



# FACULTY SENATE FORUM

#352

Below are the minutes of the March 26, 2007 Faculty Senate meeting. The next meeting will be held on Monday, April 9, 2007 at 4:00 p.m. in the UC Council Room with the following agenda.

## AGENDA FOR THE APRIL 9, 2007 SENATE MEETING

1. Call to Order
2. Approval of the Agenda
3. Approval of the March 26 Minutes
4. Announcements
  - Chair's Report
5. Administrative Reports: President, Academic Affairs
6. Reports of Standing Committees: Faculty Welfare, Salary Equity, Academic Policies, Codification, Elections, Cultural Centers, IT Banner Work Group, PASC, SPEEC, SRC, Academic Planning, BOT
7. Special Reports
8. Special Orders
  - Open Nominations for Senate Officers
9. Unfinished Business
10. New Business
11. Other New Business
12. Comments to the Good of the Order
13. Adjournment

## MINUTES OF THE MARCH 26, 2007 SENATE MEETING

Members present: Allen, Blair, Clinefelter, Connolly, de la Torre, Embry, Erskine, Falvo, Grapes, Gunnells, Hesse, Huang, Kalu, Klein, Lennon, Lightfoot, Luger, Murry, Nutter, Oya, Peercy, Perrett, Pfeiger, Rothaus, Schuttler, Stewart, and Temkin. Absent member(s) with alternate: Blubaugh (Hesse), Grapes (Schuttler), and Luttmann (Temkin). Member(s) absent: Black, Clarke, Hauk, Jurin, Mackessy, Norton, and Sussman. Guests: Dick Dietz, Jenna Langer, Michael Mills, Kelli Parmley, and Gloria Reynolds.

The agenda was approved without objection. The March 5 minutes were approved as amended by noting that Connolly was in attendance.

### Announcements

#### -- Chair' Report

- Both amendments to the *Board Policy Manual* passed and will be forwarded to the Board for approval. A total of 67 ballots were received with one abstention.
- Amendment A (1-1-207 University Committees) 62 for, 4 against
- Amendment B [2-3-104(3) Representative Committees] 63 for, 3 against
- There are concerns that UNC is no longer perceived as the premier education institution in the State and that many of the school districts might be looking to Metro and CSU as their first choice for teachers. These are concerns as UNC has been designated as the college of teacher preparation in the State. It was questioned if this is a leadership problem. It was questioned if this is a leadership problem in failing to promote the quality of our educational programs.

### President's Report (Langer for Norton)

- The Provost was asked at the March 5 Senate meeting to obtain a final set of Spring 2007 enrollment numbers for the March 26 Senate meeting. The data was not available but it will be for the April 9 Senate meeting. Raul Cardenas will then talk about his efforts to better manage UNC's enrollment.

- A concern were expressed that it will take five weeks to get the data and it was questioned how budget projections for revenue can be done without enrollment data.
- The Governor submitted a recommendation for \$58 million increase in funding for higher education. From that there will be about \$3.2 million increase for UNC. There will be about \$5 million increase in the total financial aid pool.

#### Provost's Report (Huang)

- All budget proposals were due last week. The faculty came up with some good entrepreneurial ideas. The next two weeks will be intense continuing with the process.

#### Elections Committee (Temkin) - No report

#### Faculty Welfare Committee (Luger)

- Marshall Parks, Director of Human Resources, wrote a memo explaining the problems with Anthem. Luger provided further explanation.

#### Salary Equity Committee (Clinefelter)

- The Committee met the Friday before Spring break but there was not quorum.

#### Academic Policies Committee (Embry) - No report

#### Codification Committee (Schuttler) - No report

#### Board of Trustees (Clinefelter)

- A report will be sent to the faculty soon.
- Seven applicants have been interviewed for the Provost position. A list of four finalists has been sent to the President. Invitations have not been sent to the finalists yet for the campus interviews but the hope is that they will be on campus next week.
- As reported to the Board, there are three reasons why faculty morale is the lowest it has ever been: 1) failing or struggling searches, 2) the number of faculty leaving, and 3) the guideline of 55 percent of State funds budgeted for instruction is not being met by the administration and does not seem to be a concern of the Board. It has been declining over the past four years and is currently at 49.55 percent.
- Regarding the budget, it is assumed that enrollment will be flat. Faculty and exempt salaries are a line item for the first time. Projections are for a 3.5 to 4.5 percent salary increase.
- The President summarized the three key findings of the report from the diversity consultants: 1) there is a lot of support to discuss and address diversity on campus, 2) there is bias and discrimination at UNC, and 3) the campus community wants to see the issues addressed.
- About 80 people were in attendance. Senator Luttmann gave a good presentation on the needs of the Library. Connolly also gave a good report on salary equity and several faculty made comments.
- About nine students from the Black Latino Coalition had met with the President earlier when they expressed concerns about bias and discrimination on campus. There was a concern about the use of the phrase "an unreal perception of reality". At the Board meeting each student addressed the issue and the administration's unwillingness to address the biases.
- When questioned about the expiring terms of some of the Board members, it was noted that four would be going off and that the names of possible replacements were Jared Polis and Wellington Webb. Concern was expressed about the lack of respect exhibited for the Faculty Trustee by the Chair of the Board. It was noted that she handled the situation very professionally.
- The Compensation Committee will recommend to the President that the Dependent Tuition Waiver be reinstated. The only change to the previous policy would be that the recipients would be held to the same academic requirements as all other students, e.g., maintain a 2.0 GPA.

A discussion regarding the approval of the Waiver was added under Other New Business.

#### Student Representative Council (Pfleiger)

- Elections for the Council are coming up. The first forum will be March 27, the second one will be April 5, and the elections (to be held on URSA) will be the April 10-11.

#### Cultural Centers (Oya)

- As of last week, approximately 795 new students of color have been admitted for fall.
- Dolores Huerta will speak on issues of diversity and the importance of "activism" on March 27th.

-- There will be a presentation March 27 on the Semester at Sea program.

Information Technology Banner Focus Group - No report

Professional Administrative Staff Council (Oya)

State Personnel Employees Executive Council (Gunnells)

-- On March 5 at the 35<sup>th</sup> Annual SPEEC Awards Banquet, 71 classified employees with a combined 1,000 years at the University were honored.

-- The Council and PASC will again co-sponsor the annual employee picnic to be held sometime in May.

-- The UNC Yard Sale will be May 19 at Bishop Lehr. The proceeds will go to scholarships.

Academic Planning Committee (Embry)

-- The Committee will be arranging forums to take information back to the University community.

Special Report - None

Special Orders None

Unfinished Business

1. MOTION: The Senate Chair moved to accept the slate of faculty appointments to the Information Technology Committee: Education & Behavioral Sciences-Valerie Middleton (1 year), Humanities & Social Sciences-David Diggs (2 years), Monfort College of Business-Charmayne Cullom (2 years), Natural & Health Sciences-Paul Nutter (1 year - Senator), Performing & Visual Arts-John McLaird (1 year), and University Libraries-Pamela Newberg (2 years).

VOTE: The motion passed unanimously by a voice vote.

New Business

Considerable discussion was held on each of the three motions below.

1. MOTION: The Senate Executive Committee moved that the Senate endorse and implement information forum(s) regarding questions of ~~University~~ leadership and direction in the University and in for each of the colleges within the University. The senators elected by a college will be responsible for conducting the forum in that particular college. Ideally, two forums for each college should be conducted with one to provide access for people with a MWF schedule and one to provide access for people with a T/Th schedule. The forums(s) must be presented by April 19, 2007.

A packet will be put together to distribute to the faculty prior to the forums.

VOTE: The motion as amended passed 21-1 with no abstentions.

2. MOTION: The Senate Executive Committee moved that the Committee devise or have devised a Faculty Satisfaction Survey to elicit faculty satisfaction with all aspects of University leadership and direction. In particular, the survey will ascertain satisfaction with compensation, staffing, and the administrative process known as Charting the Future. The survey should be available to all UNC voting faculty ~~by the week of April 23-27~~, either as a web based survey or as a hard copy instrument. Results of the survey will be distributed to all interested and involved parties by the first week of May, 2007.

MOTION: Connolly/Murry moved to amend by adding at the end of the motion, "The Senate Chair will put out a call for members to participate in an ad hoc committee to develop and administer the faculty satisfaction survey which will be administered with the approval of the Senate."

VOTE: The motion to amend passed 21-1 with no abstentions.

The administration noted that it would support this project.

VOTE: The motion as amended passed unanimously 21-0 with no abstentions.

3. MOTION: The Senate Executive Committee moved to create a committee for the express purpose of designing an evaluation instrument or instruments for the faculty to evaluate administrators at UNC. Such an instrument or instruments shall clearly reflect faculty perceptions on areas such as, but not restricted to, fundraising, leadership within and external to UNC, compensation, accessibility, fairness and

