

Report of the Faculty Assembly Meeting October 1, 2004
Bob Morrison, Faculty Assembly delegate

Chair's Report – Jeff Passe

Jeff Passe announced that the Faculty Assembly Chair will now be invited to Board of Governors' committee meetings to be involved in the discussion of business when it gets proposed in committees, rather than wait until it comes up for vote in the BOG meetings. Jeff will begin trying, with volunteers, to organize a leadership conference for new faculty chairs.

Report on Governmental Affairs – Mark Fleming.

Mark Fleming has taken over for J. B. Milliken who has become president of the University of Nebraska.

Each chancellor appoints a state legislative council member that Mark contacts when issues arise. The House worked on the budget first this biennium. They take turns so the Senate will go first during the coming biennium. This time around the House was proposing significant cuts and would have cut the university 3.65%. The proposed cuts in teaching efficiency which would have hurt research campuses that are more research intensive since they have the faculty that do less teaching. And they proposed a \$750 raise for all state employees.

In the Senate Ham Horton offered an amendment to cut all enrollment growth, supported by documents that claimed UNC was cooking the books to show more enrollment than we had. The \$64 M cut for UNC failed by 25-22. \$8 M was added for professorships, \$ 6M recurring and \$2M one time. There was \$4.2 M for focused growth and 2.5% increase for salaries. UNC had a net increase of 9.25%. This is compared with Oregon which had a 12% cut, the California State system had a 7.7% cut, the University of California system had a 6% cut, and South Carolina had 7.9% cut.

The next session begins January 26, 2005 and is expected to end by mid July. UNC budget issues will be access, economic development, and teacher and nursing shortages. The teaching shortages will be one of the most talked about in the coming session. The campus communities need to develop relationships with all legislators. There are 50 in the Senate and 120 in the House. All faculty members should be involved in politics and develop relationships with legislators.

New Voter Project - Breanna Peterson

Only 53% of 18-24 year-olds are registered to vote while 80% of those over 25 are registered. There are active programs on the UNC campuses to get students to register to vote. Students can claim their dorm rooms as their domicile for purposes of voting.

Academic Affairs – Gretchen Bataille

A task force involving UNC and the Community College system is working on seamless matriculation and transfer.

Another UNC task force is addressing the teacher supply and demand, and the teacher shortage. There is a need to get good students into programs. What incentives will it take to get students into teacher education programs? Higher teacher salaries are needed.

A third task force is studying the nursing shortage. UNC will be asking for support for nursing programs as well.

There are currently 9 campuses with management flexibility. Promotion and tenure documents are currently being studied. Promotion and tenure are in the realm of faculty responsibility. NC State looks at 6 areas, which are listed on the website <http://www.ncsu.edu/policies/employment/epa/REG715.00.18.php>. They have stretched out the traditional teaching, research and service to include 1) teaching and mentoring of undergraduate and graduate students, 2) discovery of new knowledge

through discipline-guided inquiry, 3) creative artistry and literature, 4) technological and managerial innovation, 5) extension and engagement with constituencies outside the university, and 6) service in professional societies and within the university itself. Through engagement for example, a faculty member's accounting skills could be used to help a local group. Many younger faculty members do not see service to the university as important. They have been getting bad advice about doing service to the university. She noted the number of Faculty Assembly delegates with gray hair in the room.

The university has established an office at Fudan University in China to work with students. UNC also has a presence in Germany. There have been dramatic changes in the European university systems that show the influence of the U.S. system. We are having problems getting foreign students. More are going to England, Australia, and countries other than the U.S. When we travel abroad Americans are not viewed favorably.

This year we will study our institutional peers in order to revise the current list. Carnegie will undergo a new classification, and UNC institutions have been changing rapidly. NC A&T has just become research intensive.

UNC has received \$8M recurring funds to go to campuses for distinguished professorships.

The legislature approved the William Friday institute for emerging leaders conferences. It will be used for workshops for deans, department chairs, and could be used for emerging faculty chairs.

Report on UNC in Washington and Campus Safety Task Force – Bobby Kanoy

Bobby Kanoy reported on the UNC off site internship location in Washington D.C. Students would sign up for internship from their home institutions for one semester. They would take a core seminar on Fridays at the UNC site and participate in their internship activities the rest of the week. There is a long list of internship possibilities. Faculty members are encouraged to apply for the one-year faculty appointment to the site. Residence for faculty and students, and classroom facilities are located at the UNC site at 2nd and Constitution in Washington. This program should be working its way through appropriate curriculum committees on each UNC campus.

Bobby Kanoy discussed safety in the campus community. A UNC task force has been formed to address safety issues after the incident at UNC Wilmington last year. Peter Johnstone and Garrie Moore from ECU are members of the task force. Garrie Moore chairs the Campus Environment subcommittee.

Budget Update – Jeff Davies

Jeff Davies discussed the process for increasing tuition and fees on campuses and at the UNC system level. At the UNC level students on the committee are opposed to increases. Most non-student members believe a 2.2% increase is appropriate. If there is a 2.2% increase proposed for residents the same dollar amount will be proposed for non-residents. Tuition is a difficult issue. Some Board of Governors members think no increase is appropriate, others think it should be increased.

Tuition increases this past year were to reduce class size and to provide more permanent faculty and fewer part-time faculty. They will be monitoring the results from last year.

The president has the authority to approve fee increases for inflationary amounts only. Fee increases beyond that amount need to go through regular campus processes. The Board of Governors policy outlines the process for student fee increases.

Open Discussion

During an open discussion session Faculty Assembly members discussed the wide disparity in policies being set up on campuses for faculty medical leave.

Vice Chair, and NC Faculty webmaster Mary Adams discussed the Faculty Assembly web page. The Faculty Assembly has a sophisticated web page at NCfaculty.com with assembly information and links to other sites.

Report of President Molly Broad

She announced that NC A&T had produced 35 Ph.D.s during the past 3 years and became a research intensive university under the Carnegie classification.

UNC institutions have been changing dramatically during the last five years. The peer institutions used for benchmarking UNC institutions will be re-evaluated and changed as appropriate.

There has been a positive response toward the university in the General Assembly considering the state is going through a change in the tax base and the economy. There was a 1.5% cut, with campus flexibility on how those cuts would be implemented. The university received full funding for enrollment growth. The net result was a 9.25% increase in funding over last year. The program for distinguished professorships received additional funding. There has been \$100 M since 1985 for distinguished professorships. There had been a backlog of professorships because of the private funding that had already been raised waiting for the state contribution. The money will be placed in endowments with interest going toward the professorships. The legislature added \$4M for focused growth. The focused growth funding is approaching \$30 M a year. The legislature added no additional tuition increases beyond the Board of Governors' approval. And there was no attempt to recover research overhead as there had been in the past. The UNC budget for operations is over \$2B. This acknowledges the depth of support in North Carolina for UNC.

The General Assembly has set up a study with the university and the community college system to examine the economic development in the state's 7 economic regions. They will assess the future potential for new jobs and what kind of education and training are needed for those jobs. Then plan the required programs. A preliminary report is due in April 2005 and a final report is due December 2005. The 25-50 age group is going down in rural areas. If they can't get good jobs they won't stay. Except in counties with UNC institutions 25-30% of the adults over 25 have never completed high school. People who dropped out are facing a tough time finding new jobs when their old jobs get phased out. We will look at building a pipeline with the community colleges to educate and train them so they can find appropriate new jobs.

The legislature has been setting up a policy to support military families to encourage military personnel to stay in North Carolina when they get out of the military. They and their dependents may attend the university as residents.

A research institute has been named in honor of Bill Friday.

Committee Reports

Academic Freedom and Tenure –Francine Madrey

The committee continues to have discussions of sexual harassment policies on the campuses. On some campuses there is a lack of consistency on promotion and tenure from year to year and it often depends on who is the administrator at the time. On some campuses faculty committees are ignored. The committee discussed the issue of looking at pornographic websites and to what extent academic freedom was involved. The committee discussed the reliance on part-time faculty and how the tuition money was allocated for additional full-time faculty to reduce the dependence on part-time faculty.

Budget – Dan Nolan

There are links to budget information on the Faculty Assembly website. The following questions are being addressed by the Budget Committee. What input do faculty have on forming budgets on each of the 16 campuses? Does each campus have a Budget

Committee on which faculty serve? Does such a Budget Committee do anything? Do we have access to campus budgets?

Development - Gerald Ponder and **Technology** – Yogi Kakad

A joint report was given for the Development and Technology committees as the two chairs discussed technology development needs and the upcoming TLT conference.

Governance – Brenda Killingsworth

The governance committee will be examining the committee structure of the Faculty Assembly during the coming year to see if changes need to be made. They will be looking at the strength of shared governance on Historically Minority Campuses where there have been some complaints.

The committee presented the resolution on athletics as business carried over from last year. The attached athletics resolution passed.

The committee presented the first reading of a Faculty Assembly bylaws change to create a place for caucuses as part of the assembly. See the attachment.

Planning and Programs – Lorenzo Meachum

The committee will be studying the online report on teacher supply and demand. The committee wants to examine how campuses are affected by managerial growth. Does it create tension between faculty and the administration?

Faculty Welfare and Benefits – Nancy Fogarty

President Broad has appointed a 16-member steering committee to propose an alternate healthcare plan for all UNC employees. We would not be pulling out of the state plan, but conducting a 5-year pilot study using the same dollars that go toward our current state plan. The committee will look for improved healthcare benefits with these same dollars. They will try to get a better deal than we currently get with the state. The committee plans to report to President Broad by mid January. Near the end of this month they will be conducting a survey of all faculty and staff. The survey will be conducted by email as much as possible, and by phone or print otherwise. Details of the process still need to be worked out.

The committee will be exploring tuition assistance for families of UNC faculty members. Jeff Passe announced that the next Board of Governors was next Thursday and Friday. He asked for volunteers to go to their committee meetings.

The meeting was adjourned.

Resolution on athletics

Whereas the Knight Foundation Commission on Intercollegiate Athletics has declared that faculty have a critical role to play in the reform of athletics; and

Whereas in a recent speech, Myles Brand, President of the NCAA, stated that faculty must take a leadership role on academic reform issues, and that faculty members are especially important in the effort to integrate intercollegiate athletics with the academic mission of universities; and

Whereas the Coalition on Intercollegiate Athletics advocates that a campus athletics board should exist on every campus, bringing faculty (including the Faculty Athletics Representative), administrators, and students together to oversee intercollegiate athletics; and

Whereas the Association of Governing Boards has stated that governing boards should recognize and support the voice and views of faculty on academics, student welfare, and institutional reputation and should encourage faculty to engage collaboratively on these issues;

Now, therefore be it resolved that minimum standards set forth below be embraced by the faculty senates/councils of each constituent institution of the University of North Carolina system with an intercollegiate athletics program.

1. The Faculty Athletics Representative should have a written job description.
2. The Faculty Athletics Representative should be allocated sufficient resources consistent with the job description.
3. The Faculty Athletics Representative should be a tenured member of the faculty and the appointment should be made with input from the faculty through formal established processes.
4. The Faculty Athletics Representative should have a presumptive renewable term. At the end of the term, a performance review will be conducted and a decision on whether to renew the appointment should be made with input from the faculty through formal established processes. This performance review should be conducted at least every 5 years.
5. The Faculty Athletics Representative should report to the Faculty Senate/Council at least annually.
6. A University Athletics Committee should make recommendations on policies and procedures to the Chancellor, Faculty Senate/Council, or other appropriate bodies.
7. The University Athletics Committee should have a stated charge and report at least annually to the Faculty Senate/Council.

8. A majority of the membership of the University Athletics Committee should be members of the faculty, selected by normal faculty governance processes. The Faculty Athletics Representative should be a member of the University Athletics Committee.

Proposed bylaws change

VIII. Executive Committee

- A. There shall be an Executive Committee consisting of the three officers of the Assembly, any officers-elect who are not currently members of the Executive Committee, one officer from the staff of the University... and the chairs and chairs-elect of standing committees and caucuses.

XI. Caucuses

- A. A Caucus of Delegates from Historically Minority Campuses, whose responsibility shall be to consider and make recommendations relating to the historically minority campuses. All delegates from these campuses shall be members of the caucus.