

MEMORANDUM

TO: Members of the Faculty Senate, 2006-07 and 2007-08
Committee Chairs of the Faculty Senate, 2006-07 and 2007-08

FROM: Anna Marshall-Baker, Chair of the faculty Senate, 2006-07
Bill Young, Secretary of the Faculty Senate, 2006-07

DATE: 27 August 2007

SUBJECT: Annual Review of Committees and Committee Reports

This report consists of two parts. Part I is observations of Anna Marshall-Baker regarding the work of the Senate and its Committees. In Part II, Bill Young provides a summary of the Annual Reports of the Faculty Senate Committees.

PART I: OBSERVATIONS

The Faculty Senate and its Committees had a busy and productive year. Anna Marshall-Baker described during the Faculty Convocation four Senate initiatives for the 2006-2007 academic year. These initiatives were emergent themes identified by the Senate leadership following an opportunity at the final meeting of the 2005-2006 academic year for each senator to identify an issue of concern.

- issue: American Sign Language (ASL) fulfilling a foreign language requirement
status: unresolved. This issue was not resolved for two reasons. First, disagreement over whether ASL is its own language or whether it is an alternative expression of English requires expertise that extended beyond the Senate. Second, because a foreign language requirement is not required of all academic units, the issue of whether ASL fulfills a foreign language requirement is a unit decision.
- issue: Benefits for domestic partners
status: on-going. The approach to this issue is to assess whether benefits are equitable at UNCG. The Faculty Professional Development and Welfare Committee began work on this and following completion of the Faculty Satisfaction Survey, will make the issue of domestic partner benefits a priority in the 2007-2008 academic year.
- issue: Recruitment, retention, and graduation rates
status: on-going. A report regarding retention and graduation rates at all 16 campuses was released by the General Administration in October. The Senate expects direction from the Office of the Provost regarding particular goals or strategies for UNCG. Some of the accomplishments in 2006-2007 of the Enrollment Management Committee may impact recruitment, retention, and graduation rates.
- issue: Sustainability at UNCG
status: on-going. Following a call by the Provost, Vice-Chancellor for Business Affairs, and the Chair of the Faculty Senate for nominations, a University Committee on Sustainability formed with 54 members. The Committee developed 8 smaller working groups, Academics and Culture, Waste Reduction and Recycling, Communication and Outreach, Health and Safety, Green Building, Dining Services, Transportation and Campus Access, and Student Initiatives. In April, the groups reported the current standing of the university related to their interest and described 2- and 4-year goals and strategies to make UNCG a more sustainable institution. Representatives from each of

the working groups form the Council of Representatives (COR) which addressed issues at the university level as opposed to more specific interests of the working groups. The COR, e.g., with support from others on the Committee proposed a UNCG Center for Sustainability which was given permission to plan by Provost Uprichard. For a full report of the activities of the University Committee on Sustainability, please see <http://sustain.uncg.edu>.

The Senate also coordinated two Faculty Forums and the two joint sessions of the Faculty and Staff Senates, the first of their kind at UNCG:

- 18 October : Pandemic Flu with Cherry Callahan, Associate Vice Chancellor for Student Affairs
- 17 January 2007: Joint Session to discuss
 - Master Plan with David Reeves, Facilities Design and Construction
 - Qualities of a New Provost with Alan Boyette, Senior Associate Provost for Academic Affairs
- 21 February: General Education with Kathleen Rountree, Associate Provost for Undergraduate Education, and Elisabeth Hurd, Chair of the Undergraduate Curriculum Committee
- 18 April: Joint Session for the Report of the University Committee on Sustainability with Jenny Paige, Chair

In addition to these activities, the Senate and its Committees addressed a variety of initiatives and responsibilities that included:

- dissolving the ten existing General Education Committees following a review of general education at UNCG by outside consultants, and forming a new General Education Council charged with enhancing general education at UNCG (Undergraduate Curriculum Committee).
- restructuring the Library Committee to form the Library and Scholarly Communications Committee charged to “..[consult with and advise] faculty in matters related to the dissemination, use and archiving of information and knowledge” (Faculty Government Committee working with the Library Committee).
- notifying committees if members’ length of service had been exceeded, bringing committee membership into compliance with Senate By-Laws (Committee on Committees).
- developing and administering a survey regarding faculty satisfaction and morale at UNCG (Faculty Professional Development and Welfare Committee).
- shortening the academic calendar to include final exams in the 75 days of instruction (Academic Policies and Regulations Committee).

Finally, many members of the faculty were engaged in the search for a Provost to replace Dr. A. Edward Uprichard who resigned the position effective June 2007. Anna Marshall-Baker, Faculty Senate Chair, and Kathy Crowe, Faculty Senate Chair-Elect, served on the Search Committee chaired by Dr. Carol Disque, Vice Chancellor for Student Affairs. The search ended in April 2007 with a call to assume the position from Chancellor Patricia Sullivan to Dr. David Perrin, then Dean of the School of Health and Human Performance at UNCG. Dr. Perrin became the new Provost and Vice-Chancellor of Academic Affairs in July 2007. The Faculty Senate welcomes Provost Perrin to his new position.

Part II: 2006-2007 Summary of Committee Reports

At the end of the academic year, each committee chair submits a report describing the committee's activities and achievements. The following summaries are excerpts from these reports, which are now available in the Faculty Senate Office. When provided by the committee chair in the full report, all unfinished business and recommendations for the Senate leadership are included here. Because excerpting from reports written by others results in less than complete detail, readers who have concerns or the need for fuller information should consult the original documents (with attachments) in the Faculty Senate Office.

Academic Computing Committee

Committee Chair:	John Neufeld
Number of Meetings:	4
Major activities or accomplishments:	We had extensive discussions about the impact of ubiquitous laptops on the classroom experience. The difficulty of giving exams to students while they are using a personally-owned internet-connected computer will hinder their integration in subjects where they could offer significant value. The committee also discussed campus e-mail, especially in light of last year's senate resolution, and issues involving faculty usage of the university web site. The committee urged IT to develop some expertise on issues associated with backup strategies that could be offered to faculty members, many of whom are unknowingly subjecting themselves to the possibility of catastrophic loss in case of a disk failure.
Unfinished business or issues to be addressed:	Late in the school year 2005-2206, the senate passed a resolution brought by this committee regarding campus e-mail. Specifically, it asked that students be allowed to automatically forward their e-mail to another e-mail address and that faculty be allowed to use other e-mail clients (such as Outlook) to access university e-mail. Both of these are features supported by the Lotus system used for the e-Spartan e-mail system, and both were turned off by administrative decision. We have heard rumours that offices in Business Affairs oppose allowing students to forward their e-mail, but we do not know which offices are involved, and we have not received any communication from them. This decision was made by the Academic Cabinet, and we do not know if they have had any discussions about it. Blocking faculty choice of e-mail clients was a decision of IT. We have been told this would be expensive, but have not been given any details. The university is considering out-sourcing student e-mail, which could have a large impact on both parts of the senate resolution.
Recommendations for the Senate leadership:	A change needs to be made in the role of the Academic Computing Committee, perhaps its abolition. Provost Uprichard created a separate organization for academic computing (the Academic Technology Coordinating Committee) whose members are appointed by school deans. This committee has the responsibility to determine the academic computing priorities for university IT. There is no formal or informal connection between it and the senate's academic computing committee, and its existence essentially

	<p>leaves the senate committee with no role to play. The lack of response to last year's senate resolution is evidence of this: the ATCC did not make the requested e-mail changes a priority for IT.</p> <p>Unless a change is made by either the senate or by Provost Perrin, it is not clear that the ACC has any role to play in issues involving academic computing. Without such a change, the committee should be dissolved. A minimal alternative would be to develop some kind of formal tie between the faculty senate and the ATCC. For example, the chair of the ACC could be made a member of the ATCC. Alternatively, the faculty senate might be given the power to name members to the ATCC. I urge the senate leadership to raise this issue with Provost Perrin</p>
--	---

Academic Policies and Regulations Committee

Committee Chair:	Donald Kautz
Number of Meetings:	6
Major activities or accomplishments:	<p>Survey of faculty regarding the academic calendar Approved revised Academic Integrity Policy, which was then brought to Faculty Senate by Jen Day Shaw, and passed by the Faculty Senate</p> <p>RESOLUTIONS PASSED BY FACULTY SENATE</p> <p>a. Shortening of academic calendar to include final exams in the 75 days of instruction</p> <p>b. Academic Calendar for 2008 - 2009 and 2009-2010 school year</p>
Unfinished business or issues to be addressed:	
Recommendations for the Senate leadership:	

Budget Committee

Committee Chair:	Ellen Jones
Number of Meetings:	2
Major activities or accomplishments:	Discussed with members and Provost Office the need to remain in closer contact with faculty senate representative and chair during the next academic year due to the appointment of a new Provost.
Unfinished business or issues to be addressed:	Discussed the budget survey every 3 years (yr 1 2005-2006; next survey due 2008-2009).
Recommendations for the Senate leadership:	Consider interaction between budget committee and the new Provost. Correspond quickly to budget committee with needs for budget committee and Provost Office in terms of information gathering and sharing of ideas when needed.

Committee on Committees

Committee Chair:	Robert Wells
------------------	--------------

Number of Meetings:	1
Major activities or accomplishments:	In the Fall Semester, COC members coordinated elections and appointments for their unit representatives to Faculty Senate and Senate Committees. In the Spring Semester, at-large elections were conducted by on-line ballot. COC members assisted with securing nominees from each unit for these elections. In addition, following a review of compliance with Senate By-laws, COC members assisted in finding unit representatives to replace those Senators and Senate Committee members who had exceeded term limits.
Unfinished business or issues to be addressed:	Review By-laws and procedures for at-large elections, with a specific focus on alternative ballot process in those instances in which only one nominee is presented for each open position. Suggested alternatives include presentation of ballot for faculty approval or submission of a single slate of nominees for approval by the Faculty Senate.
Recommendations for Senate leadership to consider:	

Committee on Due Process

Committee Chair:	Diane Gill
Number of Meetings:	4
Major activities or accomplishments:	The committee reviewed one appeal (tenure denial) and determined that it merited a hearing. The hearing was held January 8, 2007. At the hearing the committee determined that the faculty member's contention had not been established and forwarded that recommendation to the chancellor.
Unfinished business or issues to be addressed:	
Recommendations for Senate leadership:	The committee was short one member for the hearing – it's most important role. In appointing committee members, consider rotation so that experienced members are available to take on the chair role, and to ensure representation across the schools and college.

Enrollment Management Committee

Committee Chair:	Virginia Karb
Number of Meetings:	7
Major activities or accomplishments:	<ul style="list-style-type: none"> • Reviewed and approved the Athletics Admission Exceptions Report for 2005 – 2006 and any other exceptions for admissions. • Reviewed enrollment information at each meeting. At the suggestion of members, asked the Provost to appoint a representative of the International Programs Center to serve on the committee and report on international admissions at each committee. • As a result of a recommendation from SACS in 2003,

Enrollment Management
Committee (continued)

Provost Uprichard asked the Enrollment Management Committee to serve in the role of reviewing any secondary admissions processes at UNCG. All departments with secondary admissions (SA) processes were contacted in February 2004 and asked to submit their process and criteria. The summary of activities from that time indicates that all departments complied and were approved, but no specific list of approved departments was kept. The decision was made at that time that unless a department changed its process, the process was approved for a 5-year period. Since then, some departments have changed or initiated a SA process. In fall 2006, all schools or departments with SA processes were contacted and reminded to forward changed or initiated processes to the EMC for approval. During 2006 – 2007, the following departments were approved or reaffirmed: bachelors' programs in the Bryan School of Business and Economics; School of Nursing admission to the pre-licensure upper division clinical courses; BS in Medical Technology; Broadcasting and Cinema; Wake County Birth through Kindergarten teacher licensure program; Communication Sciences and Disorders; and Exercise and Sports Science Fitness Leadership.

- Recommended to the Provost an expansion of ways for international applications whose native language is not English to demonstrate language proficiency adequate for study at UNCG. Additional acceptable tests include the IELTS with a test result of 6.5 or higher; APIEL with a test result of 3 or higher, and the MELAS with a test result of 80 or higher. This was approved by the Provost.
- Expanded the list of agencies approved to evaluate foreign transcripts to include companies recognized by National Association of Credential Evaluation Services (NACES) or American Association of Collegiate Registrars and Admissions Offices (AACRAO), or in the cases of foreign-educated Registered Nurses, the Commission on Graduates of Foreign Nursing Schools (CGFNS), for students admitted through the Office of Undergraduate Admissions (see below).
- Approved the catalog copy for the division of international applications as follows: International student applicants who are foreign nationals who hold or intend to hold a temporary, non-immigrant visa/status in the USA apply through and are considered by the International Programs Center. Applicants who are US citizens, US nationals, US permanent residents, pending permanent residents, political asylees or refugees are considered as "domestic" applicants and will apply through the Office of Undergraduate Admissions. The catalog copy reflecting these changes was submitted to the Provost and approved.
- Approved a revised program encompassed in "Conditions

	<p>for Continued Enrollment at The University of North Carolina at Greensboro" for students who return to UNCG after having been previously academically dismissed. This was submitted to the Provost and approved.</p> <ul style="list-style-type: none"> Discussed the "Summer Launch Program" designed to provide newly admitted students with a low predicted GPA an opportunity to begin their studies at UNCG in summer in an effort to get an early start in taking courses and learning the campus resources.
Unfinished business or issues to be addressed:	<ul style="list-style-type: none"> Continue to review admissions and enrollment. Continue to oversee the secondary admissions processes. Discuss the success of the summer launch program.
Recommendations for the Senate Leadership	Consider revising the committee to charge to explicitly include the responsibility to oversee the secondary admissions process (see item 3 under summary above).

Faculty Assembly Delegation

Committee Chair:	Paul Duvall
Number of Meetings:	5
Major activities or accomplishments:	<p>The Faculty Assembly met five times during the academic year in Chapel Hill. Kohlenberg (Planning, Programs, and Administration) and Duvall (Budget) chaired standing committees of the Assembly and were therefore members of the Assembly's Executive Committee. Celia Hooper will chair the Assembly's Technology Committee for the 2007-08 year.</p> <p>Due to UNCG's growth and a change in Assembly Charter, UNCG will have five delegates in the future.</p>
Unfinished business or issues to be addressed:	
Recommendations for the Senate Leadership:	

Faculty Compensation Committee

Committee Chair:	Ken Snowden
Number of Meetings:	3
Major activities or accomplishments:	<p>The committee's major focus during the year was to facilitate and monitor major changes scheduled for the 2006-07 year in the University's Optional Retirement Program, the State Health Plan for faculty, and the NCFlex program. Committee members agreed that we could serve other faculty best by fully understanding the changes that were scheduled to take place and communicating this information.</p> <p>To learn about the scheduled changes the committee met with Ms. Angela Montgomery from the HRS Department. Angela explained recent and planned changes in the</p>

University's Optional Retirement Program (ORP), the State Health Plan (with the recent introduction of the PPO option) and the web enrollment interface for NCFlex. Angela also explained the features of the University's supplementary retirement programs and the retiree health benefit (and recent changes to it). The committee engaged Angela in a wide-ranging discussion of these issues. The committee determined that it could play a constructive role through two activities:

- A. To distribute the following e-mail on the changes in the NCFlex program to the University faculty through the eight unit representatives:

Dear Colleague,

Re-Enroll Online in NCFlex before November 3 or WHAT?

1. NCFlex has eight components--Dental, Vision Care, Supplemental Medical, Cancer Insurance, Accidental Death and Dismemberment, Group Term Life **AND** Flexible Spending Accounts for Health Care and for Dependent Day Care.

2. Participation in the first six of these programs will remain unchanged if you do nothing--when you log on your NCFlex web account you should see these set to continue as before.

3. **YOU MUST RE-ENROLL** by web in the **Health Care and Dependent Day Care Flexible Spending Account** programs by November 3 **or you will not** participate in these programs in 2007. You can also re-enroll in these programs by phone.

Page 2

- B. To host an open meeting between representatives of HRS and faculty that could focus on the university's Supplementary Retirement Programs. The following email was sent to faculty through school representatives to advertise the meeting.

Dear Colleague,

**Learn About SRA Options – School of Music
- November 1, 4-5PM**

	<p>Do you know that faculty at UNCG can participate in three different supplementary retirement programs—a 401k, a 403b and a 457 account? Do you know that these provide different options regarding investment options and early withdrawals? According to Angela Montgomery of HRS, faculty members at UNCG are not taking advantage of all their options.</p> <p>Learn what Angela is talking about. All faculty are welcomed to the meeting on November 1 from 4-5PM in Room 217 of the School of Music. Just enter the Music Building and follow the signs.</p> <p>The meeting was held as scheduled and attended by 15-20 faculty members.</p>
Unfinished business or issues to be addressed:	<p>The major piece of unfinished business was updating the annual faculty salary that the committee has been maintaining since 2000. The outgoing chair has been in charge of preparing the report for several years, and will be available to help the committee work on the report during the 2007-2008 academic year. The committee has normally scheduled a meeting with the Provost after completing updates of the report to review trends in faculty salary, compensation and, in recent years, the problem of salary compression. Completing this process in 2007-08 should be a high priority for the committee.</p>
Recommendations for the Senate Leadership:	None

Faculty Government Committee

Committee Chair:	Carl Dyer
Number of Meetings:	1
Major activities or accomplishments:	<p>The Resolution on Restructuring the Senate Library Committee to the Scholarly Communications Committee (SCC) was passed by the Faculty Senate on 04/04/2007. The SCC will: Analyze issues of scholarly publishing and communication as they apply to academic research institutions like UNCG and inform UNCG faculty about these issues; Provide faculty with guidance on fair use, intellectual property rights, and management of their creative works; Suggest and endorse avenues for individual and collective action, including actions that faculty members can take to contribute to an open and sustainable system of scholarly communication; Promote initiatives and practices that encourage faculty to explore the challenges and opportunities</p>

	associated with disseminating research, creative works, and teaching materials through new methods and electronic means.
Unfinished business or issues to be addressed:	No unfinished business for 2006-2007
Recommendations for the Senate Leadership:	

Faculty Grievance Committee

Committee Chair:	Josh Hoffman
Number of Meetings:	0
Major activities or accomplishments:	There were two instances this past academic year of faculty inquiring about whether or not the Grievance Committee would hear their grievances. In the first instance, I determined, after consulting the guidelines for the Committee and after consulting with Skip Capone and Academic Affairs, that the party in question did not have standing, and that the Committee did not have jurisdiction, to hold a hearing of the Committee in this case. I referred the party in question to the guidelines for the committee and informed that party in writing of my conclusions. In the second instance, an inquiry came to me through the incoming Chair of the Senate. I did not have many details about the case, but was able to determine that the sort of grievance in this case was one that fell under the purview of the Committee. I advised Kathy Crowe that before the Committee could hear this case, the party in question had to take certain preliminary steps—such as meeting formally with the head of department and relevant dean, and so forth, as laid out in the guidelines for the Committee. I referred Kathy to these guidelines and summarized for her the preliminary steps required by them of any faculty member seeking a hearing. I have not heard back from Kathy or from the interested faculty member. It is possible that this case will come up again next academic year.
Unfinished business or issues to be addressed:	
Recommendations for the Senate Leadership:	It might be a good idea for the Senate to undertake to provide faculty members with references to the guidelines for both the Faculty Grievance and Due Process Committees.

Faculty Professional Development and Welfare Committee

Committee Chair:	Hamid Nemati
Number of Meetings:	10
Major activities or accomplishments:	The challenges facing higher education have been discussed by many and for a long time. The changing composition of the faculty manifested by an increasing use of part-time and non-tenure-track instructors and adjuncts, is leading to the creation of a two-tier labor force. The concept of tenure and other traditional academic

values are being challenged, leading to declines in faculty morale. At the same time, competition among universities for external funds and the deteriorating academic job market have caused universities to raise the standards for promotion and tenure and increase the emphasis on published research while the government and the public call for dedication to teaching. The increased emphasis on teaching is based on the belief that research is overvalued, a relationship born of the imbalance in a system that espouses all-round excellence but rewards those with substantial publication records. As a major research university, UNCG had not been immune to these challenges. On September 1, 2004, the former Provost Uprichard at a Board of Trustees retreat called UNCG a "University in Transition" and outlined a number of major goals for the university. The first goal stated by the provost was for "UNCG to become a student-centered research university." The provost declared that "major changes to the culture within the university" were needed to achieve this goal and committed the university "to recognize differing faculty roles and responsibilities, and reward them relative to promotion, tenure, and merit increases." In UNCG as in other major universities, the faculty role is generally understood to encompass three areas of responsibility: teaching, research, and service. Faculty members are expected to demonstrate a commitment to and competence in all three areas. However, no single faculty role description is appropriate for every faculty member. In fact, it has been said that perhaps there are as many faculty roles as there are faculty members. Recognizing and rewarding this diversity of roles is in fact the "cultural" change the Provost was addressing. The Promotion and Tenure document of UNCG recognizes and appreciates the diversity of faculty roles and responsibilities within the University, and the UNCG differentiated workload document reinforces this diversity of roles. Cultural change requires balancing individual faculty's aspirations and abilities with the mission and needs of the university. Thus the university and faculty are best served in an environment where institutional goals and values are achieved by allowing individuals to excel in their area of expertise. In addition, this cultural change should be pursued only with the understanding that a reward system based on flexibility and accountability of individual faculty's abilities and aspirations and achieving the goals of the university are inherently integrated and ultimately impacts faculty employment satisfaction. A recent study by the Collaborative on Academic Careers in Higher Education (COACHE), a research project based at the Harvard Graduate School of Education, which UNCG participated, has revealed that, among other factors, compensation, tenure clarity, workload, policy effectiveness, climate, culture, and collegiality are the most important to the satisfaction of faculty. Concerns about the longevity of faculty careers in universities have been well documented. The UNCG leaders need to be cognizant of issues such as faculty stress and burnout, recruitment and retention, and overall career satisfaction in such a changing environment and to acknowledge the importance of making UNCG a more appealing and equitable place for faculty to work in order to ensure that UNCG can attract the

best and brightest educators, scholars.

It is in this backdrop that the Faculty Professional Development and Welfare Committee has worked hard during the past two years to develop ways to better understand the current state of UNCG faculty satisfaction. FPDW committee considered the issue of faculty satisfaction and decided to assess the satisfaction of UNCG faculty in order to better understand the many factors that may positively or negatively contribute to the level of their satisfaction. The issue of assessment was addressed through the administration of the faculty satisfaction survey. The survey was confidential - while certain demographic data about the were obtained from the university faculty database and compiled with the faculty responses in the final data set, personal identifiers, such as your faculty and identification number, were not be included. Demographic data collected included tenure status, rank, gender, ethnicity, year of birth, highest earned degree, academic department, salary, and number of years employed by UNCG. Administration of this survey was managed by the Office of Institutional Research, and initial summary reports will be communicated to the FPDWC immediately following the end of the survey period. The survey was developed by FPDWC with Assistance from the Office of Institutional Research. The survey was pilot tested and was administered by the Office of Institutional Research. All tenured, tenure track and instructors to complete the Faculty Satisfaction Survey at the linked web page: <https://web.uncg.edu/pages/2007/facsat/survey.asp>. An initial e-mail was sent to the faculty inviting them to participate in the survey.

The survey consists of 28 questions grouped in 5 sections. Professional Information, Faculty support, faculty development, promotion and tenure and global satisfaction.

Section A -- Professional Information

Overall satisfaction with

- Your department as a place to work
- UNCG as a place to work
- Balance among teaching, research/creative activities, and service responsibilities

Percent of professional time you currently spend on vs. time you would prefer to spend on:

- Teaching
- Research/Other Creative Activities
- Service
- Other (e.g., administrative, recruitment, fund raising, etc.)

Number of courses typically taught and other teaching and advising activities per year?

Section B -- Faculty Support

- Overall satisfaction with the administration at all levels
- Satisfaction with the ability to influence policy development, curriculum development and resource allocation.

	<ul style="list-style-type: none"> • Satisfaction with the amount of support the faculty receives in a number of areas (e.g., salary, travel, research assistants, office space, clerical services, etc.) <p>Section C -- Nature of Your Work Satisfaction with nature of work as related to teaching, research and service (e.g., Level of the courses taught, Teaching load, Discretion over number of new course preparations, Degree of influence over which courses taught, Discretion over the content of the courses taught, Average class size, Classroom facilities, Teaching evaluation process, Protection of academic freedom, Influence over the focus of research, Quality of relationships with faculty in the discipline, Quality of senior to junior faculty mentoring, Amount of time spent in committee meetings, etc.)</p> <p>Section D -- Faculty Development</p> <ul style="list-style-type: none"> • Satisfaction with the support you receive for increasing teaching skills (e.g., Technology in the classroom, New pedagogical practices, Developments in your field) • Satisfaction with the support you receive for increasing research skills (e.g., Work collaboratively, Secure funding, Incorporate new research methodologies) <p>Section E -- Promotion and Tenure</p> <ul style="list-style-type: none"> • Satisfaction with the clarity and fairness of the annual review process at departmental and overall • Satisfaction with the clarity and fairness of the tenure process at departmental and overall • Satisfaction with the clarity and fairness of the tenure expectations at departmental and overall • Satisfaction with the clarity and fairness of the tenure criteria at departmental and overall • Satisfaction with the clarity and fairness of the tenure standards at departmental and overall <p>Section F -- Global Satisfaction Choose to continue as a member of the UNCG faculty? (faculty retention) Recommend that a friend accept a faculty position at UNCG? (faculty hiring)</p> <p>Open ended questions to describe:</p> <ul style="list-style-type: none"> • The best aspects of working at UNCG. • The worst aspects of working at UNCG. • What is the most important change UNCG could make to improve your satisfaction as a faculty member? <p>The chair of FPDWC presented the rationale for development and administration of the survey to the faculty senate during its March 14th meeting.</p>
Unfinished business or issues to be addressed:	The Faculty Professional Development and Welfare Committee's focus in 2006-2007 academic year had been the exploration issues

	<p>of faculty morale during this period of change. It is important that we address concerns so we may retain a highly qualified faculty who are committed to the goals of the University. Because of the importance and sensitivity of this issue, care will be taken in handling, analyzing and reporting the results. Findings will be reported in aggregate form to avoid potential identification of individual participants. Privacy of the faculty will be maintained throughout the survey process. The survey results needs to be analyzed. The analysis will provide us with the important information we need to begin making effective changes that may benefit you personally and all of us generally.</p> <p>Lastly, I would like to thank members of my committee and the office of Institutional Research specifically, Sarah Carrigan and Karen Blackwell for their hard work, dedication and support in developing and administering this survey.</p>
<p>Recommendations for the Senate leadership:</p>	<p>Recent surveys of faculties from a number of research-oriented universities have shown that for untenured faculty members to invest heavily in teaching may prove detrimental to achieving tenure. This dilemma comes from the perception that research productivity remains a critical piece of the tenure expectation, despite the institutional rhetoric about the importance of teaching. Faculty may feel that their academic success may be jeopardized through an inability to meet the demands of increasing research productivity while maintaining a primary focus on teaching. Information obtained from a faculty satisfaction survey may be useful in providing an assessment of university workplace strengths, as well as to identify areas or issues of concern that can be addressed by the new provost to achieve success with the transitioning culture of the university environment.</p> <p>The Faculty Professional Development and Welfare Committee's main charge was is to explore and suggest ways that the university can bring to light faculty concerns during this period of change. The issue of faculty satisfaction was addressed through the administration of the faculty satisfaction survey developed by the Faculty Professional Development and Welfare Committee to assess the satisfaction of UNCG faculty in order to better understand the many factors that may positively or negatively contribute to the level of their satisfaction. It is our hope that the Information obtained from a faculty satisfaction survey will be useful in providing an assessment of university workplace strengths, as well as to identify areas or issues of concern that can be addressed by the new provost to achieve success with the transitioning culture of the university environment. We are hopeful that this effort may be useful in providing an assessment of university workplace strengths, as well as to identify areas or issues of concern that can be addressed by the new provost to achieve success with the transitioning culture of the university environment. Participation in this survey was completely voluntary. It is imperative that the new provost and other university administrators to carefully consider the policy implications of findings of this survey and to take appropriate actions.</p>

Faculty Promotions and Tenure Guidelines Committee

Committee Chair:	James Benschhoff
Number of Meetings:	4
Major activities or accomplishments:	<p>Our major item this year was hearing and discussing recommendations from the Dean's Council regarding clarifications to the procedures for promotion and tenure. Associate Provost Alan Boyette and Dean Timothy Johnston met with the Committee during our first meeting to present Dean's Council Recommendations and rationales, and answer questions from Committee members. In our next 3 meetings, the Committee discussed each of the recommendations at length and prepared recommendations from the Committee to the Faculty Senate. These recommendations were presented to the Faculty Senate on April 4th for comments and feedback. Suggestions from the Senate will be incorporated into one or more motions on the recommendations to be presented to Faculty Senate for a vote in the 2007-2008 academic year. Finally, the Committee was asked to provide feedback on suggested revisions to Post-Tenure Review Guidelines that currently are being reviewed by the UNCG system Faculty Senate.</p>
Unfinished business or issues to be addressed:	<p>In 2007-2008, motions regarding Dean's Council Recommendations on Promotion and Tenure Guidelines should be presented to Faculty Senate for voting. Other items for discussion and action are carried over from 2005-2006, including: (1) Senate leadership has identified the issue of acceptance of online publishing and journals as considerations in promotion and tenure decisions; and, (2) The issue of "update and clarification" of materials contained in a candidate's dossier. Specifically, should a candidate be required to update information such as status of research and creative activities and significant awards or honors? If so, at what point in the review is the dossier considered complete? The 2006-2007 committee members believe that individual units should meet and discuss this second issue before it is considered by the Promotion and Tenure Guidelines Committee or by the Faculty Senate.</p>
Recommendations for the Senate leadership:	

Graduate Studies Committee

Committee Chair:	David Nelson
Number of Meetings:	8
Major activities or accomplishments:	<p>As usual, much of the work of the GSC was concerned with curriculum: new courses, new programs, and modifications to current programs. In recent years, quite a number of proposals, especially for new courses, did not meet the standards of the GSC Curriculum Subcommittee, thus occasionally creating friction between this committee and the</p>

	<p>faculty member who submitted the proposal. To rectify this, Vince Francisco, chair of the Curriculum Subcommittee, met with curriculum committees of various academic units with the goal of sharing and explaining the curricular expectations of the GSC. This has resulted in a greatly increased rate of approval for new-course proposals. It has also “demystified” the approval process, specifically regarding the UNCG Standard Syllabus Format with its emphasis on Student Learning Outcomes, Teaching Methods and Assignments for Achieving Learning Outcomes, and Evaluation and Grading. This has been a welcome change.</p> <p>Additional activities of the GSC included:</p> <ul style="list-style-type: none"> • Creating a proposal to modify its membership to include the Registrar • Clarifying the relationship of the VISIONS program with programs for degree-seeking students • Changing the number of courses at the 500-level that can count towards doctoral degrees to 25% of non-dissertation hours • Establishing a new award to recognize the best use of technology in a thesis or dissertation. This award will be added to the current awards for outstanding dissertation and outstanding thesis. • Discussing how the provisional status for provisionally admitted students is implemented
Unfinished business or issues to be addressed:	<p>The policies regarding provisionally admitted students. The formal establishment of the new award for outstanding use of technology in a thesis or dissertation. Continued outreach to the faculty in regards to sharing the expectatons for curricular change proposals.</p>
Recommendations for the Senate leadership:	<p>My own personal recommendation is to encourage more dialogue between the GSC's Curriculum Subcommittee and the Undergraduate Curriculum Committee. Other than the fact that one committee deals with graduate proposals and the other undergraduate proposals, the GSC-CS and the UCC do pretty much the same thing. That said, there has been limited communication between these two committees in recent years, and this, I believe, has led to inconsistent handling of similar proposals submitted to the two committees. I suspect that this had led to confusion, if not frustration, by the faculty.</p>

Intercollegiate Athletics Committee

Committee Chair:	Vidyaranya Gargeya
Number of Meetings:	7
Major activities or accomplishments:	<p>The Committee carried out the followed activities during the 2006-2007 year:</p> <p>a) had discussions with Dr. Todd Lewis (Assistant professor in Counseling and Educational Development) on substance abuse with student athletes;</p>

	<p>b) had discussions to understand the Academic Progress Rates (APR) of the National Collegiate Athletic Association</p> <p>c) reviewed and ratified the On-Line Community Policy developed by the student athletes;</p> <p>d) evaluated and monitored the academic performance of student-athletes;</p> <p>e) had discussions with Dr. David Wyrick (Associate Professor, Public Health Education) on the introduction of the alcohol prevention program/course for student-athletes in fall 2007 semester; and</p> <p>f) obtained approval from the Chancellor for the process of assisted registration for student-athletes on a permanent basis.</p>
Unfinished business or issues to be addressed:	Nothing in particular.
Recommendations for the Senate leadership:	Consistency in attendance policies across the university for student-athletes missing classes due to competition.

Library Committee

Committee Chair:	Laurie Wideman
Number of Meetings:	1
<p>Major activities or accomplishments:</p> <p>Library Committee (continued)</p>	<ul style="list-style-type: none"> • Approved and passed the 2006-2007 collections budget. • SGA requested consideration of faculty policies that would require reserve copies of all required textbooks used in courses taught at UNCG. This issue is related to the increasing cost of textbooks for students. Discussion centered on copyright issues, ability of the library to purchase copies of all required texts and issues surrounding time limitations on use of reserve books. SGA and GSA requested that all faculty consider efficiency of their textbook use. It was determined that many of these issues would be addressed in the textbook report due to Erskine Bowles on Dec 1st, 2006 and that further discussion could occur after this report was released. • Kathy Crowe presented basic introductory material from the Information Commons Task Force/24 hr Study Area proposed for Jackson Library. More information would be presented at the next meeting.
Unfinished business or issues to be addressed:	In the spring of 2007, it was suggested that the Senate Library Committee be dissolved and restructured to the Library and Scholarly Communications Committee. This new committee would support the research and teaching mission of the University by consulting and advising faculty in matters related to the dissemination, use and archiving of information and knowledge. This resolution was presented and passed at the Faculty Senate meeting on April 4 th , 2007. This summer Rosann Bazirjian and Kathy Crowe will work on assigning

	members to this new committee as outlined in the resolution passed on April 4 th , 2007.
Recommendations for the Senate leadership:	

Research Grants Committee

Committee Chair:	Marion O'Brien
Number of Meetings:	7
Major activities or accomplishments:	<p>In the fall semester the Committee reviewed 30 applications for Regular Faculty grants and 22 applications for Summer Excellence awards. Reviews are carried out in three subgroups (Arts & Humanities, Natural Sciences, Social Sciences) and then the full committee meets to make final recommendations to Dr. Wander. In the spring semester the Committee reviewed 21 New Faculty grant proposals following the same procedure. Subcommittee chairs (Kirchoff, Wester, and Sink) prepared feedback for all proposals that were not recommended for funding in the fall semester, and for all New Faculty proposals. The Committee also reviewed requests for publication subsidies during the full committee meetings.</p> <p>The Committee also met in February to discuss policies and procedures with regard to internal UNCG grants and publication subsidies. The Committee voted to increase the Summer Excellence awards from \$4,000 to \$5,000, and to make these grants available to tenured faculty as well as untenured tenure-track faculty, with priority continuing to go to untenured tenure track faculty. The Committee also decided to change the eligibility requirement for submission of internal grants so that an applicant will be required to have submitted a proposal for external funding within the three years prior to submitting the internal proposal. The Committee also recommended some procedural changes that will be incorporated into the submission instructions for internal grants. The policy covering publication subsidies was also revised, and the new policy will be posted on the Associate Provost's website this summer.</p>
Unfinished business or issues to be addressed:	<p>The Research Policies Committee has requested that the Research Grants Committee reconsider issues of eligibility for internal grants (which was discussed by the Research Grants Committee both last year and this year as well), specifically as to whether to include clinical and research faculty and non-faculty staff members as individuals eligible to apply for internal grants. The Research Grants Committee members were not supportive of expanding the eligibility for internal grants during either of the last two years; however, we will discuss the topic again next year.</p>
Recommendations for senate leadership:	<p>The intersection of the Research Grants Committee, the Research Policies Committee, and the Associate Provost's Research Advisory Committee are unclear. Although the</p>

	<p>Research Grants committee spent considerable time this year discussing and making decisions regarding internal grant policies and procedures, it then turned out that these policies also needed to be discussed by other committees. It would be helpful and less frustrating for committee members if the responsibilities and lines of authority for these various committees were clarified.</p> <p>Senate leadership should be aware that it is important for members of the Research Grants Committee to have experience with research, grant writing, and external funding because a major part of the Committee's work involves reviewing proposals.</p>
--	---

Research Policies Committee

Committee Chair:	Terri Shelton
Number of Meetings:	4
Major activities or accomplishments:	<p>The committee met four times over the course of the 2006-2007 academic year. In addition to these meetings, the committee reviewed several documents as requested by the Office of Research Compliance regarding IRB certification and updating policies and procedures and as requested by other groups such as the Research Grants Committee. The first meeting involved a comprehensive review of the status of policies/procedures within the Office of Research Compliance by Eric Allen and the Office of Sponsored Programs by Charna Howson in order to provide information that could be disseminated to other departments/units by committee members. Ways in which improvements and changes in ORC and OSP could be more effectively and quickly communicated to faculty were discussed with an acknowledgement of the considerable changes and improvements in processes that had already been undertaken. The committee also reviewed its basic mandate and how it can serve the research enterprise particularly as a communication hub. Other issues discussed included some concrete questions raised by faculty including the use of gift cards and confidentiality, the eligibility criteria for faculty research and summer excellence grants, the need for research scientist/professor job designations, and some financial issues. The financial issues include fee-for-service and the mismatch between the current "green folder" process and these requests. With input from faculty, the following issues with respect to fee-for-service were identified: the time frame for processing (e.g., usually fee for service contracts are decided by the time a green folder would be started, need to respond quickly to the market), the issue of F&A and if and how much should be charged, the degree to which projects require IRB approval, and the need for flexibility in budgeting. The committee began to discuss potential solutions that will need to be continued in the 2007-2008 year.</p>

	<p>One particular challenge was the attendance of the committee members. Committee members tended to have busy teaching and committee membership schedules and because the members were chosen prior to a meeting time being established, there was no 1 hour block over the entire semester when any more than 4 members of the committee could attend (even raising the issue of a quorum and who were official members of the committee). The last meeting was attended by the Chair, one committee member, along with representatives from ORC, C&G and APR who are not full faculty members. Obviously, this will restrict the effectiveness of the committee. A suggestion was made that in future years an attempt be made to establish a regular meeting time of the committee and that new members be chosen with the knowledge that they will be able to come to the meetings.</p>
Unfinished business or issues to be addressed:	<p>(1) We began the process of discussing a more streamlined version of fee-for-service contracts. Several possible solutions/alternatives to the current "green folder" process were discussed along with the current barriers. However, no solution was identified by the end of the academic year. This is a very important issue and one that has significant financial implications for many units. (2). Another issue is the need to establish some type of research scientist designation (e.g., Assistant Research Professor). With the number of research projects and Centers on campus, there is currently no designation that recognizes this type of position and expertise. Current designations such as Adjunct faculty status or Assistant Director identify administrative duties but do not communicate the research role or level of expertise of the employee.</p> <p>(3) Finally, the committee continues to need to work closely with OSP and C&G to ensure that the infrastructure supports research on campus and does not become a barrier (e.g., fee for service). Other issues include responsibility for staff buy-out of vacation when grants are terminated, how to process invoices that come in after the grant has ended, among others.</p>
Recommendations for senate leadership:	<ul style="list-style-type: none"> - Establish a regular meeting time for the committee (e.g., 4th Monday of the month) and then seek membership based on ability to go to the meetings. - Consider policy of removal of committee members who are never available for meetings and yet get "credit" for committee membership and the process for replacement - Work to establish research scientist designations at UNCG

Undergraduate Curriculum Committee

Committee Chair:	Elisabeth Hurd
Number of Meetings:	8
Major activities or accomplishments:	a) Oversight of undergraduate curriculum and approval of new/amended courses;

	<p>b) Oversight of GEC designations for undergraduate courses;</p> <p>c) Oversight of service-learning designations for undergraduate courses;</p> <p>d) Completion of the review of the General Education Program, which included hosting outside consultants;</p> <p>e) Reviewed and made recommendations based on the review of General Education by outside consultants;</p>
Unfinished business or issues to be addressed:	The UCC policies and Curriculum Guide will need to be reviewed and revised as a result of the change in General Education governance.
Recommendations for the Senate leadership:	

University Promotions and Tenure Committee

Committee Chair:	Anna Marshall-Baker
Number of Meetings:	7
Major activities or accomplishments:	The Committee reviewed the dossiers of 12 candidates. Seven candidates, two for promotion to full professor and five for tenure and promotion to associate professor, were referred to the Committee by the Provost in early December. Three additional candidates for tenure and promotion to associate professor were referred to the Committee by the Provost in mid-December, and two additional candidates for tenure and promotion to associate professor were referred to the Committee by the Chancellor in January. The Committee ultimately recommended one of two candidates for promotion to full professor and seven of ten candidates for tenure and promotion to associate professor.
Unfinished business or issues to be addressed:	
Recommendations for the Senate leadership:	

University Teaching and Learning Center Committee

Committee Chair:	Jacalyn Claes
Number of Meetings:	8
Major activities or accomplishments:	
Unfinished business or issues to be addressed:	The University Teaching and Learning Center Committee began the year by researching and discussing classroom furniture and classroom layout that would be most conducive to effective laptop utilization by students. Within classrooms where the professor used an active learning approach, the committee favored the use of circular tables with power and internet connections for each student and an accessible white board for each small group. There was considerable discussion of the location of the teaching station in the room

	<p>with no clear consensus. There was agreement that media screens at both ends of the classroom would be useful.</p> <p>Another major project of the committee was the structure of mentoring for new faculty members at UNCG. Following a pilot project in 2005-06, the 16 faculty participants found both individual and group faculty learning communities to be useful in sustaining their sense of belonging to the faculty at UNCG. The 2005-06 project focused primarily on teaching. The UTLC invited Dr. Rosemary Wander to brainstorm with the committee the inclusion of scholarship formation. a mentoring program that focuses on teaching and scholarship will be discussed with the Provost in early fall 2007.</p>
<p>Recommendations for the Senate leadership:</p>	<p>Support for a campus-wide mentoring program for new faculty guided by an experienced faculty member who can encourage the retention of minority faculty.</p>

Respectfully Submitted,

Welborn Young
Secretary of the Faculty Senate, 2006-2007