



General Faculty Meeting Minutes

Sep 16, 2015

(Minutes approved 4/20/16)

The meeting was called to order at 3:00 p.m.

Anne Wallace:

The Chair opens the meeting with a business session in which a motion is approved to amend the agenda in order to nominate an acting secretary. The amended agenda is approved. Wade Maki is nominated and elected to serve as acting Secretary of the General Faculty. Stoel Burrows described the process of selecting two members of the General Faculty for the Honorary Degree Committee. The nominees will be elected by Faculty Senators through an online debate and election.

Provost Dunn COACHE Survey:

The full COACH data arrived about 2 weeks ago from the survey administered in spring 2015 and will be released shortly via a link on the Provost's web page. You will need UNCG credentials to log in. Details forthcoming.

We have well selected peers Bowling Green State University, East Carolina University, Kent State, UNC Charlotte and Virginia Commonwealth as our peer institutions for comparative analysis of the data.

Our response rate was high: 58% of full time faculty responded (330 faculty). Peer response rates were in the 40th percentile. In addition to our five peers, COACHE compares our data to all 100 institutions that use the survey.

COACHE is essentially a climate survey and there are challenges in using the instrument. It captures what faculty *feel* about issues, but not *why* they feel this way. Satisfaction is the combined result of expectations and actual conditions of the workplace. Since COACHE doesn't get at the causes, the result could be the workplace itself, our attitudes, or expectations. COACHE is a starting point. It is not the whole story. We need to determine the "why" in order to respond appropriately. For example, one source of faculty dissatisfaction is with health and retirement benefits. UNCG respondents were far more negative than our peers. This is interesting since two peers are UNC schools with identical benefits.

UNCG satisfaction rates are higher than our peers in four areas: tenure policies, tenure clarity, and leadership divisional (Deans) and departmental quality. UNCG satisfaction is lower than our peers in five areas: nature of service work, nature of work teaching, personal and family policies, health and retirement benefits, and senior leadership (Chancellor). Based upon faculty recommendations, we have adopted revenue neutral changes to personal and family policies. Health and retirement benefits are a system level issue that our institution cannot specifically address.

Grant support was another strength area. We are struggling in this budget climate to support faculty with research resources. To address limited research funding, Chancellor Gilliam has agreed to raise funds for the Faculty First initiative.

Time spent on service and number of committees are two areas of negative response. The most positive item faculty noted is equitability of committee assignments. UNCG is a "committee dense" university and reducing committees may be an option.

Our institutional commitment to teaching is one of our great strengths, yet satisfaction in this area is low. Faculty feel they spend too much time teaching. The dissatisfaction is not about number of courses but intensity of preparation, grading, and number of students in our classes. The quality of admitted students is also an expressed concern. Also faculty report high satisfaction with quality of graduate students and for support of their teaching development. COACH data reveals a dissatisfaction with balance between service and research noting too much time is spent on administrative tasks.

In the area of facilities and work resources, faculty report that classrooms and offices are satisfactory, the Library services also rated well amongst respondents. Participant dissatisfaction was higher in area of support for improving teaching with computing and technical support rated as the most negative area. The new UTLC director (David Teachout) will work on improving faculty satisfaction in these areas.

Faculty perceptions about divisional leadership is usually favorable. Departmental quality was good and the intellectual vitality of pre-tenured faculty was rated very positive. Attitudes reported about collegiality revealed that faculty value their colleagues but don't feel reciprocally valued by them. Unfavorable recognition for advising, dissatisfaction with CAO recognition (needs to do more).

General COACH Survey Patterns:

Tenured faculty are less satisfied. Tenure earning faculty are more satisfied. Dissatisfaction highest for faculty in associate ranks. Faculty in the humanities and business feel less satisfied while health and science/math fields are generally more satisfied. One significant area of concern is that faculty of color reported lower scores on nine benchmarks. This disparity of experiences needs to be examined.

The best aspects of UNCG are: the quality of colleagues, geographic location, support of colleagues, and cost of living. The worst aspects of UNCG are: compensation, lack of research/creative activity support, quality of leadership, and excessive service. Most important areas to improve was senior leadership followed by compensation and benefits.

Next Steps:

A working group is being formed to take COACHE data and focus on actionable items for positive impact. Each dean will recommend a data-savvy person to help this effort. Faculty Senate will recommend three additional persons for this committee. This group's timeline is to work through November 17th and to present a preliminary report at the December faculty senate meeting.

Provost Dunn's remarks on the State Budget:

We don't have a full accounting of what is in the budget. Once the two-year budget is approved, GA will distribute resources and cuts to individual campuses. There will be a cut this academic year with a bigger reduction in revenues in year two. The cut this year has already been planned for. Enrollment growth is fully funded. We will revise growth projections in light of this year's numbers. We do not expect good news on employee compensation. A token bonus is being offered, but may only be awarded SPA employees. Our institution has some other funds that may be used for additional compensation adjustments.

Advancement spending will be limited to the use of one million dollars in state funds. UNCG advancement activities will actually cost over three million dollars. We have a 9-to-1 return rate on advancement funding. This reduction on spending happens in year two of the budget. We are working to attach a small administration fee to the endowment to cover additional fundraising efforts. This fee will close two thirds of the advancement funding gap. If the state bond goes forward, UNCG will receive additional revenues in some form.

Anne adjourned the meeting at 4:30 p.m.

Wade Maki, General Faculty Secretary

(Minutes approved 2/20/16)