Faculty Assembly Delegation Committee
(Elected by Voting Faculty)
Annual Report--2019

Members:

Megan Williams, At-large Delegate, Chair (term expires 2021) (Nursing)
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Lloyd Kramer, Chair of the Faculty (History)
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Timothy Ives, At-large Delegate and UNC FA Chair-elect (term expires 2020) (Pharmacy)
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Eileen Dewitya, At-large Delegate (term expires 2022) (Library & Information Science)
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Benjamin Waterhouse, Alternate (term expires 2020) (History)
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Carl Stenberg, Alternate (term expires 2020) (Government)
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Meetings during spring 2019: 1/18, 2/22, 4/12
Meetings during fall 2019: 9/13, 10/25, 11/22,
Report prepared by: Megan P. Williams (Chair) 2/11/2020

Committee charge:
(a) The delegation of the General Faculty to the Faculty Assembly of The University of North Carolina is composed of four members elected by the voting faculty and the chair of the faculty or the chair's designee. The chair of the faculty designates the chair of the delegation. The Committee on University Government may amend the provisions of this paragraph with respect to the number of members of the delegation when required by a change in the number of members of the Faculty Assembly apportioned to the University. Such amendments are reported promptly to the secretary of the faculty and by him or her to the General Faculty.

(b) The delegation represents the faculty of the University at the Faculty Assembly of The University of North Carolina and reports to the Faculty Council on matters of interest relating to the Faculty Assembly and actions taken by that body. [Entire § 4-12 recodified February 19, 2016.]

Report of Activities:
1. *Role of the Faculty Assembly (FA)*
   a. Advise – the UNC System President and informally the Board of Governors (BoG)
   b. Advocate – for faculty in partnership with the staff and on behalf of our students
   c. Educate – our colleagues on the campuses

2. *FA Areas of Focus in 2019:*
   a. Chancellor searches w/ goal of improving faculty involvement in them
      i. FSU
      ii. ECU
      iii. UNCC
      iv. UNC-CH
   b. FA representative on each of the 17 institutions BOT
   c. Involvement in Campus Safety

    d. Faculty Welfare Committee
    e. White Paper on Faculty Salaries
        i. Cost of living increases should also be included. Due to a lack of legislative increases each year, salary issues are amplified. (1% COL increase for faculty and staff is about $30 million)
        ii. Campuses have different issues, so have received increases and others have not. Disparities exist at HMSIs (historically minority serving institutions).
        iii. General compensation to faculty is less than compensation of our peer institutions. (Legislative response in spring 2019 was that due to natural disasters (Hurricanes) resources have been depleted).
        iv. Salary Compression and Salary Inversion
        v. Shift in the funding model to add in summer. Faculty recruitment and retention fund (2/3 for retention and 1/3 for recruitment) should be renamed Faculty Competitive compensation fund.

3. *UNC System Initiatives:*
    a. System Budget Priorities:
        i. Summer Scholarships for Student Success
        ii. Faculty Recruitment and retention ($10 million)
        iii. Transfer Pathways
        iv. Data Modernization
    b. Campus Security Initiative-Dr. Wes Grant
        i. Operating since 2013
        ii. Campuses have their own plans
    c. Military and Veteran Education-Siobhan Norris
        i. Increase enrollment/improve retention
        ii. Flexible pathways and academic credit
    d. Digital Learning Jim Ptaszynski, Vice President for Digital Learning
        i. Removed from legislative priority in 2019
        ii. LinkedIn Learning-curated resources
        iii. ADA compliance
        iv. Three primary needs:
            1. System-wide licenses and agreements
            2. Faculty Development
            3. Instructional Technology
    e. Kim van Noort, Ph.D., Senior VP for Academic Affairs and Chief Academic Officer
        i. Minimum Admissions Requirements (DRAFT PROPOSAL at committee level)
            1. 2.5 weighted GPA and a specific standardized test
        ii. Equivalency project (Kevin Nathanson-UNC Online)
            1. Reduce time to graduation & financial burden
        iii. Statewide policy on AP courses
        iv. Math Pathways initiative
        v. Peer institution study (BoG peer list)
    f. Andrew Kelly, Senior VP for Strategy & policy
        i. Three strategic areas: Access, Student success and Economic impact
        ii. Rural enrollment-increased
        iii. NC Promise and transfer students have helped to meet the enrollment goals
        iv. NC in 10years: jobs requiring master's degrees, declining birth rates, aging population -NC will peak in 2019 and then begin to decline.
            1. Keeping more of NC high school graduates

2. Increase in transfer students
- g. Matt Brody, Senior VP and Chief HR Office/Drew Moretz, VP of State Government Relations
    - **a.** Diversity & inclusion initiatives should remain at the campus level
    - **b.** State health plan network will continue
    - **c.** Development of a system wide faculty salary analysis tool to benchmark again peer institutions.
        - **i.** Incorporate faculty and institutional characteristics
        - **ii.** Broad coverage of disciplines
        - **iii.** Support more accurate and consistent system-wide market representation.
        - **iv.** Market comparison filter (salaries by rank and discipline compared to similar public institutions)
    - **d.** New Budget was vetoed, and UNC System did not receive the requested appropriation. No money for the annual salary raise process. A $15 million increase is in the budget, which is a 0.5% increase. This is the second year in a row. System will need to revisit how raises come from main budget.

4. ***Board of Governors (BoG)***
    - a. Chairman leadership changes in 2019: Harry Smith resigned, and Randy Ramsey was appointed in fall 2019.
    - **b.** Presidential Search (no search firm)
        - i. FA chair and senate chairs met with Chair Ramsey and Search Committee Director Kim Strach. Open search process and feedback requested.
    - **c.** Governance Committee:
        - **i.** Policies in place at system and university levels, no new policies approved.
            - **1.** Disciplinary policy for faculty who turn in grades late
            - **2.** Student Discipline for Destruction of Property
    - **d.** BoG Committees w/ FA Involvement:
        - **i.** Minimum Admissions Requirements
        - **ii.** Salary Concerns (BoG subcommittee focused on HMSIs)

Recommendations for actions by Faculty Council: None