WE'RE ON THE WEB

About UNC Faculty Assembly

The Faculty Assembly is the elected body of representatives of the faculty of the sixteen campuses of the University of North Carolina. Its objectives are set forth in the Assembly's Charter.

The Assembly is dedicated to upholding and exercising the principles of academic freedom, shared governance, tenure, and the faculty's primary responsibility for the university's curriculum.

The unofficial newsletter of UNC Faculty Assembly

Compiled & edited by Gary H. Jones, WCU

EB on competitive faculty compensation

GA priorities: Affordability, quality, faculty

President Erskine Bowles will continue to pursue a stated goal of bringing UNC faculty to 80% of the salary of respective institutional peers within two years as calculated by the well-known American Association of University Professors annual salary survey.

The GA budget request submitted for the next fiscal year will ask for a 4% increase in faculty salaries, as well as significant increased funding for endowed professorships. Bowles noted that the recently submitted budget was about one-tenth the length of the budget submitted two years ago, is written in plain English, and prioritizes UNC needs.

At the November 3 Faculty Assembly meeting in Chapel Hill Bowles also reiterated concrete steps being taken to improve stu-

dent retention and graduation rates, enhance summer school programs, and expand a coherent UNC distance education program.

The president noted several other areas addressed by the budget proposal, including a competitive fund for faculty and graduate student research, a request to expand funding for education in nursing, teaching, and the liberal arts, and funding for comprehensive need-based student aid.

Bowles also announced the formation of a blue ribbon panel composed of "wise people" who would, in a series of campus visits in the spring, document the vision of North Carolina's future shared by University faculty and students, nonprofits, small business and commu-

Retention and graduation rates up close

UNC General Administration continues to explore ways to encourage all campuses to establish specific goals for improving graduation and retention rates.

In this connection Senior Vice President for Academic Affairs Harold Martin reported at the November 3 FA executive committee meeting that GA is looking at the admissions process, ways to im-

prove student interaction, degree requirements (e.g., reducing total hours to fewer than 124), and campus general education requirements—including course content and sequence as well as number of courses, among other aspects.

At the meeting executive committee delegates suggested that GA might be able to align UNC general
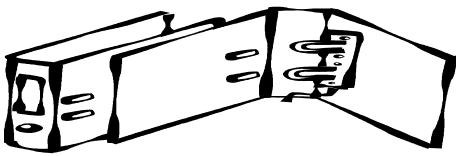
Retention

education courses more effectively with community college and high school requirements.

On other issues General Administration continues to push towards the goal of raising faculty salaries to 80% of our campus peers. GA and the Board of Governors are taking a look at the UNC post-tenure review process, as well as grievance procedures.

EB on General Assembly priorities

nity leaders, and executives of North Carolina's fastest-growing industries.

Task force membership would consist of a student, three or four members of the Board of Governors, three or four community leaders of stature, Chair of Faculty Assembly Brenda Killingsworth, and approximately 10 faculty from the UNC system.

Although membership is yet to be announced, the task force would begin work in January and report out in May.

President Bowles also shared his views on the criticality of UNC ramping up its system-wide efforts on distance education. UNC distance-education efforts will be coordinated and significantly expanded for four reasons:

1. Budget. Enrollment in the University is forecast to increase substantially in the coming years and there are not enough dollars available to build new buildings to accommodate it.

2. Accessibility. Counties like Washington have no university or community college within 40 miles,

One-Year Freshman-to-Sophomore Retention Rates by Institution: Fall 1998 – Fall 2004 Cohorts

Institution	1998	1999	2000	2001	2002	2003	2004	National Average*	2004 Deviation
UNC-CH	93.9%	94.0%	95.0%	94.7%	95.3%	95.2%	96.5%	84.9%	11.6%
ASU	81.3%	84.8%	83.3%	81.7%	83.1%	84.4%	85.8%	75.2%	10.6%
UNCW	80.0%	79.9%	81.8%	83.9%	85.6%	85.7%	83.2%	75.2%	8.0%
UNCA	77.8%	76.8%	80.2%	77.8%	77.8%	79.9%	76.4%	70.2%	6.2%
WSSU	73.1%	72.1%	73.1%	78.3%	76.7%	77.6%	75.3%	70.2%	5.1%
ECSU	72.9%	77.3%	81.4%	73.0%	74.9%	76.3%	74.7%	70.2%	4.5%
NCSU	88.0%	88.9%	88.7%	89.1%	90.0%	90.2%	88.7%	84.9%	3.8%
NCSA	77.4%	79.6%	75.2%	74.3%	74.6%	76.9%	73.9%	70.2%	3.7%
UNCC	73.4%	73.1%	77.7%	76.4%	75.7%	77.1%	78.7%	75.7%	3.0%
UNCG	74.0%	73.9%	74.9%	73.8%	75.5%	76.9%	77.4%	75.7%	1.7%
NCCU	77.0%	72.3%	78.5%	81.8%	78.2%	77.8%	75.9%	75.2%	0.7%
ECU	79.0%	76.4%	78.0%	76.7%	76.6%	78.7%	75.9%	75.7%	0.2%
FSU	74.2%	72.6%	71.0%	73.9%	73.4%	72.7%	75.4%	75.2%	0.2%
UNCP	66.8%	67.6%	68.6%	72.2%	67.2%	67.1%	72.3%	75.2%	-2.9%
NCA&T	75.5%	72.3%	76.6%	76.0%	73.0%	73.1%	72.5%	75.7%	-3.2%
WCU	69.6%	71.5%	69.4%	71.0%	69.1%	73.9%	70.9%	75.2%	-4.3%
UNC Total	80.7%	80.3%	81.6%	81.5%	80.9%	81.7%	81.2%	80.1%	

* 1997-2003 Cohorts, from Consortium for Student Retention Data Exchange (CSRDE), May 2005

NOTE: Years indicate year of entry of First-Time Full-Time Freshmen.

Dispatch from Chair Killingsworth

President Bowles plans to establish a "Blue Ribbon Panel", and a supporting committee of 8 to 10 highly regarded and distinguished faculty, to prepare a report that defines the role of the University in the future of North Carolina over the next two decades. Chancellors and the Faculty Assembly are recommending faculty to serve on that panel.

While the specific charge and timeline for the activities of the committee have not been completely defined, it is expected that faculty selected will participate during the months of January 2007 through May/June of 2007.

Faculty selected to serve will need the skill sets necessary to shape the study and conduct research to support the Blue Ribbon Panel.

Faculty will have a keen understanding of the university system, be well aware of the current academic needs of the State of North Carolina, and have the capacity to help assess these needs over the next two decades.

Faculty will be involved in interviewing key constituencies across the State, including University faculty and students, nonprofits, small business and community leaders, and executives of North Carolina's fastest growing industries.

It is anticipated that the interviews will take place in eight different locations across the state. Faculty will also assist with the development of the final report that summarizes the findings and key recommendations.

Six-Year Graduation Rates by Institution Fall 1996 – Fall 1999 Cohorts

Institution	Tracking within Original Institution				National Average*	1999 Deviation
	1996	1997	1998	1999		
UNC-CH	80.4%	82.8%	81.7%	83.7%	65.2%	18.5%
ASU	60.3%	61.3%	60.3%	64.0%	47.0%	17.0%
UNCW	61.7%	59.2%	61.2%	63.5%	47.0%	16.5%
NCSA	47.6%	45.9%	49.6%	57.0%	43.3%	13.7%
UNCA	50.7%	51.3%	51.5%	53.1%	43.3%	9.8%
ECSU	52.5%	50.5%	45.4%	49.1%	43.3%	5.8%
NCSU	64.0%	63.3%	66.9%	70.5%	65.2%	5.3%
WSSU	43.1%	47.6%	44.1%	47.9%	43.3%	4.6%
ECU	54.4%	53.7%	53.3%	54.4%	50.2%	4.2%
UNCG	47.9%	50.1%	50.1%	51.0%	50.2%	0.8%
WCU	45.8%	48.8%	46.0%	47.3%	47.0%	0.3%
UNCC	45.4%	49.2%	46.6%	48.7%	50.2%	-1.5%
NCCU	48.9%	48.7%	50.8%	44.9%	47.0%	-2.1%
FSU	38.5%	38.0%	34.9%	42.2%	47.0%	-4.8%
NCA&T	40.1%	44.2%	42.5%	39.5%	50.2%	-10.7%
UNCP	34.3%	38.1%	41.6%	34.9%	47.0%	-12.1%
UNC Total	57.0%	58.0%	57.9%	59.1%	56.7%	

NOTE: Four-year full-time graduation rate is of students who graduated within four years who began and remained full-time since original entry. Four-year and six-year rates are of students who began as full-time students (but may not have remained full-time). National averages by Carnegie Class are from the Consortium for Student Retention Data Exchange; four-year full-time rate not available. Tracking students within the entire UNC system typically adds 3 to 6 percentage points (see Sept. 29 FA meeting minutes for figures).

Web Links of Note

(Active online, or search by keyword)

UNC Faculty Assembly, beta (& this newsletter in PDF)
⇒ http://unc-facultyassembly.org

UNC Faculty Assembly

UNC Faculty Assembly, Minutes, Nov. 3 (open)

UNC Faculty Assembly, Minutes, Sept. 29 (closed)

UNC Standards of Shared Governance

UNC TLTC Professional Development Portal

Ensuring a 21st Century Workforce (NC Department of Commerce)

American Association of University Professors

National Center for Public Policy and Higher Education

The Toolbox Revisited (US Department of Education)

EB on General Assembly priorities

and e‑learning is the most cost effective way to deliver instruction to them.

3. Flexibility. In ten years, students will demand it.

4. Revenue. It is a potential generator of income from students outside of North Carolina who will be attracted by our reputation as an outstanding University. Faculty who teach these courses must be appropriately rewarded. Funding models are still under development.

Vice President for Finance Rob Nelson and VP for Academic Planning Alan Mabe also made presentations to Faculty Assembly. VP Nelson stated that the budget process started last March and went through several iterations—including multiple individual discussions with each university chancellor.

The budget requests full funding of the capital projects given permission to plan in last year's budget. New funding for IT infrastructure has not been awarded in five years; a $50 million request was included in the capital budget this cycle. For

each of the focus growth institutions the budget includes $250,000 for a summer "bridge" program (academic orientation) for selected incoming freshman.

An expanded summer school pilot program has been proposed for two institutions. VP Mabe described the academic program proposal and program appeal process; this process will become even more critical as UNC adjusts to projected growth in both traditional and distance enrollment.

Details are posted on the Faculty Assembly Website, meeting minutes.
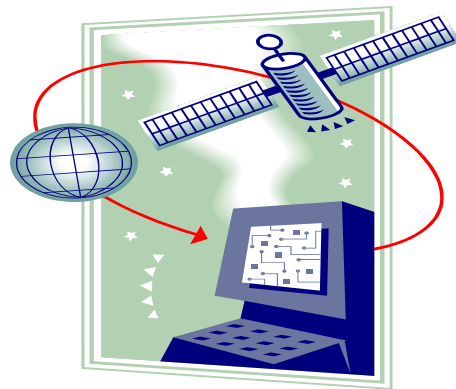
Organization

Technology Update

The Teaching and Learning with Technology Collaborative (TLTC) continues to focus on ways to assist in the facilitation of sharing good ideas across multiple campuses, as well as initiating and conducting TLT projects that campuses are not able to do on their own.

TLTC continues to pursue implementation of a UNC-wide Content Management System (a repository of learning objects), synchronous learning management systems (such as Centra), and e-learning initiatives (University of Carolina Online and UNC Global).

TLTC is working with faculty and GA to insure protection of online content where faculty have intellectual property interests.

Frank Prochaska, executive director of TLTC, noted that funding for the UNC national and international online initiative is not covered by state funding mandates, meaning that such courses should result in a higher return on investment.

Faculty Assembly Committees & Chairs

COMMITTEE / TASK FORCE	
ACADEMIC FREEDOM AND TENURE	CATHERINE WARREN, NCSU
BENEFITS AND WELFARE	DENNIS DALEY, NCSU
BUDGET	PAUL DUVALL, UNCG
FACULTY DEVELOPMENT	MEG MORGAN, UNCC
GOVERNANCE	BLANCHE RADFORD-CURRY, FSU
HISTORICALLY MINORITY INSTITUTIONS	ACHAMYELEH DEBELA, NCCU
PLANNING, PROGRAMS, AND ADMIN	EILEEN KOHLENBERG, UNCG
TECHNOLOGY	YOGENDRA KAKAD, UNCC
TASK FORCE, SELF STUDY	BONNIE YANKASAS, UNCCH
TASK FORCE, LEGISLATIVE	JUDITH W. WEGNER, UNCCH
TASK FORCE, ACCOUNTABILITY MATRIX	GARY JONES, WCU
	GREGORY STARRETT, UNCC
OTHER TASK FORCES AS ASSIGNED	BRENDA KILLINGSWORTH, CHAIR OF FA

Faculty Assembly Charter

OBJECTIVES AND FUNCTIONS

- The Faculty Assembly of the University of North Carolina shall gather and exchange information on behalf of the faculties of the constituent institutions of The University of North Carolina.

- The Assembly shall, through appropriate channels, advise the Board of Governors of The University of North Carolina, the General Assembly, and other governmental agencies and officers on matters of university-wide importance.

- The Assembly shall advise and communicate with the President of the University of North Carolina with regard to the interests of the faculties and other matters of university-wide importance.