

## Notes of Faculty Assembly Executive Committee Meeting with Erskine Bowles (3/16/06)

1. Attendance: Brenda Killingsworth, Cat Warren, Dennis Daley, Eileen Kohlenberg, Blanche Radford-Curry, Tom Van Canfort, Judith Wegner, Achameleh Debala, Betsy Brown.
2. Preliminary Discussion:
  - a. Meeting dates for FA and Executive Committee.
    - i. Blanche commented on issues facing HMIs regarding faculty governance. Beneficial to have HMI workshop on campus to highlight faculty governance.
    - ii. Cat mentioned that members of the FA would like to meet with Bowles (not just Exec. Comm.)
    - iii. Betsy mentioned the difficulty of scheduling meetings.
    - iv. Brenda said that it might be good for FA to meet five times a year.
    - v. Judith said that if task groups are used, they may need to meet off-cycle with FA. If we're working on tasks, we may need to work with others from GA rather than EB.
  - b. Preparation with EB
    - i. Hear what's on EB's mind.
    - ii. Focus on legislative initiative and work load study.
    - iii. Committees don't all have to speak at length.
  - c. E-Learning. Tom she he would like to hear EB's thoughts on distance education and transferring credits between campuses. Eileen noted that residency requirements and on-line courses, upper division course are important issues regarding flexibility of teaching. Betsy said that there's an e-learning task force with different subcommittees. Jim Sadler and Alan Mabe could come in to talk about that to FA or to one of the committees.
  - d. Benefits Update. Betsy reported that the State Health Plan is coming up with a new PPO that should be better than existing. There's an enrollment period issue since it may have to be done over the summer. Betsy also reported on a meeting with legislative analysts and they said that they'd exempt the University's phased retirement plan (and perhaps modify most recent legislative change).
  - e. Faculty Assembly Priorities in Key Areas:
    - i. Faculty Work Load (was number 3 priority).
    - ii. Salary and Benefits. There's an expectation of some salary increases for state employees this year. More work is being done on peer institutions (to find out more about comparables) and that will flow into the long session.
  - f. Legislative Efforts.
    - i. Cat asked whether this move meant freedom from campus constraints.
    - ii. Brenda discussed the background of the effort.
    - iii. Judith stressed the need to be targeted, coordinated, deft, on-task, on-mission, geared to system's efforts.
    - iv. Cat said that there's need for a full-time administrative support person for FA. She thinks that FA needs more visibility and more capacity to be effective. Blanche said that this topic may also tie in with the FA task force on our own operations. Communications are also important.
    - v. Betsy noted that Mark develops talking points. Judith said that there are ways in which faculty may have targeted/enhanced insight. Cat emphasized that there need to be complimentary voices with faculty expertise and not just be an "echo chamber."
    - vi. Judith asked what experience those here had in legislative arenas. Eileen reported experience working with nursing issues, getting scholarships, health issues. Tom said he didn't have any prior experience. Dennis said that he'd kept a low profile (public administration). Cat said that they have 5 faculty ready to work on Academic Bill of Rights issues; she'd also had done work for non-profits (Deborah

Ross). Blanche said not much. Judith has a fair amount of experience. Brenda said she had social contact with some legislators (McLawhorn). Acha said he knows Michaux and some others from Durham.

- g. Salaries. Tom suggested that the Exec. Comm. put out position papers. Judith said that it'll be important to keep on message with the system and to be clear, focused and on-point. Tom said that salary and benefits are important and that he is concerned about how salary funds are allocated (merit v. need; dollar amounts or percentage). Brenda said that perhaps one of the committees needs to work on this. Betsy said that this issue may be more suitable in GA who sets salary distribution guidelines.
- h. Post-tenure review. Acha raised the question of post-tenure reviews (no positive recognition). After discussion, Brenda suggested giving this topic back to Academic Freedom and Tenure.

### 3. Comments from EB

- a. Good meeting with Chancellors this morning. They are working as a university as a whole. He thinks that with minor exceptions, he's pleased that they're "one university" and will therefore be more effective in the end. He thinks that if faculty are involved we'll be enormously successful.
- b. He's pleased re community colleges. Governor Easley went to FSU and was impressed with early college program and progress being made. Easley asked about associate degrees; UNC hasn't done that but Lancaster will help or be happy to have UNC do it.
- c. EB spoke about graduate education. Instead of saying that graduate students are about helping faculty, what we need is having more smart people in NC. EB has data that re NC but not more broadly. He'd like to see data on what happens for non-resident students too. Tom said that he thinks that FSU has in-state grad students and want to keep them here. He thinks we have a very good chance to be effective there.
- d. He thinks Chancellors will work the legislature en masse.
- e. What he needs from faculty is how hard faculty work and what the job is. He wants students to go there with him. He wants a couple of examples from each campus. Wants it simpler and possible to have him give to various legislators that will relate to them. Cat said she'd like to pick mostly ordinary people, what they're doing; then maybe something about work load study. Teaching award winters? Blanche said that there's juggling to be done to get there. Tom said that you need to see the year as well as a day. EB said that "a day in the life" is really on target. Cat asked if he wanted pictures; EB wants by 5/1. Cat said that she assumes there are outstanding faculty members everywhere who are getting big awards... emphasize the representative/ordinary (rather than stellar?).
- f. Legislative work. Key issues on grad student support and enrollment growth. EB said can give the same talking points as to chancellors.
- g. Faculty salary. Cat asked whether he wants people to talk with legislators about salary issue? Have us identify students. EB said that NC community college faculty salaries are among the worst in the country. Will also try to link with public schools. Tom asked what data is being brought to legislature. EB said they have plenty of data. Acha asked whether it's possible to include HMI salary situation (thinks it's worse). Betsy said that they will compare faculty against peers and have looked at comparisons of salaries and ranks, etc. Comparisons will be to peer institutions by classification. Tom asked whether it would be helpful to document those who've left campuses; EB said that would be great. Betsy said that some of campuses do some kind of exit interviews. Cat mentioned losing English and philosophy professors due to salaries, benefits, research dollars (Clemson, Ohio State, Texas A&M). Tom mentioned losing people at FSU too. EB said giving him info on faculty retention and losing people would help him. Acha asked whether rewards at post-tenure review would help. Blanche emphasized the importance of benefits and the costs of benefits out of pocket are a significant problem. Tom said that sometimes decisions relate to funding

college for their kids. EB said the more examples and the more schools the better. Judith mentioned the problems with compression. Tom said came in as the highest paid professor and soon was the lowest paid because of the rising market. Dennis said that he's just hired someone who's going to be paid more than someone outstanding who's already tenured. Judith mentioned the "loyalty tax" of \$1k per year of service. EB said "why do you stay"? Cat said her husband is employed here, they have a good life here, was in newspaper, but settling down made a lot of sense. Blanche said she's been here 33 years, told her husband that it was her turn and she wanted to be here and he wasn't as mobile then (he's now IBM and can work out of home). Now she's looking again. Dennis said he doesn't have family so underpay doesn't matter, likes the climate. Eileen said she'd been here 21 years; she and husband came here and both were hired; they're very committed to the program here but doubly affected by salary and benefits problems. She said they just hired people in nursing and paid them much more to staff doctoral program. Tom said he was applying for jobs, wife could work anywhere; he got job in FSU and wife in Durham. Acha said he was recruited from OSU and dean from NCCU saw him and asked him to come (computer graphics) and fell in love with NC and felt could make a difference and also travel and give back to his own people (and still contributing and putting together exhibitions on three generations of Ethiopian artists, working with U Florida). But salary is so bad. He's a full professor but it's unbelievable. If you love to teach and have this wonderful opportunity to contribute, that's important and he loves NCCU. Dennis said that we have the opportunity to build programs that make a difference to the state; it's so frustrating to lose stars to someone else. You're helping people with their careers, but careers will be elsewhere. Betsy said that there's a point at which you just can't stay. Brenda said that she hears at ECU the same things... build programs and then lose faculty. People patiently wait and believe that raises will come. At some point all boats will rise. But at some point faculty leave and then you end up hiring people but don't get the top people. EB asked Eileen whether if she left someone paid more would be hired; had been recruited for five deanships just this year but is loyal to the program... could leave, get better benefits, have son's college paid for; and those in practice making much more too. Cat said that the only way to get raises is to go on the job market to leverage salary increases, but that's emotionally draining and disingenuous and frustrating. Once you go on the market to get an offer, it's draining for the institution. She knows 9 faculty members on the English faculty who are on the market, so their minds are elsewhere. Acha said that he has taught as adjunct at Duke (was taking too much energy out of his time; was being paid \$8k for a seminar twice a week). He said he has invested in his department and made a difference. But, he has five kids and at some point don't even have benefits for your own kids to go to college. Betsy just got a print out of faculty resignations by salary, age, gender, etc. She said that she had just looked at the exit interviews of people leaving one of the comprehensive institutions in one of the far reaches of the state; leaving because of spouse/partner jobs, be closer to home, etc. Cat mentioned day care, and said how day care can make people want to stay. Betsy wants to work on work-life issues. EB said he needs to know what will make faculty want to stay. Acha said that changes in demography are important (student-parent needed to bring child to lab)

#### 4. DeBrief/Next Steps

- a. Betsy: Just be aware that what people say about leaving isn't always the whole story.
- b. Representative faculty profiles: EB asked for two profiles per campus.
  - i. Eileen suggested asking senate chairs to identify two people per campus. Brenda suggests that they will need a model.
  - ii. Cat said she would review/edit if 3 summaries from each campus.?
  - iii. Judith asked whether doing interviews was needed to get really useful narratives.

- iv. Cat will send sample profile to everyone here; then will e-mail all FA members saying they each need to find two people from their campus
- c. Departure/retention of faculty: Brenda said work with Betsy on that.
- d. Betsy said at the next FA meeting, EB can only be there from 2-3. She suggested that there might be committee work in the morning. Perhaps then Kitty and Mark from 1-2. Exec. Comm. meeting that day at 7:30-8:30 a.m.