



FACULTY SENATE FORUM

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NOTE:

The next Faculty Senate meeting will be in the UC Columbine Room
on Wednesday, January 19, 2005.

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#312

Below are the minutes of the December 6, 2004 Faculty Senate meeting. The next meeting will be held at 4:00 p.m. on Wednesday, January 19, 2005 in the UC Columbine Room.

AGENDA FOR THE JANUARY 19, 2005 SENATE MEETING

1. Call to Order
2. Approval of the Agenda
3. Approval of the December 6, 2004 Minutes
4. Announcements
 - Chair's Report
5. Administrative Reports: President, Academic Affairs
6. Reports of Standing Committees: Salary Equity, Academic Policies, Codification, Elections, Faculty Welfare, PASC, SPEEC, SRC, BOT
7. Reports of Special Committees: Commission on University Experience, Faculty & Staff Professional Development Center Task Force, Joint Retrenchment Committee, Transition Team
8. Special Orders
9. Unfinished Business
 - Revision to the Faculty Senate Bylaws
10. New Business
 - Election for the Campus-Wide Compensation Commission
 - Proposed Constitutional Amendment
 - Naming Request
11. Other New Business
12. Comments to the Good of the Order
13. Adjournment

MINUTES OF THE DECEMBER 6, 2004 SENATE MEETING

Members present: Black, Blair, Blanke, Blubaugh, de la Torre, DeKrey, Dietz, Embry, Geringer, Graham, Grapes, Hauk, Jenkins, Jones, Jurin, Klein, Lang, Laxalt, Little Owl, Luger, Maestas, Merrill, Murry, Newmark, Percy, Picard, Pulos, Roehrs, Rothaus, Temkin, and Waters. Absent members with alternates: Erskine (Merrill), Gardiner (Temkin), Huang (Scalia), Posselt (Coleman). Members absent: Norton and Schneider. Guests: Becky Barnes, Joan Clinefelter, Marshall Clough, Laura Connolly, Tom Endres, Tom Gavin, Richard Grassl, Robin Hess, Susan Hutchinson, Karen Jennison, Stephen Luttmann, Kawika Malama, Kendall Mallory, Ken McConnellogue, Gloria Reynolds, Jay Schafer, Fran Schoneck, Michael Welsh, and Lloyd Worley.

The agenda was approved as amended by moving the Board of Trustees Report to the front of Standing Committee Reports and by adding two motions under New Business regarding: 1) the administrative bonuses and 2) revisions to the Mid-Term Grade Policy. The November 22 minutes were approved as amended by noting under the President's Report, third bullet, that the correct title for the Center is the National Center on Low Incidence Disabilities and by noting under the Student Representative Council Report, second bullet, that an elections commissioner was not elected but an assistant elections commissioner was elected.

Announcements

- Kawika Malama, Coordinator for the Asian/Pacific American Student Services Center, announced that the Center will hold a fund raiser for the Asian/American Student Scholarship Fund on January 21. "The Six Senses of Sake" will be a six course dinner created by Chef Aran Essig. There are 150 tickets available on-line at a cost of \$45 each or \$320 per table
- Chair's Report (Dietz)
 - The four proposed Constitutional amendments were approved by the faculty.
 - There will be a faculty meeting on Tuesday, January 25 at 3:30 p.m. Location to be announced.

President's Report (Schoneck for Norton)

- The Monfort College of Business was congratulated for receiving the Malcolm Baldrige Quality Award. Many companies have tried to obtain the award, including Kodak and AT&T, but they did not succeed.
- On November 29 each of the higher education governing boards gave the JBC a report on expenditures for the year and an update on the Personal Services Agreement. The expenditures report will be given to the Board. It was noted that expenditures for instruction exceeded the projected. Most of the questions from the JBC were about the enterprise status.
- Implementation and funding of the College Opportunity Fund were also discussed. A suggestion was made to have a model that would fund it through the TABOR refund mechanism rather than from base funding.
- A tuition increase was requested. The increase would cover mandated costs including a 3.4 percent salary increase for faculty, tuition flexibility above the mandated costs to address catch-up increments of 3 percent in faculty salaries, and a budget for facilities, instructional equipment, and technology.
- The amount expended in 2003-04 in Personal Services Agreements for faculty was \$2.3 million and about \$350,000 in stipends which were for chairs, project directors, etc. The administration is trying to get a break down on the \$2.3 million.
- The President knows the faculty is interested in the compensation of administrators and is looking forward to a discussion about compensation for performance for all employees.
- Questions and concerns regarding the administrative bonuses were expressed.

Provost's Report (Scalia for Huang)

- Questions regarding the curriculum review were addressed. The 10-15 percent figure discussed is more of an estimate. It was noted that savings is not the only intent of the review, but to also accurately and appropriately direct all resources, e.g., to reduce workload. There are a variety of things that are being looked at.

Board of Trustees (Blanke)

- During the past 10 days many angry faculty have complained about the administrative bonuses. The complaints fall into two categories: 1) those who feel that the attempt to compare the administrative extra pay for extra work to the faculty extra pay for extra work is a bad comparison and the bonuses are not merited and 2) those who are willing to allow the bonuses are merited but it is irrelevant as awarding bonuses is not justified during a time of fiscal crisis.
- At the request of the Senate Executive Committee, Blanke sent a letter to the Provost urging that the President address nine questions regarding the bonuses given to administrators.
- The Senate was urged to work with the administration to develop policies dealing with compensation in good and bad times.
- Caution was urged to resist a merit pay system. A system that dictates that a boss tells an employee what to do to receive merit is an insult to professionalism.
- It was noted that there are many terms being used (bonus, extra pay, merit, stipend, award) for the "bonuses" and it is confusing.

Faculty Welfare Committee (Temkin) - No Report

Salary Equity Committee (Mallory)

- Mallory was elected as interim chair until a chair is elected at the next meeting.
- The Committee will look at the following this year:
 - A distribution model will be drawn up in case there are any salary adjustments.
 - Distributions made during the past two years need to be reviewed; administration will be included.

- Three equity issues need to be reviewed: 1) between ranks, 2) between faculty and administration, and 3) between colleges.

- There is concern that the peer groups keep changing. The Committee may develop its own peer group.

Academic Policies Committee (Murry) - No Report

Codification Committee (Jenkins) - No report

Elections Committee (Merrill)

- Joan Clinefelter was elected to serve as an A & S representative on the Tenure Appeals Committee.

- Melissa Parker was elected to serve on the Professional Education Council in the graduate licensure area.

Professional Administrative Staff Council (Coleman for Posselt) - No Report

State Personnel Employees Executive Council (Maestas) - No Report

Student Representative Council (Lang)

- Two vice presidents and the Black Student Union asked for the resignation of the SRC President.

- A few proposals for the UC Advisory Board were passed.

- The Council is looking at the bylaws of other college student governments, specifically those of the MCB student organization.

- The Academic Integrity Task Force will conduct a survey next semester to find out how academic integrity is viewed on campus.

- The Multimedia Integrity Teaching Tool program will be implemented next semester and will be available at the Library. The program is for students who have an academic sanction through the Dean of Students Office.

Commission on the University Experience (de la Torre)

- Matt Gianneschi, chief education officer from CCHE, explained how the different parts of legislation fit together, specifically Bill 189 that passed last year, and how GE25 fits together with what UNC is working on with core curriculum.

- He felt that the Performance Contracts will lessen regulations on the institution by about 40 percent.

- All core courses are applicable under the new GE 25 and will be effective Fall 2006. In 2008 there will be new academic standards and in 2010 the most rigorous standards in the U.S. will be in place.

Faculty & Staff Development Center Task Force (Hauk) - No Report

Joint Retrenchment Committee (Temkin) - No Report

Transition Team (Temkin) - No Report

Unfinished Business

1. The appointment of Connie Stewart as the PVA representative on the Course Evaluation Task Force was confirmed without objection.

2. MOTION: The Senate Executive Committee moved that the following amendment be adopted:

2-3-106(4) Membership of the Faculty Senate

(a) Elected members of the Faculty Senate ~~shall have been members of the voting faculty for at least one academic year at the time of their elections and~~ shall remain members of the voting faculty during their terms of office. A position shall be declared vacant when this condition is not met. ~~Faculty not meeting the above criteria may petition the Faculty Senate for eligibility for election. All faculty members as specified in 2-3-103(2), Membership of the Faculty of this constitution, shall have voting rights for the election of senators.~~

VOTE: The motion passed 25-3 with no objections.

New Business

1. MOTION: Rothaus/Embry moved that the Faculty Senate express its profound displeasure with the administrative action that resulted in the awarding of \$103,000 in bonuses to several UNC administrators. The Senate believes that, in the present time of financial stress, discretionary funds would have been better employed for the enhancement of classroom instruction. The Faculty Senate rejects the priorities exemplified by this action.

The intent of the motion was to state that some of the money could have been used more directly for the benefit of students. Some discussion items were: hire an independent auditor to find where the money is, where it went

