

Minutes of the Faculty Senate Meeting
April 4, 2012
3:00-5:00 pm
Virginia Dare Room, Alumni House
Josh Hoffman, Chair

Approved, April 18, 2012

Agenda Item & Presenter	Discussion/Motion	Outcome
Welcome: <i>Senate Chair Josh Hoffman</i>	The Senate Chair opened the meeting at 3:04	
Review/Approve Minutes of December 7 2011: <i>Senate Chair Josh Hoffman</i>	Approval of the minutes from March 14, 2012 Motion to Accept: Jacqueline Claes Second to the Motion: Bruce Banks Vote: Unanimous in favor	Minutes approved unanimously
Remarks: <i>Senate Chair Josh Hoffman</i>	The Senate Chair announced the following: <ul style="list-style-type: none"> • Reminder that there will be an additional Senate meeting on April 18, 2012. At that meeting there will be a few important items of business, after which the rest of the meeting will be devoted to discussing the report of the University Committee on Academic Program Review. At that time, the Faculty Senate ad hoc Committee on Academic Program Review will share its report with the Senate so that the Senate may consider its own response. • The semi-annual meeting of the General Faculty will be on April 25, 2012. At that meeting, the changes to the Constitution that the Senate passed in March will come before that body for approval. The Chancellor and Provost will discuss their decisions in response to the final report from the University Program Review Committee. (UPRC). • A census was conducted to determine the allocation of Senate seats to the academic units as a follow up to restructuring. The results concluded that we will add one seat to the Senate from the JSNN. • Senate election of officers (Chair-elect; secretary) will take place on April 18, 2012 • We have one important action item today, to amend the By-Laws regarding the committee structures to accommodate the changes recently made to <i>The Constitution</i>, and to assign the JSNN certain committee seats. • Finally, today we shall have a report from the Task Force on Non-Tenure Track Faculty, a report into which has gone much thought and work. The role of the non-tenure track faculty in faculty government at UNCG will be a major issue next year. I hope that all of you will read the full report and think about your responses to it in the meantime. 	
Remarks by the Chancellor: <i>Lynda P. Brady Chancellor</i>	Chancellor Brady began her remarks by thanking the Senate and their faculty colleagues for their efforts to ensure UNCG continues to provide a quality educational experience for our students. She was specific in offering thanks to Josh for the <i>yeoman's</i> work he has done this year— “he has done a wonderful job in representing the interests of the faculty and I have enjoyed working with him.” Chancellor Brady made the following remarks:	

- On Monday we were pleased to host Governor Beverly Perdue on campus as part of her “Invest in Education” tour of North Carolina. The focus of her short visit with students and faculty was on “Education, Innovation and Impact”. The Governor’s visit was a terrific opportunity for us to highlight the amazing work of our faculty and students in the classroom, in laboratories, and in learning communities. I would like to extend my thanks to several members of the faculty who participated in the governor’s visit: Dr. Meg Horton, Lecturer in Biology and Faculty Fellow of Grogan College; Dr. Olav Rueppell, Associate Professor of Biology; and Dr. Sat Gupta, Professor in the Department of Mathematics and Statistics. All three represent the best of what this university is all about: challenging academic programs, opportunities for undergraduates to engage in research, and research and innovation/commercialization that impact the economy of the Triad and the state.
- Representative Brad Miller was on campus Tuesday for the first *Graduate Research and Creativity Expo*. I think these opportunities to host state and federal elected officials are extremely important in getting the word out about what the university contributes.
- I would like to focus my next remarks on Academic Program Review. As I have said before, our goal is to position UNCG to be as strong academically as possible, consistent with our mission, Strategic Plan, and responsibility to the people of North Carolina. Since the report of the University Program Review Committee (UPRC) was posted for comment on March 2, 2012, the Provost and I have been separately reviewing the recommendations of the UPRC, and also the reports prepared by the academic units and deans. While I have not finished my review of the four large notebooks that capture the work of the many faculty, staff and administrators involved in the process, one thing has already become clear: this process, as challenging as it has been for the campus, has identified significant areas of strength and opportunity that will shape the direction of this university in coming year.
- I believe the outcome of the process will highlight three major areas of work moving forward: (1) the identification of a number of strengths (based on quality and demand) which we should consider as candidates for future investment, as resources become available; (2) the identification of challenged programs which will require further study and plans to strengthen those critical to the vision and mission of the university moving forward; and (3) the identification of programs for discontinuation, based on recommendations coming forward largely from the academic units.
- Our future as a leader in meeting the needs of our students and the people of North Carolina is linked to the first two areas. The difficult decisions associated with the third area will enable all of us (at the university, unit and department levels) to focus increasingly scarce resources (people, dollars and facilities) on the programs and

activities essential to our continued success.

- I recognize that one of the greatest uncertainties in this process, and the issue that has prompted the largest concern among faculty, is the potential release of tenured or tenure-track faculty as a result of decisions to discontinue academic programs. Based on what I have seen in the recommendations to date, I do not anticipate the release of any tenured or tenure-track faculty as a consequence of program discontinuation. Rather, I believe the discontinuation of programs will provide a framework within which the Provost, deans and department heads can engage with their faculty to make any necessary adjustments in work assignments as needed, based on the identification of strengths that merit reinforcement and plans to address challenges in programs critical to the vision and mission of the university.
- This process will also help us in two other critical activities. UNCG's current Strategic Plan expires in 2014. During the coming academic year it will be important to engage a campus conversation on how best to structure the next planning cycle, to ensure widespread buy-in to the process and to position us to begin the planning process in earnest in Fall 2013. I am convinced the insights gained from Academic Program Review will be of great help as we shape the next Strategic Plan.
- UNCG is in the planning stages for the next major comprehensive campaign. This planning will involve the development of a case statement for support grounded in transformational themes around which all members of the university community can contribute. I believe the areas of strength and high demand that have been identified during the Academic Program Review process will provide critical building blocks as we develop those themes.
- We were privileged to host a dinner for faculty retiring at the end of the academic year. This is an annual tradition instituted three years ago. It provided a wonderful opportunity to thank faculty whose length of service ranges up to 40 years and who could have spent their careers at any of the many universities across the state or around the country, but chose UNCG. It was an opportunity to thank them for what they contributed to the reputation of UNCG and to the success of any number of generations of students.
- Finally, let me once again comment on the public debate that is being engaged concerning the future of higher education in the state of North Carolina. Due to the impact of budget cuts over the last 5 years, UNCG will implement a significant increase in tuition for the 2012-13 academic year. At the same time, we remain committed to our missions of access and student success. We believe, and I know you believe, that education is a public good benefitting not only the individual student but society as a whole. Please join me in making this case as you have conversations with friends, alumni, and members of the Greensboro community and beyond. Together we must maintain this state's position as a model for public higher education. Thank you for the individual contributions you have

	<p>made throughout this academic year.</p> <p>The Chancellor opened the floor for questions. There were none.</p>	
<p>Remarks by the Provost: <i>David Perrin Provost</i></p>	<p>The Provost began his remarks on the transitional issues involving the <u>Division of Continual Learning</u>.</p> <ul style="list-style-type: none"> • Dr. Robert Brown will retire this summer after serving 10 years as Dean of the Division of Continual Learning (DCL). I am grateful to Dean Brown for all he has done to raise the level, profile, and quality of online courses and programs at UNCG during his distinguished period of leadership. The many national awards earned and innovative programs launched, as well as the esteemed reputation of the DCL garnered within the UNC System’s online community provide impressive evidence of Dean Brown’s outstanding contributions to UNCG. • I believe that we have evolved to a level of activity and productivity in our online programs on this campus that we need a transformation of the manner by which DCL supports faculty and departments in academic units and not only the development of online courses programs but the continued for those entities to offer and become more engaged in our online initiatives. • In planning for Dean Brown’s forthcoming departure, I have asked Dr. Jim Eddy, presently Director of the Office of Academic Outreach and Professor of Public Health Education in the School of Health and Human Sciences, to serve as interim dean for a two-year period effective August 1, 2012. Among Dr. Eddy’s responsibilities will be to ensure that DCL: <ul style="list-style-type: none"> • works closely with faculty, departments, schools and the College to better understand the online course and program needs of academic units; • enables and supports academic departments to create and sustain online courses and programs to grow student credit hours and revenue within departments; and • becomes a hub of faculty engagement for online and distance education course and program design and support. <p>The goal is to transform what has been, essentially, an independent enterprise within DCL to one that engages faculty in departments across the campus and provides much more support to faculty.</p> <p>Dr. Eddy will work with Dean Brown to schedule one or more meetings with the staff of DCL within the next couple of weeks. I also expect he will work with Dean Brown and the DCL staff periodically between now and July 1 to ensure a smooth transition in leadership.</p> <p><u>Academic Program Review</u></p> <p>In regard to Academic Program Review, I continue to work closely with the academic unit deans in reviewing the programs that have been identified as having some challenges in either quality, function or demand. There are a number identified for discontinuation, a number</p>	<ul style="list-style-type: none"> •

identified for strengthening – those that we want to retain that are essential to the University, to the academic units, to the departments. I've been working with the deans on specific plans and interventions to improve those programs and we've been working to generate a final list of those programs that we would view as true strengths of the University. I have been meeting with various campus groups and organizations including students, faculty, and staff and the Chancellor and I will be meeting with the Faculty Senate on April 18 to hear any advice you have for us, any concerns and suggestions you may have about the process at that point. On April 25th, I will be prepared to make a presentation at the General Faculty meeting which will include an overview of the process from the beginning to the current moment and a set of what my recommendations will be to the Chancellor in regard to the three categories I mentioned earlier. Our hope is to address the full board of trustees on May 3, making essentially the same presentation as would have been given to the General Faculty, but by that time, any of those recommendations will be in the position of being the decisions of the Chancellor. I think we are moving along and feel pretty good about where we are in the process. I think we can bring this to closure this spring. Any program discontinuation that includes currently enrolled students, of course, will need to go back to the departments for processing and then come up through the Undergraduate Curriculum Committee and/or the Graduate Studies Committee, on to SACS and, of course, to the Board of Governors for approval.

Non-Tenure Track Taskforce

The final comment I want to make is in regard to the Taskforce on Non-tenure Track faculty. Just to give you some context for how this came about, in 2010, General Administration conveyed to the Chief Academic Officers that need to conduct this kind of review given the increasing number of non-tenure track faculty across the UNC system. Each provost was asked to recommend members to the General Administration for membership on such a taskforce, but it went away after the transition in leadership at GA. I felt it was an important conversation for our campus to have and so I engaged with the Faculty Senate leadership to appoint this taskforce under the leadership of Anne Wallace and Vicki McCready. The charge to the taskforce was to review the existing policies and practices governing non-tenure track faculty at UNCG and to recommend changes to improve non-tenure track faculty working conditions at UNCG. I just want to say publicly that Vicki and Anne and the members of this taskforce have done a terrific job; I think they have generated a report and a set of recommendations that deserve our careful consideration moving forward in the coming months. I just want to publicly thank Vicki and Anne and the members of the Taskforce for their good work.

The Provost opened the floor for questions. There were none.

	<p><u>Faculty Senate ad hoc Committee on Online Learning</u> Senate Chair, Josh Hoffman took this opportunity to speak about the role of Faculty Senate in relation to Online Learning. At the next Faculty Senate meeting, he will ask for approval for the creation of a Faculty Senate Online Learning Committee with membership coming from the units, similar to the make up of most of our other committees. He looks forward to the Senate having a very strong voice in developments in the area of online education. He has been involved in getting to know more about this area; he has been in conversation with James Eddy, who is supportive of such a Senate Committee.</p>	
<p>Call for Nominations: 2012-2013 Senate Chair-Elect and Secretary: <i>Senate Elections Committee, Rich Ehrhardt, Chair</i></p>	<p><u>Nomination of Senate Chair-Elect and Secretary for 2012-2013</u> Rich asked Senators to fill out the nomination form that was handed out before the meeting and return by the due date (April 16) with nominations for Senate Chair-Elect and Senate Secretary for next academic year.</p>	
<p>Report: Unit and At-Large Election and Appointment Results for 2012-2015 – <i>Julie Hersberger, Chair, Committee on Committees</i></p>	<p><u>Unit and At-Large Election & Appointment Results</u> Beth Bernhardt stood in for Julie Hersberger and asked Senators to review the hand out containing unit and at-large election and appointment results. She directed Senators to pose their questions to Julie Hersberger, Chair of the Committee on Committees or the Senate administrative support staff, Brenda Bey.</p>	
<p>Resolution #FS040412-01: To Revise and Rename Appendix A (Committee Structure) of the <i>Bylaws of the Constitution of the Faculty</i> – <i>Bruce Kirchoff, Chair, Faculty Government Committee</i></p>	<p>Standing in for Bruce Kirchoff, Chair of the Faculty Government Committee, Josh Hoffman presented Resolution #FS040412-01: To Revise and Rename Appendix A (Faculty Senate and Committee Structures) of the <i>Bylaws of the Constitution of the Faculty</i>. The resolution was read and a vote was taken. It was approved unanimously.</p>	<p>Resolution Approved</p>
<p>Final Report of the Task Force on Non-Tenure Track Faculty: <u><i>One Faculty, One Voice</i></u> – <i>Anne Wallace and Vicki McCready, Co-Chairs, NTT Task Force.</i></p>	<p><u>Task Force on Non-Tenure Track Faculty</u> Anne Wallace and Vicki McCready presented a slideshow as part of the Final Report of the Task Force on Non-Tenure Track Faculty (<i>see attached slide show</i>) consisting of Phase I – Report Summary including Background and History, Task Force Members, Charge to the Task Force; and Phase II – Demographic Background, Teaching, Promotion and Salary, Job Security, Governance, Grants & Awards, Retirement, and The Nature of Your Work. The Senators had been provided with full text copies of each report.</p> <p>The Senators thanked the co-chairs for all their hard work on this task force by a round of applause.</p>	

<p>Report: UNC Faculty Assembly Meeting March 3, 2012 – <i>David Ribar, Lead Delegate, UNCG Faculty Assembly Delegation</i></p>	<p>David Ribar gave his report on the UNC Faculty Assembly Meeting on March 3, 2012. (<i>see attached Faculty Assembly meeting report.</i>) He directed Senators to the website within the report that would provide information on budget priorities. He shared that current metrics have the same weight and that the focus on quality is less.</p>	
<p>Remarks: <i>John Lepri, Faculty Senate Chair-Elect</i></p>	<p>John Lepri the incoming Chair of the Senate, thanked Josh Hoffman for his mentoring during his Chair-Elect year. He stated that the Non-Tenure Track issue would be one Senate would take up in the 2012-13 academic year among others. He further stated that the calendar of 2012-2013 Faculty Senate meetings would be provided at the April 18, 2012 meeting.</p>	
<p>Adjournment: <i>Senate Chair Josh Hoffman</i></p>	<p>The Senate Chairs called for a motion to adjourn the meeting:</p> <p style="padding-left: 40px;">Motion to adjourn the meeting: Jacalyn Claes Second to the motion: Tom Jackson Vote: Unanimous approval</p>	<p>Motion to Adjourn approved by Unanimous vote</p>

Respectfully submitted,

Beth R Bernhardt
Secretary of the Faculty Senate 2011-2012

UNCG Task Force on Non-Tenure Track (NTT) Faculty

Co-Chairs
Vicki McCreedy
Anne Wallace

Presentation to UNCG Faculty Senate:
ONE FACULTY ONE VOICE
April 4, 2012

Do something bigger altogether



Background and History

- 2002 General Administration report and recommendations to Board of Governors responding to issues raised by increase in NTT faculty
- 2008 UNC campus reports to GA on progress toward 2002 recommendations
- 2008 reinstatement of UNC system NTT Faculty Status Committee (Wallace is UNCG member)

Do something bigger altogether



Background and History

- UNCG Task Force jointly appointed by the Provost and the Faculty Senate in February 2010

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Task Force Members

Non-Tenure-Track Faculty

- | | |
|--|--|
| • Michael Cauthen | • James Milanese |
| – African Studies | – Accounting and Finance |
| • Mitch Fore | • Keith Mobley |
| – Dance | – Counseling and Educational Development |
| • Deborah Hancock | |
| – Nursing | |
| • Wade Maki | |
| – Philosophy | |
| • Vicki McCreedy | Graduate Assistant: |
| – Communication Sciences and Disorders | • Justin Hessberg |

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Task Force Members

Tenure-Track Faculty

- David Fein
 - Romance Languages
- Dan Perlman
 - Human Development and Family Studies
- Leila Villaverde
 - Educational Leadership and Cultural Foundations
- Anne Wallace
 - English

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Charge to the Task Force

- Review existing UNCG policies and practices governing NTT faculty
- Recommend changes to improve NTT faculty working conditions at UNCG
- Support future UNCG response to UNC system NTT Faculty Committees

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The Phase I Report

- No presence in any university-wide governing body for NTT faculty members
- Great variability in departmental policies on governance participation of NTT faculty
- No eligibility for the UNCG Mentoring Program
- Significantly higher teaching load: an average of 45% more students per course than TT faculty and an average of more than 25% more students per course than Graduate Teaching Assistants

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The Phase I Report (cont.)

- Less money for UNCG teaching excellence awards for NTT faculty (\$3,000 less than TT faculty) and not eligible for the Board of Governors teaching award
- Promotion policies for approximately 57% (4/7) of units on campus, none in the rest
- Average salary difference between TT and NTT across the university of almost \$39,000 decreasing to \$28,000 in units with NTT promotion policies

Do something bigger altogether



The Phase I Report (cont.)

- No eligibility for NTT faculty for Emeritus status or phased retirement, regardless of years of service

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Summary of the Phase I Report

- TT faculty enjoy a much wider array of rights and responsibilities than NTT faculty do
- NTT faculty employment policies and practices vary so widely among, and within, academic units
 - Results in considerable inequity of rights and responsibilities even within the NTT faculty ranks

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The Phase II Report

- 433 full- and part-time NTT faculty were asked to complete a survey to:
 - Evaluate various elements differentiating NTT and TT faculty
 - Collect input regarding the working conditions of NTT faculty
 - Gather responses from NTT faculty regarding future recommendations
- 185 NTT faculty responded
 - Response rate of 42.7%

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Sections of the Phase II Report

- | | |
|--------------------------|---------------------------|
| • Demographic Background | • Governance |
| • Teaching | • Grants and Awards |
| • Promotion and Salary | • Retirement |
| • Job Security | • The Nature of Your Work |

Do something bigger altogether



Demographic Background

- 44% of respondents held either a Ph.D (33%) or a MFA (11%)
- 48% had been employed for 3-9 years at UNCG, and 26% for 10 or more years
- 58% were on a one-year contract in 2010-11

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Job Security

- The overwhelming majority of respondents did not feel secure in their jobs due to:
 - Reduction in contract duration
 - Budgetary cutbacks
 - The impending threat of contract renewals

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Governance

- 90% of respondents were eligible to attend and participate in departmental faculty meetings.
- 60% were eligible to vote on departmental policy decisions excluding tenure and promotion decisions for TT faculty.

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Governance (cont.)

- 43% were eligible to serve on departmental search committees, 83% to serve on other departmental committees.
- Respondents noted the discrepancy between heavy teaching loads of NTT faculty and their low representation in deciding curricular policy.

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The Nature of Your Work

- 67% of the respondents ranked “increased job security through multi-year contracts” as either first or second in importance.
- 52% ranked “salary disparity” as either first or second in importance.
- “Opportunities for promotion” and “teaching load” were ranked almost equally as the third most important issues.
- “Opportunities for promotion” and “eligibility for awards” were ranked almost equally as fourth.

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Overall Priorities for Reform

- Representation in faculty governance at all levels should be the first priority.
 - No new resources needed
 - Progress toward increased job security and salary equity supported by NTT participation in governance
- All units and departments should demonstrate continuing progress toward the achievement of equitable standards established by the Senate and the Provost.

Do something bigger, altogether



Recommendations for Professional Conditions and Voice

- Direct involvement of NTT faculty in deciding policy in areas where they already have critical institutional responsibilities, such as: curriculum, program requirements, instructional goals, student learning outcomes and strategic planning
- Active participation, representation, and voting rights in University policy decisions affecting the academic and work environments
 - One faculty, one voice
 - Eligibility for election to the Faculty Senate

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Recommendations for Professional Conditions and Voice (cont.)

- University-wide standard policies and procedures guiding appointment, reappointment, and promotion for NTT faculty
- Multi-year contracts increasing in length with promotion

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Recommendations for Compensation

- Salaries and benefits comparable with full-time TT faculty at UNCG with similar credentials
- Eligibility for regular salary increases on a comparable basis with TT faculty
 - Availability of merit raises, promotion raises, and equity adjustments

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Recommendations for Professional Responsibility, Support and Recognition

- Full access to teaching and professional development resources generally available to full-time TT faculty
- Eligibility for recognition for the same type of teaching awards as TT faculty, including the same monetary awards
- Adequate support to carry out their assigned duties

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Report to the UNCG Faculty Senate on the UNC Faculty Assembly Meeting

Contributed by Professors John Lepri & David Ribar

Report prepared April 4, 2012

Web-site: Information about the UNC Faculty Assembly is available at <http://www.northcarolina.edu/facultyassembly/index.htm>.

March 23, 2012 meeting: Professors Jones, Lepri & Ribar attended. The meeting included:

1. Discussion of budget issues by Vice President for Finance Charlie Perusse. V.P. Prerusse discussed three issues
 - a. Budget update. For the first time in many years there will be no mandatory reversions from the UNC system at the end of this budget year. State revenues continue to run approximately \$150 million ahead of projections, but there are also structural issues with Medicaid and pre-school funding that will more than account for those extra revenues. Level funding for the UNC system appears to be likely for the coming year.
 - b. Performance Funding. The proposed performance funding measure will be made up of seven “core” measures (retention, six-year graduation rate, general and Pell-student degree efficiency, space utilization, financial integrity, and energy efficiency) that are common to all campuses and three additional measures that will be specific to campuses. For each measure, there will be a baseline, a goal and a target rate of change. Performance on each item will be measured by the percentage of the target achieved. The ten items will be summed to form an overall measure. An advantage of the measure is that it is not “all or nothing” (progress toward goals counts). A disadvantage noted by several delegates is that that the measure does not indicate quality. The GA is requesting that performance funding be a \$11.5 million “add-on” in the budget; it is included in item 2.a (see page 6 of the linked hand-out below).
 - c. General Administration budget priorities for 2012-13 (see <https://www.northcarolina.edu/bog/doc.php?code=bog&id=28943>). The priorities include: eliminating the \$9 million “management flexibility reduction,” adding \$29 million for enrollment and performance funding, adding \$89 million for financial aid, adding \$18 million for recruitment/retention and distinguished professorships, and adding \$2 million for the joint school.
2. Discussion of the Faculty Workload Subcommittee by Senior Director of Academic Policy and Funding Kate Henz:
 - a. The charge of the subcommittee is to review existing policies and monitoring systems and to look at best practices; the subcommittee consists of five BOG members, two chancellors, one director of institutional research, and the chair of the Faculty Assembly.
 - b. Workload reporting is mandated by the state; the current policy is to use Delaware data and to focus on teaching loads.
 - c. The subcommittee has arranged for presentations by deans and department chairs to the BOG regarding how performance is monitored and how workloads are set.
 - d. Although the subcommittee has discussed other possibilities, it is likely that the BOG will keep the Delaware reporting; the main changes being considered are ways to

make the reporting more timely and ways to streamline the reporting regulations; a likely recommendation is that non-teaching workload issues would be kept as local as possible.

3. Discussion the E-Learning Hire and UNC Language Assembly Portal Development by Vice President for Academic and University Programs Alisa Chapman:
 - a. The GA is in the process of hiring a Director of E-Learning. Three priorities for the job are i) development of new distance learning programs, ii) strategic planning and outreach for e-learning, and iii) technical coordination of e-learning. The position has been advertised and closed; 68 applications were received; a search committee has screened the applications and begun interviewing; the goal is to hire someone as soon as possible.
 - b. A UNC Language Assembly Portal Development Committee has been established. When completely developed, the portal will be a one-stop on-line site for administering and teaching languages; it will also serve as a pilot for other collaborative efforts across system campuses. UNC Language Assembly faculty will provide content. Phase I, which should be completed in the early fall, will be a site with limited features.

4. Discussion of Distributed Education issues by delegate Jimmy Reeves
 - a. Professor Reeves is preparing a report that describes the following distributed education procedures across campuses
 - i. How are DE courses classified and approved (is the approval process distinct from other courses)?
 - ii. How are DE faculty chosen and trained?
 - iii. How are DE courses and faculty assessed?
 - iv. What support is available for DE learners?
 - b. Preliminary results are available at see http://www.northcarolina.edu/fa_meetings/index.php?pg=dl&id=13008&format=pdf&inline=1; some campuses have not yet responded.
 - c. Preliminary results suggest that there are more similarities than differences across campuses.

5. Discussion of upcoming short legislative session by Vice President for State Relations Anita Watkins: Short sessions usually focus on budget issues but sometimes delve into other things. The GA is proposing issues associated with greater efficiencies, most notably SB 575 (see <http://www.ncleg.net/gascripts/billlookup/billlookup.pl?Session=2011&BillID=S575>), which would move SPA employees from the state system and move them under the UNC system. This would increase efficiency but removes some state protections for SPA employees.

6. Discussion of federal initiatives by Vice President for Federal Relations Kimrey Rhinehardt: The primary UNC initiatives are to preserve financial aid and research funding, preserve funding for HBCUs, preserve F&A rates, preserve other funding, and reduce unnecessary regulations.

7. Discussion of the Academics First initiative by Vice President for Academic and Student Affairs Bruce Mallette:
 - a. The academics first workgroup has met three times so far. The workgroup's charge is to examine (1) policy 401.5 improving retention and graduation rates (2) 701.1.1 min. admissions requirements, (3) explore common sat. progress policy, (4) work on defining attempted hours, (5) incentives and disincentives regarding drop/add, withdrawals, etc.
 - b. It is currently examining what constitutes an "exception" in admissions policies—whether the three measures of test scores, GPA and MCRs are considered separately or jointly—and expects to make a recommendation about these policies in July.
 - c. An education reform committee is also examining articulation agreements between the UNC and community college systems; the committee will examine how to develop articulation agreements and will report by July.
 - d. A significant upcoming issue is a likely hike in health insurance fees for students due to provisions of the ACA. New regulations just appeared for student health insurance plans in the Federal Register. These regulations increase the coverage of student health insurance policies and eliminate discrimination because of pre-existing conditions. For most students, the increase could be \$350, but for some older students, the increase could be as much as \$3,000.
8. Report on the grievance video: Delegate Raymond Burt is leading this issue. His group is reviewing the UNC code and appears to be headed toward developing training modules for different grievance issues. The grievance training project will be discussed at the April meeting.
9. Discussion by FA Chair Sandie Gravett: Prof. Gravett distributed the possible "new" COI statement of the UNC system, written in accord with new U.S. Public Health Service guidelines.
10. Elections: The FA held elections for the executive committee.