

Faculty Council Minutes **Sept 27, 2012**

Members Present:

FEC: Ed Jernigan (Faculty President), Judy Walker (Secretary), Michael Green (Past President), Randy Haldeman (Arts + Architecture), Chandra Subramaniam (Business), Ed Stokes (Engineering), Jeff Shears (Health & Human Services), Margaret Morgan (Liberal Arts & Sciences), Susan Peters (Liberal Arts & Sciences), Alan Freitag (Liberal Arts & Sciences), Heather McCullough (Library)

Unit Representatives: Casper Wiggins (Accounting), Veronica Hilliard (Africana Studies), Dennis Ogburn (Anthropology), Jian Zhang (Biology), Xiuli He (Business Info. Sys. & Oper. Mgmt.), Tom Schmedake (Chemistry), Richard Leeman (Communication Studies), Taghi Mostafavi (Computer Science), Phyllis Post (Counseling, Alt), Joe Kuhns (Criminal Justice + Criminology), Ellen Sewell (Economics), Mark D'Amico (Education Leadership), Arindam Mukherjee (Electrical & Computer Engineering), Tony Jackson (English), Ethan Chiang (Finance, Alt.), John Diemer (Geography & Earth Sciences), Sonya Ramsey (History, Alt.), Roy Fielding (Kinesiology), Betty Ladner (Library), Linda Swayne (Marketing), Nigel Zheng (Mechanical Engineering & Engr. Sci.), Paul Fitchett (Middle, Secondary & K-12 Educ.), John Allemeier (Music), Mary Brown (Political Science & Public Admin, Alt.), Charlie Reeve (Psychology), Beth Racine (Public Health Sciences), Kate Popejoy (Reading & Elementary Education, Alt.), Julia Robinson-Harmon (Religious Studies), Jeff Balmer (School of Architecture), Lucille Travis (School of Nursing), Susan McCarter (Social Work), Stephanie Moller (Sociology), Heather Lipford (Software & Information Systems), JaneDiane Smith (Special Education & Child Dev.), Jeanmarie Higgins (Theatre, Alt.),

Ex Officio: Phil Dubois (Chancellor), Joan Lorden (Provost), Tom Reynolds (Dean, Graduate School), Richard Buttimer (Associate Dean, College of Business), Yi Deng (Dean, College of Computing & Informatics), Mary Lynne Calhoun (Dean, College of Education), Robert Johnson (Dean, College of Engineering), Nancy Fey-Yensan (Dean, College Health & Human Services), Nancy Gutierrez (Dean, College of Liberal Arts & Sciences), John Smail (Dean, University College),

Also Attending: Leslie Zenk (Academic Affairs), Matthew Wyse (Academic Affairs), Jay Raja (Academic Affairs), Cindy Wolf Johnson (Academic Services), Evelyn Wingate (Extended Academic Programs), Tina McEntire (Enrollment Management/ Admissions), David Broome (General Counsel), Janet Daniel (OASES), Christopher Knauer (Registrar), Denise Dwight Smith (University Career Center), Valorie McAlpin (Center for Teaching & Learning), Cathy Blat (University Center for Academic Excellence), Michael Cato (Information Technology Services), Arthur Jackson (Student Affairs), Bruce Auerbach (Faculty Ombuds), Johnna Watson (Graduate Enrollment Management), Sarah Oettinger (Legal Affairs), Tamara Johnson (Academic Affairs)

Members Absent:

FEC: Eddy Souffrant (President Elect), Mirsad Hadzikadic (Computing & Informatics), Chance Lewis (Education)

Unit Representatives: Mary Tuma (Art & Art History), Ann Loraine (Bioinformatics & Genomics), Kim Jones (Dance), Ahmad Sleiti (Engineering Technology & Construction Management), Carlos Coria (Languages & Culture Studies), Rick Conboy (Management), Alan Dow (Mathematics & Statistics), Eddy Souffrant (Philosophy), Vasily Astratov (Physics & Optical Science),

Ex Officio: Ken Lambla (Dean, College of Arts + Architecture), Stanley Wilder (University Librarian)

Meeting called to order by Jernigan at 12:33 PM. To start the meeting Jernigan provided a few introductions including Matt Wyse who is the new faculty governance assistant. He also thanked the members for serving as Faculty Council representatives for their departments and colleges.

1. Approval of the Minutes of the May 2, 2012 meeting of the Faculty Council.

Kuhns moved and Fielding seconded the motion to approve the minutes of the May 2, 2012. One addition was made to the minutes – Susan McCarter was present at that meeting. The motion passed unanimously.

2. Student Affairs Update (Dr. Arthur Jackson)

Dr. Jackson gave a brief presentation updating the council on what has been happening in Student Affairs. Highlights from the presentation include:

- We now have over 26,000 students and on campus housing is filled to capacity.
- Student Affairs is the 3rd largest unit on campus.
- Much of the construction on campus right now is associated with student affairs, including residence halls and dining facilities.
- The campus is moving to a "village" concept for on-campus housing.
- Veteran's Services have been consolidated into one office. Student Affairs would like to build a veterans center. Student Affairs is also involved with the current debate with the legislature about in-state/out-of-state tuition for veterans.
- Student Affairs will be hiring a Latino affairs coordinator. Latino students are one of the largest growth group on campus.
- This fall Student Affairs was involved in voter registration through an online tool "Turbovote". The Turbovote campaign helped register 5,000 students. Student Affairs also worked with both conventions to create opportunities for student involvement.
- Student Affairs has begun a new retention program called the Greenhouse Project. This project will focus on sophomores. Student Affairs will be doing a longitudinal study to track results.
- Additional programs/projects Student Affairs is working on include:

- Suicide prevention program. Every year we lose 3-5 students. They are trying to identify at risk students earlier and develop better communications with counseling center.
- Their volunteer program is nationally recognized.
- Obesity program. The southern region has the highest obesity rate in the county at 29%. The program is designed to help students become healthier.
- Drug/alcohol program
- There was a question from the Council about hazing. Student Affairs is working with groups to make sure everyone is adhering to the University's policy in regard to hazing.
- They are always looking for faculty advisors for groups.

3. The Future of Student Computing (Michael Cato)

Michael Cato, Interim CIO, gave a brief presentation on the future of computing services on campus. Highlights from the presentation include:

- Currently, UNC Charlotte has a traditional configuration of computer services – 2,000 workstations costing about \$2.5 million. But the questions are: Can this model be sustained? Can it grow it? Does it fit our emerging online environment and/or the needs of non-traditional students? Does the model fit how students are using technology? Usage of workstations is going down but wireless usage is going up.
- There is a new IT Service Desk in the Student Union.
- 49er Tech Direct will now provide hardware support for student and faculty personal computers.
- IT will also work with the colleges/department to identify what students need to complete their programs successfully, and IT will make program-specific hardware recommendations for student purchase.
- IT is rethinking the ITS computer labs model.
- Infrastructure issues IT has and/or are in the process of addressing:
 - Expanded Internet connections (1G – 10G).
 - Encrypted "wireless equivalent" WIFI
 - More responsive web
 - Cellular (RF wireless enhancements)
 - Pay-for-print from personal devices
 - WIFI expansion & enhancement
 - Boosting external WIFI capabilities
 - Leveraging cloud computing
 - Virtual desktop – We will be able to connect to system with just about anything and from anywhere.
- Questions from Council members:

- Moller asked about licensing. Cato indicated they are working on this and some programs will be limited.
- Mostafavi wanted to know who's paying for the improvement and what the time frame was for implementation. Funds are coming from student fees and we should see some differences this year.
- What happens if the IT desk support doesn't always have the software version we are using, such as an older version of Microsoft Office? Cato admitted this was a problem. It is difficult to keep everyone up-to-date.
- How can someone get upgraded? Cato noted any individual can request an upgrade over the phone. ITS wants everyone to upgrade Office.
- How are we going to get RF upgrades? Cato indicated they are negotiating to get a cell tower up on campus. This should occur year, then they can boost the signal in the buildings.
- Will there be a 24/7 IT help desk? Right now the student desk is available until 11 PM. ITS is working to make the help desk a 24/7 operation.
- Racine asked about how the virtual computer labs will affect online classes test taking? Won't we still need physical labs? Cato indicated that the virtual desktop is actually more secure than the labs. He also indicated that there is still need for teaching labs.

4. Report of the Chancellor (Dr. Philip Dubois)

- It was a busy summer, which went too quickly.
- *Budget*
 - We are in much better shape than in the last 3-4 years. We will notice it quickly, but we will be very careful because of the lame duck congress and the sequestration issues. We will hold money back including the 2.5% that we are allowed by law to carry forward which is about \$4.75 million dollars. He is also going to add money back to the chancellor's central fund, which has allowed him to buffer some of the budgets cuts when they have hit us. He hasn't had to ask the Divisions and Colleges to make really deep cuts because of this fund. We are also going to hold back 1.5% of the appropriation for a possible reversion. Although we will hold them back, we will use the funds for one time projects in the current year if they are not needed for a reversion. The Chancellor has released \$14.8 million dollars in current year expenditures which will or has funded lecturers and other instructional staff; electronic access to buildings (a safety related issue); and renovations for older building. If the economy goes well the Chancellor may be able to release additional funds.
 - The Vice Chancellors have been authorized to spend about \$8.5 million dollars on a permanent basis. The monies were allocated through a deliberative process. (The total

requested from the vice-chancellors was \$16 million dollars.) Some will go directly to salaries; the \$2.7 million dollar supplemental pool of money to increase salaries for faculty and professional staff; \$500,000 in addition funds for SPA, new faculty positions; support services, equipment, etc.

- *SPA staff salaries:* The state determines what SPA staff will receive. SPA staff receive the same increases as all other SPA employees. This year the state employees received a 1.2 % across the board salary increase. However, even with no salary increase in the past four years, our classified staff is in relatively good shape in relation to market ranges. Three or four years ago when we went to the banding system we allocated 3 million dollars to bring our staff up to minimum of their market ranges. In addition a good many have had their jobs reclassified because their duties had changed. If you look at the SPA and their market comparisons 50% are at market rate and 35% are above the market rate. There are still some people below market and that's where the \$500,000 put aside for this year will go. The Deans and Department Heads will be able competitively ask for those dollars to adjust the salaries of those who are below the market rate and/or where they should be. We want to put the money behind the people who are here already.
- *EPA salaries:* The state appropriated 1.2% salary increase across the board. They also gave the campuses flexibility to provide an additional 1.8% in salary increases. This was a campus-by-campus decision. Twelve campuses chose to go beyond the 1.2% but they were not allowed to go beyond 3%. We were one of only four campuses that went all the way to 3%, which comes to about 2.7 million dollars. The process used to allocate salary increase will result in some individuals receiving more than 3%, others will receive less than 3%, no one will receive less than 1.2%.
- *Questions about the budget*
 - Kuhns – Is there a strategic plan at the campus or system level to correct salaries inequities in the future? We are really falling behind. The Chancellor indicated that all Chancellors, the Board of Governors, Trustees and the President of the University understand the salary issue. It's really up to the state government and the legislature and what the state budget will allow. The Board of Governors and General Administration are thinking about letting campuses use tuition to fund salary increases. We have never done that but there is that possibility. But if we do that we need to be aware that there will be less money for other things we need. It would be an overstatement to say there is a strategic plan in place. Everyone is just looking at the economy and budget to see what we can get and start from there.

- Mostafavi – Has there been any move to increase part-time salaries? They get paid more in the summer than during the regular semester. There was some movement on the lecture salaries. The Provost indicated they were working on that.
- Haldeman – Will there be any effort to put monies back for lost of faculty & support positions? Yes, that is part of the permanent monies allocated to the Deans. Next year we may be able to do more. We are holding money back because of economic uncertainties. We have to be careful in that we don't want to have recruitments out there and then suddenly have to put them back.
- Over the next eight months of so he, along with deans, budget managers, department heads and the faculty president, will be going through a complete reexamination of the overall budget. He wants to have everyone understand where the money is, how we can spend it, how much flexibility we have under state law, etc. At the end of the review he hopes to have some creative ways to use our resources and address budgetary issues.
- Construction is continuing. He reminded the group that this money is not available for salaries.
- Putting together the budget for next year. Three major priorities are to get 1) all of our enrolment increase funding; 2) planning money for science building (not optimistic about it); and 3) funding for a new program in data science and analytics which is a joint effort between the Belk College of Business, the College of Computing & Infomatics, the College of Health and Human Services, and industry.
- The Chancellor will consult with the students in the next few months about tuition and fees. They are capped at 6.5 %. We have to be mindful that there is a lot of stress on our students financially. Two-thirds of our students are on financial aid. Forty percent of our students are Pell grant recipients, which is the largest number in the system. We need to strike a balance between the need for the revenue and the needs of the students. We do plan to recommend to the student body to set aside 25% of the tuition for financial aid but that is a cross subsidy so we need to know how the student feel about that.

5. Report of the Provost (Dr. Joan Lorden)

- Good news, over enrollment was only 372 students. We wound up creating 4,000 additional seats and they were all filled, which may indicate we aren't meeting the needs of the course availability for students.
- *Budget*
 - We have a little over 10 million new dollars, of which \$3,443,144 went to salary increases for faculty and EPA staff. This money basically comes from two places:

- campus tuition increases and increased enrolment. Because of lapsed salaries and vacant positions we were actually able to distribute more than 1.8% to the colleges.
- It became apparent that lecturers and advisors really needed bigger equity increases. Lecturers do a lot of the heavy lifting, especially when it comes to the introductory courses. A number of the lecturers were promoted to senior lecturer during the recession and never received an increase. We were able to provide a \$2,000 increase for them. Plus we increased the floor salary for lecturers to 40,000. We were able to do this because of the monies from vacant positions.
 - We were able to create 43 new faculty positions amounting to \$3,336,025.
 - An additional \$3,253,489 was put into new academic support positions.
 - \$748,631 in funds for the library.
- The Compliance Certification has been submitted to SACS. We are still working on the Quality Enhancement Plan (QEP), which is due a little later. Additional funds will be released to support the QEP in the colleges.
 - There has been a change in statutes that allows us to put some of our fees into an institutional trust fund that can cross over budget years. This will allow us to do more planning and to be more flexible.
 - The Faculty Council last year charged the Provost to create an Award for Community Engagement. The award has been established, and now we need to nominate our colleagues for the award. The Provost also reminded the Council that there were a several other awards at both the campus and UNC system level seeking nominees. Academic Affairs has distributed a memo listing these awards and their due dates.

6. Report of the President Elect (Dr. Eddy Souffrant)

In lieu of the President-elect's report Alan Freitag reported on issues being discussed in the UNC Faculty Assembly.

- The legislature seems to have more of a land grant mindset on what the University should be doing. They are not hostile to higher education but they believe the University system should contribute to moving the state forward economically, culturally, and socially. They want to make sure tax dollars are being used well. They are looking to the universities to demonstrate efficiencies and purpose in the land grant tradition.
- Three primary committees
 - Articulation committee which deals with awarding appropriate credit consistently across the system for courses transferred into our system, such as those from community colleges distant education courses, early college high school courses, advanced placement, etc.

- International programs committee looks at duplication of programs and efficiencies. Want to make sure there is a cultural component to the programs and they are done in a meaningful way. Also looking at the campuses that own facilities overseas. Are they being run efficiently and could they be used collaboratively across the system.
- Student success committee, which looks at the institutions ability to move the student forward in a timely manner.

7. Report of the President (Dr. Ed Jernigan)

Reminders

- Unsatisfactory grades are by October 12th.
- The International Festival is this weekend
- A call for O Max Gardener Award nominations went out today. The award goes to the Faculty member who has done "the greatest good for humankind this year".

The Board of Governors is developing a system wide strategic plan. Background information is on the web (http://www.northcarolina.edu/strategic_direction/meetings/index.php). The

Board of Governors is scheduled to complete the strategic plan in January 2013.

Meeting was adjourned at 1:56 PM.

Respectfully submitted by

A handwritten signature in black ink that reads "Judy Walker". The signature is written in a cursive, flowing style.

Judy Walker, Faculty Secretary