



EXECUTIVE SUMMARY
UNC Faculty Assembly Meeting
October 19, 2018

David Green, Chairman UNC Faculty Assembly - Updates from Oct Board of Governor's Meeting

New Chancellor's Search Process - approved

- Last three candidates should be openly reviewed – not included in the new policy
- Search Chair's discretion - faculty involvement with final 3 review; confidentiality agreement req.
- Less involvement by the Board of Governors – included in the new policy

Board Committee Participation: **Minimum Admissions Requirements Committee:** Barbara Howard, Mesia Steed and David Green; **Diversity & Inclusion:** Kimberly Cogdell Grainger and David Green;

Delegating Responsibility from the Board of Governors to the Board of Trustees

Policy related to Faculty Appeals – this presently ends with the Board of Governors, but under consideration to end with the Board of Trustees

Kim van Noort, Ph.D., Senior VP for Academic Affairs and Chief Academic Officer

- “We are stronger together” - A renewed sense of collaboration.
- Transfer and Equivalency are a focus
- The System is interested in working more with faculty and tapping the resources of faculty members
- Search for the new Assistant Vice President of Academic Programs and Research. Please spread the word. Dr. van Noort will continue to be very involved in working with the faculty. She will work to clarify the line of communication between the faculty and the System.

Harry Smith, Chairman UNC Board of Governors

- BoG is a policy machine but not a management machine.
- How can the UNC System be positioning for long-term sustainability and success?
- Issues: Repair and renovation; robust online presence. 17 distinct policy strategies (each campus is unique); Streamline costs from the administrative side (be a system). Where is the BoG doing well? Where can it improve? The System can't move forward without the faculty.

Questions

- **One size fits all vs. the year of equivalency and standardization** – The back offices has an opportunity to be more of a system. Opportunities such as parking, housing, debt. This can allow us to drive tremendous efficiency.
- **Funding model** – working on carry forward and increasing flexibility for the campus level to invest in areas that are needed

- **Special Fees on curriculums considered high cost curriculums** – Extra fees for certain programs affects access to the degree. (equity) The data analytics are being reviewed. We want Chairman Smith wants the System to be: world-class, quicker, smarter, faster, more efficient
- **Health care and health care coverage** – There are opportunities for improvement. A lot of market pressure within education and health care. It seems that there will be more of a battle to keep it as is. Chairman doesn't think that this will get better.
- **Salary Compression** – you need data to be competitive. Consider the pension and retirement plan as a part of the compensation. Chairman Smith believes the system compensation is great.
- **Hiring** – hiring new faculty at the salary of full professors, positions are being cut and individuals are doing more jobs. Chairman Smith is surprised about comments related to ; Need greater data analytics. This is related to leadership that can be captures with data.
- **Results from Employee Engagement Survey** – Chairman's perspective - There should be more accountability at the school level for retention and graduation rate. BoG is focused on policy and unity. He believes the survey shows that Chancellors are doing well. There is a lot of room for improvement.

9:00 – 9:20 **Chairman Green Comments** (Chairman Smith had to leave early)

At the next BoG meeting Chair Green has a 5-minute presentation

Deliverable: One-sheet related to the salary – this is for the November BoG

Deliverable: White paper related to salary to present to BoG.

New Subcommittee: White Paper Subcommittee created

Considerations: salary compression and inversion; include data; failed searches; anecdotal stories; aggregate data; CUPA data;

Shun Robertson, Assistant Vice President for Policy Development - Update on AP Policy & Summer School Initiative (Dr. Howell was unable to attend)

Summer School - A mechanism to improve time to degree. The committee looked at supply side information. How courses are taught, how many courses, supplemental pay policies.

The conversation is just beginning there is no policy draft yet.

Comments:

- Institutions are not funded in summer. Distance education is funded separately.
- Summer Promise Funding (NC Promise doesn't cover summer school)
- What types of teaching load requirements may be considered

AP Policy - Please provide feedback from the Qualtrics link. (in email by Kelly Gregory) Draft of regulation will be available in the next few weeks. The policy would be analyzed every 3 years.

David Green, Chair's Report and Faculty Legislative Priorities Discussion

Action Item: Faculty Senate Chairs please find out whether there is data available related to salary Compression (email to Chair Green by October 26, 2018)

Faculty Recommendations

Salary/Wages (includes summer school supplemental pay)
Resource Growth commensurate with Enrollment Growth
Revision of Faculty Retention Fund

Faculty and Staff Recommendations

Cost of Health Insurance
Paternity Leave

Tricia Mahoney, Compsych Employee Assistance Program Representative

A mailing will go out to permanent employee (faculty and staff) home addresses. The EAP is like a concierge. Each university has its own number. You should be able to talk to a multilingual person. The services are only for staff and faculty (not students). Trainings are available for faculty and staff. This is usually housed within HR. Online training is also available. University pays \$8 per employee per year. EAP doesn't pay for the service but they provide the referral to save the employee time

- LegalConnect – can have a consultation with an attorney related to a covered issue
- FinancialConnect – call during work hours and can speak to a person or after hours and a call will be scheduled during work hours.
- FamilySource – can provide referrals based on your priorities

President Margaret Spellings

- Lot of operational interests on the BoG: Closing the achievement gap, Time to graduation rate
- Chancellors have selected 5 of the 9 benchmarks
- Community College – Financial Aid Study Group – What can the System do notification, streamlining processes, and financial aid
- System Legislative Priorities
 - System requests – pathways, equivalency, raises for faculty and staff, NC Promise, R&R
 - Student focused
 - Only 14% of North Carolinians know about NC Promise
 - 40 – 60 % increase in transfers
- Funding Models – Actuals as opposed to guestimates, seeking funds for summer school
- MyFutureNC Polling – North Carolinians value high education; want to improve the college going culture

Employee Engagement Survey – Matt Brody will come to the November meeting to discuss the survey
Average participation around 60%; The survey will be done every 2 years.

Action Item: Faculty Senates/Councils should review the Employee Engagement Survey

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Spellings Suggestions about how to assist with legislative priorities

- White Paper is a good suggestion because data is needed.
 - Mini White paper about retention
 - Very small pot of recurring funds \$500,000
 - Non-recurring funds can be used easier for pro-active retention
- Make a connection to students (how does better health insurance relate to student success)
- Link with Community College Partners (faculty retention)
- Chairman Smith is confident about the

Chair David Green: Next Steps and November Meeting, Delegate Q&A

HMI Caucus Report - HMI Caucus will have a half-day retreat held at North Carolina Central University.
HMI Caucus

Free Speech Committee Report – BoG did not respond to the Martin Center report about summer reading lists because this is related to curriculum. Campuses may want to have a hotline related to complaints. We may need to be more proactive about letting faculty know that speech should not be chilled. UNC Chapel Hill has a resolution related to the free speech policy.

Salary White Paper

- Compression and Inversion
- Failed Searches
- Use the BoG language
- Turnover data is aggregated with staff
- Collect qualitative data
- Public-private partnerships
- Diversity and Inclusion