 hours)

a. Academic Standards and Policies Committee – Articulation Subcommittee (Board Room)

b. Academic Standards and Policies Committee – International Programs Subcommittee (Board Room)

c. Academic Standards and Policies Committee – Student Success Subcommittee (Board Room)

d. Budget Committee (Executive Conference Room)

e. Faculty Welfare and External Communications (Conference Room C)

f. Governance Committee (Conference Room A)

I am on Governance this year. One of our main projects this year was the Ombus presentation today.

We met with Laura Fields UP for Legal Affairs and General Counsel for the GA and BOG. She has six lawyers in her office. She has been here for five years. She works with the Attorney General's Office, legislature, board on policy development, President on regulations and guidelines and provides interpretation of regulations and guidelines. She works across the state and talks to a lot of people every day. Changes she sees currently is budget pressure from "the bankers in Raleigh" and E-learning and online initiatives. The committee asked it if would be possible for the small schools to share a ombus position? Fields noted that this model "was a good idea." The committee presented a resolution on Academic Freedom to the Faculty Assembly. One member reported that at ASU 25% of

the faculty had signed a petition against the Provost, and that it was anticipated that the Faculty Senate was expected to deliver a vote of no-confidence in the Provost. This is occurring shortly before a SACS visit to the school.

3:00 Plenary Session (Board Room) (1.5 hours)

a. Approval of the January 18, 2013 Meeting Minutes. Approved as submitted.

b. Chair's Report (Catherine Rigsby) (10 minutes)

Faculty Advisory Committee on Strategic Directions Implementation resolution approved by 15 of the 17 campuses. Faculty Advisory Committee nominations have been requested by President Ross. Nominations committee requested nominations for next year's Assembly Executive Board and officers by March 15.

c. Committee Reports and discussion

1. Articulation Committee had general discussion on the 30 sh courses in their meeting

2. International Programs Committee had discussion with Lesie Boni on the International Programs Summit held recently. There is interest in have agreements with Indian, South African, Mexican and Brazilian Schools. One member also mentioned China.

3. Student Success Committee talked about data collection, how we define hybrid courses, how to students fare with the CAA, what about the minimum GPA for majors, what happens to the core when people switch majors, and the need for system wide instrument on why students leave before finishing. Answer: usually money from existing national date.

4. Budget Committee noted that Strategic Plan is not part of the continuing or expansion budget, but is part of something else not yet worked out. Suggested that we look at the budget on page 110 of the Strategic Plan (calls for only 4 reductions all others lines are increases). Saving are required by administrative operational efficiencies, institutional efficiencies, change in section sizes and streamlining of Gen Ed.

5. Faculty Welfare Committee presented a resolution on increasing the amount of funds given in the BOG Teacher of the Year Award. Resolution passed.

6. Governance Committee presented a resolution on Academic Freedom. Resolution passed.

7. Chairs (of Faculty Senate) Group discussed the CAA, concern with lack of grievances on campuses (people are discouraged from trying), review of administrators (4 campuses still do not do this), resources for Faculty Senate offices on local campuses (5 have budgets, 5 have office space, 5 have supplies provided, and 4 have support staff).

8. HMI Group discussed and asked how will the strategic plan effect them, R and R funding, online classes, large classes (generally HMIs don't have large classrooms), and E-learning.

d. Other Business

e. Meeting review

4:34 Adjourned

Respectfully submitted by Ralph Scott, delegate

LIST of ATTACHMENTS –

Attachment 1: Our Time, Our Future: The UNC Compact with North Carolina

(STRATEGIC DIRECTIONS FOR 2013-2015) – FINAL version

Attachment 2: Background Information on Faculty Ombuds Offices:

- UNCC Ombuds Office Brochure
- UNC-CH Ombuds Office Brochure
- NCSU Ombuds Proposal
- Vignettes for Panel Discussion
- and possibly more...

Attachment 3: Draft Resolution on Academic Freedom and Due Process

2013-xx

DRAFT Resolution on Academic Freedom and Due Process

Recommended by the FA Governance Committee

February 22, 2013

Whereas, academic freedom is an essential component to effective teaching, research and service in university and colleges; and

Whereas, section 600 of the University of North Carolina Code acknowledges this in stating, "The University of North Carolina is dedicated to the transmission and advancement of knowledge and understanding. Academic freedom is essential to the achievement of these purposes." And

Whereas, academic freedom includes comments made in the classroom, intramural comments made within the university and college as well as extramural comments made outside of the university and college; and

Whereas, academic freedom goes in tandem with tenure to assure that faculty can effectively perform their jobs without fear of retribution; and

Whereas, Section 601 (2) of the UNC Code states, "The University and its constituent institutions shall not penalize or discipline members of its faculties because of the exercise of academic freedom in the lawful pursuit of their respective areas of scholarly and professional interest and responsibility;" and

Whereas, faculty are entitled to due process when administration takes any actions that interfere with academic freedom and tenure; and

Whereas, due process protects faculty members against discharge, demotions, failure to promote, and suspensions; and

Whereas, the safeguard afforded by due process includes protection against suspensions or involuntary "administrative leave," with or without pay, in order to effectively protect academic freedom;

Therefore, Be It Resolved That the UNC Faculty Assembly, reaffirms its commitment to academic freedom as essential to the mission of the UNC system; and

Be it Further Resolved That the Faculty Assembly asserts the primary role of faculty in the determination of what constitutes appropriate or inappropriate material in the classroom as the best means of protecting academic freedom; and

Be it Further Resolved That administrative interference in with the content of faculty member's course or course materials should be done rarely and with extreme caution due to the negative impact on academic freedom; and

Be it Further Resolved That any administrative interference in course content or classroom activity sufficient to warrant the imposition of a suspension or "administrative leave" against a faculty member must be subject to immediate faculty oversight through a due process hearing.