

## **UNCSA Standing Committee Summary Reports January 18, 2017**

### **Faculty Rank Committee** – submitted by Greg Walter

FRC completed its review and revisions of the Peer Evaluation proposal last Wednesday. I have given them the week to advise me of any tweaks or changes they may want to offer. If I do not receive any amendments, I will be ready to pass this on to FC, either by email, through you or Leslie, or with a hard copy as well. I should know more about the finalization on Tuesday. If there is to be more discussion in FRC, I will have it ready to send out by the end of next week.

### **Educational Policies Committee Report** – Submitted by Renata Jackson

EPC met most recently on 14 December 2016 and on 11 January 2017.

#### UNCSA Bulletins:

- We are continuing our collaborative work with the folks in IT (Claire Machamer and Dave LaVack in particular) to cross-check the accuracy of the data that will go into our online Bulletins.

#### Curriculum Revisions/Additions:

- We vetted and endorsed various curricular tweaks in the Schools of Filmmaking and Design & Production, the latter which also has established a revitalized MFA concentration in Production and Project Management (formerly “Performing Arts Management”); the new program will train students to be leaders/managers of live-performance projects, and crucially include training in entrepreneurial skills.

#### Where we Stand with the Proposal for revised DLA Core:

- Dean Wilcox has been visiting various faculty departments to answer questions/concerns about the proposal in person; he also prepared for distribution a 15-page document addressing the same; he’s given this document to Michael Rothkopf to distribute to FC, and to me to distribute to the EPC reps, in order to keep as much open discussion going as possible in advance of the January 25<sup>th</sup> EPC meeting, at which point DLA rep Krystyna Puc will make the formal motion requesting EPC’s endorsement of the revised core.

### **Faculty Assembly Report** – Submitted by Elizabeth Klaimon and Ellen Rosenberg

#### November 18, 2016

The Faculty Assembly meeting on November 18 primarily focused on the continued work of the Assembly on the initiatives surrounding the UNC Strategic Plan. Assembly members from each of the UNC schools spent most of the day working in ad-hoc committee groups, with each committee focused on one theme of the plan. Goals were to continue to discuss key areas and concerns, and present suggestions for revising wording and content areas of the plan. Once revisions and suggestions were collated, discussed, and agreed to, and the revisions were complete, the ad-hoc groups each presented their group’s particular

concerns and positions surrounding the five thematic areas to the whole Assembly. The Economic Impact area of the plan has now been revised to include “community engagement,” so that now the five thematic areas of the Plan are: Access, Affordability and Efficiency, Excellent and Diverse Institutions, Economic Impact and Community Engagement, and Student Success.

Of special note, the discussion surrounding the Economic Impact and Community Engagement area of the Plan primarily focuses on STEM (Science Technology Engineering Math) initiatives within the UNC system, rather than STEAM (which includes the “Arts” in these initiatives), to the actual exclusion of the “A” for Arts in the written document of the Strategic Plan. UNCOSA delegates argued for, and persuaded the Assembly, to rewrite their suggestions for the Plan to include “The Arts”, and to continue to promote “the Arts” as having positive bearing on the State’s economy, particularly as the Arts continue impact economic development initiatives within the UNC system, and within the state.

Margaret Spellings also addressed the Assembly at the meeting, speaking candidly about the process of presenting a solid “framework” of the Plan to the Legislature when they meet in January, and the hope that the Plan will help move forward legislative initiatives for the UNC system. Spellings stated that she is relying on the Chancellors of each UNC institution to communicate clearly with the Board of Governors regarding Strategic Plan developments at each institution, so that these campus initiatives seamlessly feed into the System initiatives clearly, and better strengthen UNC position with the Legislature in the coming session.

#### January 6, 2017

The focus of this meeting was on “Compensation and Faculty Welfare,” with a report on Faculty compensation by Matt Brody, VP of Human Resources and Dan Cohen-Vogel, Associate Vice President for Institutional Research, followed by discussion. Brody and Cohen-Vogel are creating a methodology to analyze faculty compensation, and then GA proposes to go about planning how they might address system-wide faculty underpayment. They are proposing a five-year plan. One of the examples they gave at the session was about performing arts faculty, and UNCOSA was absent from the exemplar. Brody has promised that he will get Cohen-Vogel to address this issue and get back to Ellen Rosenberg.

The Student Success initiative of the Strategic Plan was also on the agenda, with a panel on “Student Success” presenting ways “student success initiatives” work on various UNC campuses. David Teachout, the Director of the Teaching Learning Center at UNCG who worked with UNCOSA on Faculty Enrichment Day, was on the panel, and he made the point that ongoing faculty development, training and involvement, a separate entity from student success, has a powerful impact on student success.

On January 06, 2017, the UNC Faculty Assembly (FA) also approved a resolution regarding possible areas of noncompliance with a number of the principles of accreditation regarding governance, and another resolution regarding Faculty Compensation (below):

Resolution 2017-3: On SACSCOC Compliance Approved by the UNC Faculty Assembly  
January 06, 2017:

Whereas, The Southern Associations of Colleges and Schools Commission on Colleges (SACSCOC) requires integrity to govern the operation of institutions and that those institutions provide evidence of and information on practices that might not be in compliance with the Principles of Accreditation; and Whereas, The Commission requires that the operating boards of such institutions may not be controlled by a minority of board members or by organizations or interests separate from it; and Whereas, The Commission requires that the legal authority and operating control of the institution are clearly defined for the following areas within the institution's governance structure: the institution's mission; the fiscal stability of the institution; and institutional policy; and Whereas, The Commission requires that the governing board is free from undue influence from political, religious, or other external bodies and protects the institution from such influence; and Whereas, The North Carolina General Assembly (NCGA) and the UNC system Board of Governors (BOG) have engaged in practices that appear to violate these and other governance principles established by the Commission on Colleges; and Whereas, These system-wide practices may result in lack of compliance of the individual institutions of the UNC system with the Principles of Accreditation; Resolved, That UNC Faculty Assembly has serious concerns about the implications of the actions of the NCGA and the BOG. [Compliance issues with the standards set forth by SACSCOC are listed in a table attached to the document].

Resolution 2017-2: On Faculty Compensation Approved by the UNC Faculty Assembly January 06, 2017:

Whereas, Faculty and Staff constitute the core of the educational mission of the UNC system; and Whereas, Faculty and Staff are those most directly involved in improving admissions, retention and student success; and Whereas, Faculty and Staff have barely received minimal increase in compensation over the past 10 years at a rate that trails far behind inflation; and Whereas, Market-driven starting salaries for new faculty and staff continue to create salary compression, and, at times, inversions, for those faculty with more longevity of service; and Whereas, Faculty salaries should be compared to those in other professions that required intensive academic background, such as physicians; and Whereas, The ratio of salary compensation between Tier 1 administrators and faculty/staff continues to increase at a dramatic rate; and Whereas, The success of the Strategic Plan depends entirely on the work of faculty and staff; and Whereas, There are considerations to provide substantial incentives for chancellors based on success of the Strategic Plan while the work is actually accomplished by faculty and staff, Resolved, That GA include as an utmost priority on the legislative agenda a request for across-the-board salary increases for all faculty and staff; and, Resolved, That in addition, GA also inserts as a priority on the legislative agenda a request for merit increases and replenishment of the faculty retention fund.

In reference to Resolution 2017-2:

Despite the earlier address by Brody and Cohen-Vogel, the FA is mindful that the proposal to increase UNC Chancellors salaries up to \$350,000, did not receive this kind of system-wide scrutiny. The Chair of FA asks us to share this: "For those who will complain that faculty salaries cause student debt, recommend them to read: *"Why Does College Cost so Much"* by Robert Archibald and David Feldman. He presents compelling graphs analyzing the price of personal services provided by highly educated service providers such as

physicians and college professors.”

In reference to Resolution 2017-3:

The FA majority (about 52 members) endorsed this resolution. Two schools, Western Carolina and Chapel Hill, voted against and there was one abstention. The two campuses who opposed were afraid that if they pointed out that the BOG and legislators were not following due process their campuses would be punished and that they would receive by poor SACs .

Therefore, the Chair of FA asks that all campuses create a resolution in support of FA’s resolution.

Meeting ended early due to inclement weather.

### **Faculty Development Committee Report – Submitted by John Ferri**

A total of 19 applicants requested approximately \$27,113 in funds for faculty development. The FDC awarded 18 faculty members full or partial funding for their individual projects. The total allocations for the fall term, was \$17,108. Note that a \$10,000 increase in the FDC budget would fund 100% of the fall requests.

The spring deadline for Faculty Development Requests is Friday, February 24, 2017. Our remaining budget is currently estimated at \$13,392.

Please be aware that there is funding this year for 1 Faculty Reassigned Time Award. The application deadline is this Friday, January 20, 2017.

### **Faculty Welfare Committee Report – Submitted by Paul Sharpe**

There is nothing new to report from the Faculty Welfare Committee - we did not meet last week. That was a bit too much to ask after a somewhat chaotic beginning to the semester. With the changes faculty and staff may have made to their health benefits plans during open enrollment, I am curious about how the transition has gone with the start of the new year. Anyone one who has anything to report that could use the attention of the Faculty Welfare Committee should contact his or her representative or me directly.

The Ombuds Committee is awaiting a critical mass of applications to accumulate. I have not yet been given access to the applicant pool, so cannot report numbers yet. I would ask that Faculty Council members continue to remind their colleagues to share the link to the job posting liberally, and to actively think of people that would have the qualities an Ombuds should possess: wisdom, a respect for confidentiality, an ability to readily understand university systems and policies, and who is willing to work for the success of the institution and all of its constituents on a part-time, contracted basis.

<https://employment.uncsa.edu/applicants/Central?quickFind=51310>