

4-20-10
Senate mtg.

UNC Faculty Assembly
Spangler Building, Chapel Hill, NC
April 16, 2010

Faculty Assembly Business

The Faculty Assembly considered changes to its bylaws. The following changes were proposed.

- Eliminate the position of Vice Chair for Communications
- Add the position of Parliamentarian (to codify existing practice)
- Allow Executive Committee members to serve two years in succession, if reelected.
- Allow flexible assignment of issues to committees each year
- Provide advice to Assembly Chair on setting the agenda for Assembly meetings
- Set the Nominating Committee to be composed of 3-5 Executive Committee members
- Change the minimum time for notification on bylaw revisions to 14 days before the meeting

The proposed revisions passed.

A motion to add a representative of the Historical Minority Institution caucus to the Executive Committee in place of one of the three at-large members passed.

The Assembly considered a resolution recommending minimum support for the Faculty Assembly Chair from his/her home campus. This resolution recommends a minimum summer salary and course-buyout to assist the Assembly Chair conducting Assembly business. The motion passed.

The Assembly considered a resolution asking the General Administration to assist faculty leaders in establishing listservs to communicate with faculty colleagues on their campuses. (Some campuses do not give their faculty leaders access to faculty distribution lists.) The resolution passed.

A resolution thanking outgoing Chair Judith Wegner (UNC-Chapel Hill) passed by acclamation.

The Academic Core Committee presented a report and white paper on defining the academic core. This is a very important topic in this time of budget cuts. See the white paper report entitled "Protecting the Academic Core" and the supporting data in the UNC Faculty Assembly Web site at the following URL.

<http://uncfacultyassembly.northcarolina.edu/>

A motion on protecting the academic core passed.

Hannah Gage, Chair of the University of North Carolina Board of Governors

Chair Gage recognized the contributions of outgoing Faculty Assembly Chair Judith Wegner (UNC-Chapel Hill).

Chair Gage discussed the search for the next President of the University of North Carolina.

- President Bowles resigned in February but will continue in his position until a new President is in place.
- The search is being conducted according to the policy in the UNC Policy Manual. There are three separate committees: the Leadership Statement Committee writes the job description, the Screening Committee does the initial screening of the applicants, and the Search Committee interviews and evaluates the candidates.
- The responses to the surveys on the Presidential search are helpful and make the committees jobs easier.
- The candidates will be provided with the Leadership Statement. This document will continue to be important, even after the new President is hired.
- This is a challenging time for us. We made proactive changes before the economy fell apart. We have maintained our credibility and used our resources wisely.
- When we reach the other side of the economic downturn we will not be able to return to business as usual. We may have to make tough decisions about programs that cannot be made great and promote programs that can be made extraordinary.
- Pres. Bowles' lasting contribution could be that he tied tuition policy to state appropriations. We can adjust tuition in light of state funding. This policy puts pressure on the Legislature to fund the University.
- What kind of candidate will we hire as President? The best possible. He/she should understand what we do, be able to manage a large organization, be able to articulate what we do, and be able to create an environment where the chancellors can succeed.
- Every consultant that we interviewed said that we are searching for a President at the most important time we could be looking for a leader. The UNC [System] looks good compared to the rest of the country right now, and there are many excellent candidates who would love to come here.
- The people of North Carolina and the Legislature are supportive of the UNC [System].
- The legislature seems to understand that we have already taken our share of the budget cuts. We will still have to fight for our priorities, but the legislature is supportive.
- The new President could be in place as early as this Fall.

- Q: How will funding for the community college system compare with funding for the UNC?
- A: There is no indication that it will change. They have a mission that complements our mission (e.g. remediation). If we do things like share spaces we can gain a lot of political capital. We have to work together more seamlessly. We have to look at them as partners.
- Q: Sometimes people with good connections can encourage strong candidates to apply for a position. Are we doing this in the Presidential search?
- A: We plan to do this. Often the people you want are not interested and need encouragement to apply. If you have names of potential candidates, send them to the Committee.
- Q: Faculty are a resource. Will faculty groups be included in the interview process?
- A: Campus visits by the candidates are not possible because confidentiality cannot be maintained. We do not know how we will involve faculty at this point.
- Q: What is the status of the state budget?
- A: There is a discussion of the 5% holdbacks becoming permanent. Our goal is to keep it at 2%. We already took 30% of the total cuts. Pres. Bowles will mobilize if we do not get the funding we need.

Legislative Update – Anita Watkins, Vice President for Governmental Relations

- It is important to realize why we have to make budget cuts. Right now we have an \$800 million hole. The state will need to make cuts of around 5%.
- We will probably not have tax increases this year because it is an election year and a census year. The winning party will get to redraw the district lines. There is a lot up for grabs.
- Why do we have a budget deficit? Sales tax and income tax collections were lower than projections. This year we anticipate income to be 15% lower than projections.
- This year's UNC budget includes a 6% permanent cut and a 5% one-time cut. Furthermore, the Governor only funded the University at 95% of the budgeted amount.
- We were the only state organization to make cuts as large as these.
- Many cuts have been made at the administrative level.
- We have a 2% cut built in for next year.
- Anything beyond a 2% cut will affect academics.
- We have made efforts to inform legislators about the situation.
- Our budget priorities are
 - (1) keeping tuition increases on campuses,
 - (2) financial aid funding (asking for \$38 million), and

(3) minimizing cuts.

Q: When might we expect a raise? Next year?

A: Last year (before the economic crisis) we fought for money for recruitment and retention funds. Currently, there is money for salary increases for state employees that were promoted or that had taken on extra responsibilities. We need stories about the need for salary increases so we can share them with legislators. In reality we will not get salary increases this year, and next year we will only get them if all state employees get salary increases.

Q: Will there be another furlough?

A: A furlough is very unlikely. Last year's furlough was a logistical and political disaster.

Q: Is there a possibility of changing our goal of achieving the 80th percentile in salary to achieving the 80th percentile in total compensation [to account for our poor benefits]?

A: We are working on this right now.

Q: Can you give us an update on the health care package?

A: The State Health Care Plan is a disaster. We must find a way to get more healthy people into the State Plan. We shared the information about our student insurance package with the people who run the State Health Plan, and they were surprised that we got such a good deal.

Q: What should we say when we talk to our local legislators?

A: Stress how the UNC-System took cuts of almost 11% and how these cuts impact your institution. Make your response about your campus, not about salaries.

Some important dates:

- Governor's Budget – April 20 (We are hoping for a 2% cut.)
- Legislature convenes – May 12
- Senate budget – May 30
- Final budget by June 30

Intellectual Property and Distance Education: Faculty Rights and Responsibilities - Prof. Laura Gasaway, UNC School of Law and former UNC Faculty Assembly Chair

Prof. Gasaway gave a presentation about recent changes to copyright law and how these changes affect distance education and online posting of class resources.

Elections

The Faculty Assembly elected a Secretary and members of the Executive Committee. The Chair and Vice Chair were elected last year.

Officers:

Chair – Sandie Gravett (Appalachian State University), gravettsl@appstate.edu
(elected in 2009)

Vice Chair – Catherine Rigsby (East Carolina University), rigsbyc@ecu.edu (elected
in 2009)

Secretary – Jim Martin (North Carolina State University), jdmartin@ncsu.edu

Parliamentarian – To be determined

Executive Committee

Raymond Burt (University of North Carolina at Wilmington), burtr@uncw.edu

Vinston Goldman (North Carolina Central University), vgoldman@nccu.edu

Henry Grillo (University of North Carolina School of the Arts),
henrygrillo@unca.edu

Zagros Madjd-Sadjadi (Winston-Salem State University), sadjadizm@wssu.edu

Mario Paparozzi (University of North Carolina at Pembroke),
mario.papozzi@uncp.edu

Roy Schwartzman (University of North Carolina at Greensboro),
docroy@triad.rr.com

Mark Sprague (East Carolina University), spraguem@ecu.edu

Committee Reports

All committees submitted written reports detailing the most important issues involved with their charges.

Governance and Benefits Committee

The Committee drafted a resolution calling on the UNC General Administration to make the following recommendations to the State Legislature concerning the State Health Plan

- Eliminate random testing of UNC employees and their dependents for tobacco and obesity
- Implement positive incentives rather than punitive measures to encourage healthy behavior
- Allow all employees to retain their full range of health care options
- Terminate categorical exclusions or reductions in coverage
- Transfer oversight of the State Health Plan to an independent board of the Executive Branch
- Justify raising deductibles and eliminating the 90/10 plan

- Itemize and account for all expenses claimed by BCBSNC for their administration of the State Health Plan

The resolution passed.

The 2010-2011 Faculty Assembly meeting dates were announced:

- September 17, 2010
- November 12, 2010
- January 21, 2011
- March 25, 2011
- May 6, 2011

Respectfully submitted,
Mark Sprague