

**UNC Faculty Assembly  
Minutes  
February 17, 2006**

**Present:** Brenda Killingsworth (ECU); Thomas VanCantfort (FSU); Meg Morgan (UNCC); Sandie Gravett (ASU); Andy Koch (ASU); Paul Gates (ASU); Catherine Rigsby (ECU); John Cope (ECU); Dee Dee Glascoff (ECU); James Holloway (ECU); SD Stith (ECSU); Kulwinder Kaur-Walker (ECSU); Blanche Radford-Curry (FSU); Claude Hargrove (FSU); Dianne White Dylor (FSU); Alvin Keyes (NCA&T); Cynthia Gillispie-Johnson (NCA&T); Derrick Dunn (NCA&T); Bill Lawrence (NCCU); Achameleh Debela (NCCU); Timothy Seigler (NCCU); LeRoy Percy (NCSA); Trish Casey (NCSA); Dennis Daley (NCSU); Catherine Warren (NCSU); Fred Corbin (NCSU); Scott McRae (NCSU); Richard Bernhard (NCSU); Suzanne Weiner (NCSU); Catherine Mitchell (UNCA); Gwen Ashburn (UNCA); Judith Wegner (UNCCCH); Steven Bachenheimer (UNCCCH); Laura Gasaway (UNCCCH); James Murphy (UNCCCH); Bonnie Yankaskas (UNCCCH); Jeff Passe (UNCC); Rosemary Booth (UNCC); Yogi Kakad (UNCC); Kim Harris (UNCC); Paul Duvall (UNCG); Richard Ehrhardt (UNCG); Nancy Fogarty (UNCG); Bonnie Kelley (UNCP); Dick Veit (UNCW); Jimmy Reeves (UNCW); Newton Smith (WCU); Sharon Jacques (WCU); Gary Jones (WCU); Rita Edwards (WSSU); Subash Shah (WSSU).

**First Plenary Session**

**1. Welcome and call to order**

A motion to approve the minutes of November 18, 2005 Faculty Assembly (FA) meeting was made and seconded. Minutes approved unanimously.

**2. Report by Chair Brenda Killingsworth**

- Killingsworth asked for a moment of silence for two former FA delegates: Professors Maas and Alred.
- She updated efforts of the FA: President Bowles has asked the chancellors to shorten the strategic directions document. Killingsworth asked delegates to introduce the document on their own campuses to provide input to their own chancellors.
- She said that there would be a serious review of each campus mission and urged faculty involvement in the process.
- She shared our November meeting priority list with Bowles especially the legislative items on the list.
- The Executive Committee met twice to summarize five priority areas and present them to Bowles, who was very responsive. The EC put together two documents: FA committee priorities and legislative priorities. (see attached).
- Lunch discussion today will be how FA delegates can concretely increase FA communication with various constituencies.

**Dee Dee Glascoff, ECU:** Who is asking for mission review? **Brenda:** Bowles and GA.

### 3. Legislative Update – Mark Fleming, Vice President for State Relations

- During the legislative short session (May 9-mid-July), the legislature makes changes to the budget. General Administration works with the chancellors to put this non-budget agenda together. Bowles will look at ways to help campuses run better/more efficiently. (See non-budget document)
- The #1 non-budget priority is to put enrollment increase money in the continuation budget so it becomes part of the normal budget process.
- Improving benefits (especially health care) for faculty/staff is another high priority. The House/Senate leadership has asked university to delay having the university withdraw from state health care plan for a year because the new director is looking at improving the health benefits plan, scheduled to roll out on July 1. If improvement does not happen, university will go forward.

**Dick Veit ,UNCW:** What are the prospects for extending the phased retirement program? **Betsy Brown:** The University can get the sunset on phased retirement lifted.

**Scott McRae NCSU:** What does “Increase service requirement for retiree health care” mean? **Fleming** said that more than five years of employment would be required to earn health care benefits.

The University plan is to shorten the budget priorities list so that it is not too expensive. The University would push for a higher pay increase for all state employees-- maybe 4% increase. There would be a good chance of approval in an election year. Even with an 8% increase in state revenues, there will be a shortage if all increases are funded. He urged delegates to create relationships with Democrats and Republicans.

**Cat Warren, NCSU:** What is the significance of the language change with lottery bill? **Fleming** said that he only knows what he reads in the paper.

Nancy Fogarty noted the need to identify people on campus who are willing to go to Raleigh to speak to legislators during the summer when they meet. Jeff Passe urged delegates to communicate to people outside of the university, particularly the BOG. Scott McRae urged campuses to get administrative assistants for faculty council.

### 4. Report from President Bowles

Bowles said that he couldn't have a more exciting opportunity to change outcomes in the world. He sees the faculty as the university's biggest asset. He needs faculty to close the gap in understanding of UNC. Thus, he proposes that the FA meet once a month, provided all meetings are not in Chapel Hill.

He discussed the prisms through which he looks at university issues.

1. He told the BOG that to be effective we must have more resources and must prove to the legislature that we will use the resources in an efficient and effective manner.
2. The biggest challenge is K-12, and the University needs a seamless relationship with that community.
3. The University also needs a seamless relationship with the community college system. He suggested setting up a committee of university and community college people to Martin Lancaster.
4. Access/affordability for students is important.
5. FA must give him ideas for how to help retain students.
6. Students should graduate knowing critical thinking, communication, and problem solving.
7. The University must train people for growth areas of the future: teaching, nursing, biotech, and nano-technology; it must encourage collaborations with Duke and other universities.
8. The University must engage in corporate and public leadership training.
9. It must attract and keep its best faculty through competitive compensation and benefits that make sense.

**Scott McRae, NCSU:** Support for faculty has eroded over 25 years through budget cuts; indirect costs for research are being used for non-research support and reduction in infrastructure. **Bowles:** The University must also address administrative creep by conducting an internal study of administrative areas by each chancellor; there will also be a review by an outside committee headed by Tillman and James Speed.

**Jimmy Reeves, UNCW:** The community college initiative needs university faculty involvement. **Bowles** agrees and said that Alan Mabe will head this up.

**Leroy Percy, NCSA:** Pointed to the benefit of academic freedom. **Bowles** replied that it is not a benefit, it's a necessity.

**James Holloway, ECU:** The state is awash in a sea of poverty in some areas; will we shoulder the burden or receive more resources? **Bowles:** Some of both—intellectual capital of the universities plus money will equal positive results.

**Richard Ehrhardt, UNCG:** Because of the explosion of the knowledge industry, many faculty are caught between university's research mission and teaching. If research is to be done, then it needs support, perhaps through some relief from teaching.

**Cat Warren, NCSU:** Some faculty are concerned with sponsored/corporate research as opposed to pure research which may result in the loss of free inquiry. **Bowles** sees corporate research as a benefit not as a liability because more federal money is going to defense and less to NIH/NSF.

**Radford-Curry, FSU**, brought up service learning as a priority.

**John Cope, ECU**, inquired about money for infrastructure needs. **Bowles** replied that foundation money would be helpful here and asked for a white paper.

**Jimmy Reeves, UNCW**: Can we eliminate need for graduate students to pay tuition (which now comes out of grants) and use that grant money for infrastructure needs? **Bowles**: US students are being outscored by people of the world. We need to get more people educated and get bright students to come here and keep them here.

**Tom VanCantfort, ECU**: Can we change the way summer school is funded? **Bowles**: We need to look at this. Distance education and continuing education are important.

**Sharon Jacques, WCU**: East Tennessee University is offering in-state tuition to people in the western counties. Could we do this? **Bowles**: North Carolina taxpayers believe that out-of-state people should pay with higher tuition.

**William Lawrence, NCCU**: Research in education is just as important as other kinds of research. **Bowles** said he met with deans of colleges of education and told them that teacher education would be #1 priority but that they must clean up their own programs: eliminate the poor programs; keep the great programs. This is also true for deans of arts and sciences and Provosts.

**Kim Harris, UNCC**: This move will require cooperation among the layers.

**Rosemary Booth, UNCC**: What about system-wide management training for chairs and deans? **Bowles** said that administrators need training, too.

##### **5. Report from Academic Affairs – Alan Mabe, Interim Senior Vice President for Academic Affairs**

Mabe stated that he values shared governance: he was a faculty senate president for two terms. These are some accomplishments and agenda items:

- a. **Peer Institutions**: The University established new peer institutions for each campus and will look at faculty compensation at peers.
- b. **Student success/access/retention**: CAO named a team that includes a faculty member for a retention conference this summer. There is a change in student composition especially with increasing Hispanic students in North Carolina. He established a sub-committee to look at retention and at establishing benchmarks— headed by Provost Joan Lorden (UNCC).
- c. **Priority-setting**. Administrative Council is shifting to a policy-making format. First thing on the agenda is to ask chancellors to shorten/prioritize strategic directions. Compensation is #1

- d. **House Bill 1264** is still chugging along.
- e. **Mission statement study:** This study is an opportunity to think about what is distinctive about each campus. Missions must describe how campuses differ.
- f. **Carnegie Classification Revision:** Revision will bring back research to make further differentiations in categories.
- g. **Funding matrix:** BOG Equity Committee. Will look at SIPE classifications and costs of disciplines. Some areas changed: four programs are more costly and one dropped to lower cost.
- h. **NCHMS Study:** compared UNC and Colorado on outcomes to cost of higher education. Colorado is less expensive. Two different rationales: (1) Colorado uses more part-time faculty and (2) has fewer administrators. Originators believe that Colorado is under-funded. Mabe said that Colorado as a system is not educating the minorities in the state.
- i. **Textbooks.** Looking at textbook costs.
- j. **Planning Committee.** Several BOG committee board members believe that students can't get courses to graduate but a survey done at ASU showed that out of 1,200 students only 16 said that they had problems getting courses.
- k. **Teacher education.** Colleges of Education blame A&S colleges who they say may not be as committed to educating teachers.

**Cat Warren (NCSU):** How do we fund the education of the Hispanic population?

**Mabe:** Large numbers of Hispanic students will be born in NC and will be citizens and residents.

**Gwen Ashburn (UNCA):** How can things work if they are not top-down?

**Mabe:** We must have multiple perspectives, especially outside the group.

## 6. Small group Discussion: Increasing Faculty Assembly Communications between Constituencies

### Second Plenary Session: Standing Committee reports

#### • Academic Freedom & Tenure Committee, Cat Warren, Chair

- **Academic Bill of Rights.** Stuck in legislative committee. At campus level, it has had different outcomes. Committee has two messages: (1) if your student senate is considering this bill, AF&T will help mobilize opposition; (2) consider passing a resolution against the Academic Bill of Rights at local faculty Senate. AAUP has an entire page devoted to it.

- AF&T is working on a website for best practices for textbook ordering/purchase to inform faculties across the system. Let the committee know if your senate has passed a resolution
- US Commission on the Future of Higher Education was just convened by Margaret Spelling. AAUP noted hostile tone. Major task of the Commission is standardized testing for university students, which would mean mandated federal testing for student outcomes.

Resolution: change “to respond proactively”

### **UNC Faculty Resolution to Request UNC President Involvement in Federal Commission**

Whereas, the U.S. Commission on the Future of Higher Education is considering a number of issues that directly effect the quality of higher education; and

Whereas, the current discussion in commission hearings is focused on federal standardized testing for student outcomes; and

Whereas, our 16-campus system prides itself on its diverse and multiple missions where federal standardization would undermine those missions; and

Whereas, faculty in our 16-campus system are dedicated to free inquiry and expression; and

Whereas, the university should be striving to find areas of excellence rather than standardization, and expanding and creating new and diverse areas of knowledge;

Therefore, the Faculty Assembly of the University of North Carolina requests that President Erskine Bowles use all available resources to respond proactively to these potentially damaging initiatives being discussed by the U.S. Commission on the Future of Higher Education.

Passed unanimously.

- **Budget Committee, Judith Wegner, Chair**  
Rob Nelson gave an update about the BOG budget and discussed other subjects:
  - Renaissance initiative, the Kannapolis research center, the training center in Hickory

- Chancellors are working with President Bowles; topics include salaries, enrollment, graduate, nursing, and teacher education
- Efficiency study. External leaders also will look at this. Faculty Assembly should create a parallel work group to look at these efficiencies; the Budget Committee might think about issues of administrative efficiencies as well as staff personnel; perhaps look at other states to see what they do.
- Graduate student support. Survey response from 80 programs about stipend levels, ESL graduate skills, and admissions. Suggested that instead of naming distinguished professorships use that money for graduate student education.

Ginger, staff person working on textbooks, said that there would need to be a report from campuses on textbooks before next round of budget requests goes in.

- **Faculty Benefits & Welfare, Dennis Daley, Chair**
  - Daley was re-elected as chair.
  - State health plan: The Committee will wait to see what the PPO new proposal will do.
  - Optional Retirement Plans. There will be a change in how they function. Instead of over 200 funds, each would provide but be limited to the 20 best funds available. The default option would be putting money in a lifestyle fund based on age; at 65, state plan becomes supplemental. After 5 years, you are vested in ORP, and can start collecting a minimal retirement and have health coverage.

**Nancy Fogarty:** There is a link to UNC health care initiative from the UNC website.

- **Faculty Development, Bonnie Kelly and Gary Jones, Co-chairs**  
The committee:
  - elected Meg Morgan as chair of the committee
  - would like to create website links to faculty development workshops around the state
  - is struggling with travel survey
  - seeks to improve collaboration with Association of Directors of Teaching Centers in the state.
- **Governance, Blanche Radford-Curry, Chair**
  - re-elected Radford-Curry as chair
  - Paul Gates spoke about initiative to repeal GS 95-98, which is not a “right to strike” initiative.  
Motion: It was moved that the Faculty Assembly take this initiative and send it to any committee to bring it back in April in a form for some action. After some discussion, the motion passed.

- **HMI: Ache Debela, Chair**  
The committee discussed the following:
  - faculty/staff salaries at HMIs have not kept up
  - shared governance is not as open among HMIs. The committee wants a directive to encourage the use of the shared governance document and to learn what has happened to it on other campuses.
  - a conference will be assembled to discuss the practical application of the shared governance document
  
- **Planning, Programs & Administration , Eileen Kohlenberg, Chair**
  - elected Eileen Kohlenberg as chair
  - Committee will gather data on
  - credit hour residency requirements for a degree.
  - the number of credit hours that can be transferred from community colleges to the BA institution.
  - distance learning, especially quality control of online courses and minimum standards.
  - how to handle students who are taking online courses from a number of institutions, especially who awards the degree.
  
- **Technology, Yogi Kakad, Chair**
  - re-elected Yogi Kakad as chair
  - TLT Conference. Will be held March 15-17 in Raleigh. Registration is open; the conference web address is unctlt.or. There will be 15 sponsors and 150 presentations. Proceedings will be published following the conference.
  - Faculty can use Centra or Illuminate until the end of June. Information is available on the TLT Collaborative website.
  - Content system pilot. This is a K-20 repository.
  - Open shareware is available until the end of July 2006.
  
- **Report by Nominating Committee**  
Motion to hear one-minute speech. Seconded. Passed.  
The following were elected to these positions:
  - Chair: Brenda Killingsworth
  - Vice Chair: Bonnie Yankaskas
  - Secretary: Jimmy Reeves
  
- **New Business**  
HMI group will meet for a few minutes after the meeting  
Executive Committee will meet after this meeting to discuss monthly meetings

- **Adjournment**  
The meeting adjourned at 4:52 p.m.

Submitted,

Meg Morgan  
Secretary