

**Report on the UNC Faculty Assembly Meeting
January 6, 2017
Spangler Building, General Administration, Chapel Hill, NC**

The January meeting was shortened to end by early afternoon to allow the delegates to return home ahead of an impending storm.

President Spellings reported on a couple issues of interest to ECU:

- She believes that the Strategic Plan (available on Board of Governors website) makes a strong case for strategic investment in the system by the General Assembly.
- Ms. Spellings expressed concern that a few outspoken faculty were not helping the situation with the General Assembly, citing for example the case of the “NC is no Longer a Democracy” article in the News and Observer. She believes some work will need to be done to improve relations.

Matt Brody (VP for Human Resources) and Dan Cohen-Vogel (Assoc. VP for Institutional Research) gave an overview of the ongoing compensation study. They discussed the issues around data collection and benchmarking, then expressed that they had little ability to predict how that data might be used in making budgeting decisions at the Board of Governors and General Assembly levels.

There was a panel discussion about how different campuses were approaching student success. Panelists included our own Sarah Williams, Director of the STEPP program.

Resolutions were passed concerning faculty compensation and on SACSCOC Compliance and external governing and political bodies (attached below).

Resolution 2017-2

On Faculty Compensation

Approved by the UNC Faculty Assembly January 06, 2017

Whereas, Faculty and Staff constitute the core of the educational mission of the UNC system; and

Whereas, Faculty and Staff are those most directly involved in improving admissions, retention and student success; and

Whereas, Faculty and Staff have barely received minimal increase in compensation over the past 10 years at a rate that trails far behind inflation; and

Whereas, Market-driven starting salaries for new faculty and staff continue to create salary compression, and, at times, inversions, for those faculty with more longevity of service; and

Whereas, Faculty salaries should be compared to those in other professions that required intensive academic background, such as physicians; and

Whereas, The ratio of salary compensation between Tier 1 administrators and faculty/staff continues to increase at a dramatic rate; and

Whereas, The success of the Strategic Plan depends entirely on the work of faculty and staff; and

Whereas, There are considerations to provide substantial incentives for chancellors based on success of the Strategic Plan while the work is actually accomplished by faculty and staff,

Resolved, That GA include as an utmost priority on the legislative agenda a request for across-the-board salary increases for all faculty and staff; and

Resolved, That in addition, GA also inserts as a priority on the legislative agenda a request for merit increases and replenishment of the faculty retention fund.

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2016-17 Executive Committee

G. Lugo UNCW, Chair
A. Morehead ECU, Vice Chair
D. Green NCCU, Secretary
J. Martin NCSU, Parliamentarian
H. McMurray NCCU, HMI Caucus Chair

T. Ives UNCCH, 5 delegate Caucus
C. Thompson UNCW, 4 delegate Caucus
S. Chao FSU, 3 delegate Caucus
A. Powell NCSSM, 2 delegate Caucus
S. Jovanovic UNCG, At-large
L. Dohse, UNCA, At-Large

**Resolution 2017-3
On SACSCOC Compliance**

Approved by the UNC Faculty Assembly January 06, 2017

Whereas, The Southern Associations of Colleges and Schools Commission on Colleges (SACSCOC) requires integrity to govern the operation of institutions and that those institutions provide evidence of and information on practices that might not be in compliance with the Principles of Accreditation; and

Whereas, The Commission requires that the operating boards of such institutions may not be controlled by a minority of board members or by organizations or interests separate from it; and

Whereas, The Commission requires that the legal authority and operating control of the institution are clearly defined for the following areas within the institution's governance structure: the institution's mission; the fiscal stability of the institution; and institutional policy; and

Whereas, The Commission requires that the governing board is free from undue influence from political, religious, or other external bodies and protects the institution from such influence; and

Whereas, The North Carolina General Assembly (NCGA) and the UNC system Board of Governors (BOG) have engaged in practices that appear to violate these and other governance principles established by the Commission on Colleges; and

Whereas, These system-wide practices may result in lack of compliance of the individual institutions of the UNC system with the Principles of Accreditation;

Resolved, That UNC Faculty Assembly has serious concerns about the implications of the actions of the NCGA and the BOG.

Compliance issues with the standards set forth by SACSCOC are listed below*:

	BOG Actions	Action Type	SACSCOC	Facts
1	Post Tenure Review	UNC Code Change 400.3.3	3.7.5	Policies changed system-wide in spite of opposing resolutions from the campuses
2	Chancellor searches	UNC Code Change 300.1.1(II.A.4)	3.2.1	BOG members are now active participants on CEO searches
3	Research centers	UNC Code Change 400.5[R](II.E)	3.7.5	Campus management prerogatives were abrogated, several centers were dissolved for reasons other than those publicly stated
6	President search	UNC Code Change 200.3	3.2.1	Policies for president searches changed over BOG and Faculty Assembly objections
7	Legislators in attendance at BOG meetings	Law violation NC GS 116-7(b), 116-10, 116-11 (2)	3.2.4 , 2.2	Members of the NCGA have become active participants in BOG meetings

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	NCGA Actions	Action Type	SACSCOC	Facts
8	"Packed" BOG	Violation of historical precedent	3.2.4, 3.2.2	Membership of the BOG reconstituted with partisan bias
9	Legislators sitting at the table at BOG meetings	Law violation NC GS 116-7(b), 116-10, 116-11 (2)	3.2.4, 2.2	Member of the NCGA have become active participants in BOG meetings
10	President search interference	Law Change Session law 2015-300; NC GS 116-14	3.2.4 3.2.1 2.2	Law enacted bypassing authority previously delegated to the Board
11	Board term limit interference	Law Change Session Law 2015-300; NC GS 116-6(e)	3.2.2	Enacted without explanation during controversial President search process; practical effect was removal of the BOG Chair
12	SAE Fraternities	Law Change 2013-413 PART II SECTION 6(c); 116-40.11	3.2.4, 2.2	Members of NCGSA interfering with campus handling of sanctions to student organization and student appeals
13	Laws enacted affecting admission standards, tuition, fees.	Law Changes Session law 2016-94 PART IX. UNIVERSITIES; NC GS 116 multiple sections	3.2.2	Laws bypassed prerogative authority delegated to governing boards, and institutional financial solvency.
14	Lab schools. Unfunded mandate to create 8 lab schools at 8 campuses	Law Change, Session law 2016-94 PART IX. UNIVERSITIES, SECTION 11.6.(a); Law violation, NC GS 116-11 (2)	3.2.2	Laws bypassed prerogative authority delegated to governing boards, also disregarding principles of shared governance
15	"Collaboratory"	Law violation, NC GS 116-11 (2), and (9)a; UNC Code violation 400.5[R]	3.2.4, 3.2.2	Mandate to create a research center with specified duties
	Chapel Hill fine reversal	Law violation, Session law 2016-94 SECTION 11.9; NC GS 116-11 (2); Constitutional violation, NC Constitution Article II Section 24 (1)(i)	3.2.2	Law reversing actions of the BOG
	Trustees selection	Law change, Session law 2016-126 PART II SECTION 35; NC GS 116-31; Constitutional violation, NC Constitution Article IX Section 8	3.2.4, 2.2	Law recognized at a national level as a politically motivated effort to restrict the power of the governor-elect

- 2.2 Governing Boards
- 3.2.1 CEO Evaluation/selection
- 3.2.2 Governing Board Control
- 3.2.4 External Influence on governing Boards
- 3.2.6 Board/Administration distinction
- 3.7.5 Faculty Governance

*Actions of concern are listed in chronological order.