UNCG delegates in attendance: Anne Wallace, Andrea Hunter, Anna Marshall-Baker
Absent with notice: Spoma Jovanovic

Gabriel Lugo, UNCW Dept of Mathematics & Statistics and Chair of the UNC Faculty Assembly, began the meeting by adjusting the agenda because of the impending snow storm. He then presented data regarding tenure and faculty compensation that he has shared with President Spellings and the BOG.

President Spellings made brief comments and then answered questions from the FA.
- Spellings feels that the strategic plan will be approved by the BOG and that the plan indicates “what we will do as well as what we won’t do” and reminds the BOG of our goals and missions. The next step is to go to the legislature and ask for resources for our priorities including retention of faculty. She expects the official launch of the SP to be in March.
  - Three primary concerns incorporated into the SP are
    - better information to run the educational enterprise and reflect its value
    - a focus on access and completion rates
    - graduation rates
- Spellings also will ask the legislature for deregulation regarding, e.g., capital projects and that salary adjustments be less prescriptive.
- Asked about faculty compensation, Spellings replied that legislators and GA hear
  - no one ever leaves the university
  - these are great jobs
  - if we had problems with faculty compensation then we would have a lack of applicants
  - faculty all think alike and their views are diametrically opposed to what legislators think
- Spellings states that we need to show legislators our breadth of scholarship and diversity.
  - She did not take her raise from the legislature because she did not think she “deserved it.”
• Spellings also will ask the legislature for funding to support a better data system.
• Junius Gonzalez (Sr. VP of Academic Affairs) responded to a question regarding heavy teaching loads which interfere with the ability to do research at HMI s. The plan for HMI s and smaller institutions is to host and convene day-long workshops with funding agencies such as the NEA, and to offer mini-grants to buyout faculty for 1-2 courses for grant proposals.

Matt Brody (VP for Human Resources) and Daniel Cohen-Vogel (Associate VP for Institutional Research) addressed faculty compensation. This presentation addressed methodology, step 1 in an on-going process.
• The long-term goal is to prepare systemic asks (x# of dollars over x# of years) rather than regular requests because “faculty are underpaid.”
• Data on faculty varies across campuses preventing accurate measurement but analysis should include
  o faculty and institutional characteristics
  o replicable analysis
  o broad coverage of institutions and disciplines
  o more accurate and consistent market representation
    ▪ “market” is based on Carnegie classifications and disciplines and includes
      • tenure status (including non-tenure track)
      • rank
      • type of university
      • disciplines (at this point based on 2-digit CIP codes)

  o more accurate and consistent market representation
    ▪ The market analysis does not include
      • private competitors
      • cost of living
      • benefits
      • degrees offered within the discipline

• National data are from the Council on University Planning and Analysis (CUPA) and an Oklahoma State Survey, thereby focusing on public institutions.
• This is not to discourage campuses from collecting data for their own purposes because ultimately decision-making regarding faculty compensation occurs at the campus level.

Student Success Panel Discussion
Gabriel Lugo distributed a draft of “The University of North Carolina Undergraduate Degree Completion Improvement Plan” developed by UNC General Administration, which includes draft plans from each campus to address student success. The UNCG draft plan focuses on “first-time, full-time undergraduate students that fall within deciles of 1-4 of predictive modeling.” The invited panelists described initiatives on their campuses that affect student success:
• Ontario Wooden, NCCU, Associate Vice Chancellor for Innovative, Engaged and Global Ed
  o NCCU involves 1st and 2nd year students in a “university college” where they work with professional advisors who meet with every student within the first 3-4 weeks of the semester. The advisors not only discuss academics but also life balance and career services, e.g. Students are guided to supplemental means of support such as coaching and the writing center. Students in their 3rd and 4th years are then better prepared to focus on discipline specific interests and goals.

• Cynthia Demetriou, UNC-CH, Associate Dean of Retention
  o UNC-CH spent a year writing a university definition of “student success:” Undergraduate student success advances higher learning and discovery as well as individual competency development and academic achievement.
  o For details see: http://studentsuccess.unc.edu/defining-student-success/

• Sarah Williams, ECU, Director of STEPP (Supporting Transition and Education through Planning and Partnerships)
  o ECU, Appalachian State, and Fayetteville State received funding to develop the “College STAR” project focused on providing instructional and student support. Fundamental to their efforts is embracing the various learning profiles of students using the common language of Universal Design for Learning.

• Leroy Kaufman, WCU, substituting for the Director of Coulter Faculty Commons
  o WCU with a number of centers and offices that provide support to students.

• David Teachout, UNCG, UTLC
  o UTLC with its faculty development mission does not include Student Success which is in the Office of Enrollment Management, but focuses on faculty development as faculty have the most encounters with students.

The discussion concluded with a chart presented by Junius Gonzalez regarding the varying factors that affect student success, and his expectation that within the next 5 years the funding model will move from projected enrollment to degrees completed.

**Resolutions: 1) Faculty Compensation and 2) SACSCOC**

Gabriel Lugo introduced two resolutions, one regarding increases to faculty salaries and replenishing the retention fund, and a second resolution regarding actions by the NC General Assembly and UNC Board of Governors that may impact compliance with expectations of The Southern Associations of Colleges and Schools Commission on Colleges (SACSCOC). Both resolutions passed by voice vote. Development and support of similar resolutions by the individual campuses is anticipated.
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.

G. Lugo UNCW, Chair
A. Morehead ECU, Vice Chair
D. Green NCCU, Secretary
J. Martin NCSU, Parliamentarian
H. McMurray NCCU, HMI Caucus Chair

T. Ives UNCCHi, 5 delegate Caucus
C. Thompson UNCW, 4 delegate Caucus
S. Chao FSU, 3 delegate Caucus
A. Powell NCSSM, 2 delegate Caucus
S. Jovanovic UNCG, At-large
L. Dohse, UNCA, At-Large
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 below*:

<table>
<thead>
<tr>
<th>BOG Actions</th>
<th>Action Type</th>
<th>SACSCOC</th>
<th>Facts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Post Tenure Review</td>
<td>UNCC Code Change 400.3.3</td>
<td>3.7.5</td>
<td>Policies changed system-wide in spite of opposing resolutions from the campuses</td>
</tr>
<tr>
<td>2 Chancellor searches</td>
<td>UNCC Code Change 300.1.1(II.A.4)</td>
<td>3.2.1</td>
<td>BOG members are now active participants on CEO searches</td>
</tr>
<tr>
<td>3 Research centers</td>
<td>UNCC Code Change 400.5[R][II.E]</td>
<td>3.7.5</td>
<td>Campus management prerogatives were abrogated, several centers were dissolved for reasons other than those publicly stated</td>
</tr>
<tr>
<td>6 President search</td>
<td>UNCC Code Change 200.3</td>
<td>3.2.1</td>
<td>Policies for president searches changed over BOG and Faculty Assembly objections</td>
</tr>
<tr>
<td>7 Legislators in attendance at BOG meetings</td>
<td>Law violation NC GS 116-7(b), 116-10, 116-11 (2)</td>
<td>3.2.4 , 2.2</td>
<td>Members of the NCGA have become active participants in BOG meetings</td>
</tr>
<tr>
<td>NCGA Actions</td>
<td>Action Type</td>
<td>SACSCOC</td>
<td>Facts</td>
</tr>
<tr>
<td>--------------</td>
<td>-------------</td>
<td>---------</td>
<td>-------</td>
</tr>
<tr>
<td>8 “Packed” BOG</td>
<td>Violation of historical precedent</td>
<td>3.2.4, 3.2.2</td>
<td>Membership of the BOG reconstituted with partisan bias</td>
</tr>
<tr>
<td>9 Legislators sitting at the table at BOG meetings</td>
<td>Law violation NC GS 116-7(b), 116-10, 116-11 (2)</td>
<td>3.2.4, 2.2</td>
<td>Member of the NCGA have become active participants in BOG meetings</td>
</tr>
<tr>
<td>10 President search interference</td>
<td>Law Change Session law 2015-300; NC GS 116-14</td>
<td>3.2.4 3.2.1 2.2</td>
<td>Law enacted bypassing authority previously delegated to the Board</td>
</tr>
<tr>
<td>11 Board term limit interference</td>
<td>Law Change Session Law 2015-300; NC GS 116-6(e)</td>
<td>3.2.2</td>
<td>Enacted without explanation during controversial President search process; practical effect was removal of the BOG Chair</td>
</tr>
<tr>
<td>12 SAE Fraternities</td>
<td>Law Change 2013-413 PART II SECTION 6(c); 116-40.11</td>
<td>3.2.4, 2.2</td>
<td>Members of NCGSA interfering with campus handling of sanctions to student organization and student appeals</td>
</tr>
<tr>
<td>13 Laws enacted affecting admission standards, tuition, fees.</td>
<td>Law Changes Session law 2016-94 PART IX. UNIVERSITIES; NC GS 116 multiple sections</td>
<td>3.2.2</td>
<td>Laws bypassed prerogative authority delegated to governing boards, and institutional financial solvency.</td>
</tr>
<tr>
<td>14 Lab schools. Unfunded mandate to create 8 lab schools at 8 campuses</td>
<td>Law Change, Session law 2016-94 PART IX. UNIVERSITIES, SECTION 11.6.(a); Law violation, NC GS 116-11 (2)</td>
<td>3.2.2</td>
<td>Laws bypassed prerogative authority delegated to governing boards, also disregarding principles of shared governance</td>
</tr>
<tr>
<td>15 “Collaboratory”</td>
<td>Law violation, NC GS 116-11 (2), and (9)a; UNC Code violation 400.5[R]</td>
<td>3.2.4, 3.2.2</td>
<td>Mandate to create a research center with specified duties</td>
</tr>
<tr>
<td>Chapel Hill fine reversal</td>
<td>Law violation, Session law 2016-94 SECTION 11.9; NC GS 116-11 (2); Constitutional violation, NC Constitution Article II Section 24 (1)(I)</td>
<td>3.2.2</td>
<td>Law reversing actions of the BOG</td>
</tr>
<tr>
<td>Trustees selection</td>
<td>Law change, Session law 2016-126 PART II SECTION 35; NC GS 116-31; Constitutional violation, NC Constitution Article IX Section 8</td>
<td>3.2.4, 2.2</td>
<td>Law recognized at a national level as a politically motivated effort to restrict the power of the governor-elect</td>
</tr>
</tbody>
</table>

2.2 Governing Boards
3.2.1 CEO Evaluation/selection
3.2.2 Governing Board Control
3.2.4 External Influence on governing Boards
3.2.6 Board/Administration distinction
3.7.5 Faculty Governance

*Actions of concern are listed in chronological order.*