NC Faculty Assembly 23 March 2012

Detailed Notes

Performance Funding Report Charlie Perusse, Vice President for Finance

* See 2 page handout
* Economy is growing and revenues are up about 6.6 on personal income growth and 7.5 on sales tax growth
* Still have structural challenges with Medicaid and federal money for schools going away
* Worst case for UNC for next year is probably level funding
* Want to track resources to performance (see handout)
	+ Performance model generally redirects money in line with performance measures; in NC, we have added resources (not redirected) in line with performance
	+ Wanted performance measures to be 2/3-3/4 student performance and 1/3-1/4 other measures
	+ Have 10 measures – 7 = student success; 3 = budgeting and finance; 7= same for all campuses; 3 = campus specific (allow flexibility), of these 3, 2 will be chosen by campus (from a list of about 15) and 1 by GA to reflect what campus needs to improve upon
		- 7 core measures include 6 yr grad rate, degree efficiency, space utilization, financial integrity, energy efficiency
	+ Each measure will = 1 point and it isn’t an all or nothing
	+ Have asked for 11.5 mil for performance funding for 2012-13 out of 29 mil total budget request
* See handout for legislature budget priorities
	+ Have asked for budget cut projected from last year to be restored
	+ See handout for breakdown
* Questions from the floor
	+ Concern that there are no quality measures; answer: these are hard to incorporate
	+ What about the bar set so high that institution cannot meet it?
	+ How will distinguished professors be distributed and funded? Have a backlog, hope to fund through donations
	+ How do you increase graduation rates while educating more people? Not a foolproof system;
	+ GA needs to look at funding model; e.g., get more money for graduate students so try to have more graduate students; is disconnect between money and education goals;
	+ These measures focus on dis-incentives; we can retain students, but will have to decrease rigor; need measures that allow us to maintain rigor; otherwise we are doing a disservice to the public; answer – if have better measures please send them to GA
		- What about including measures related to technology and distance ed

BOG Educational Planning Subcommittee on Faculty Workload Report; Kate Henz, Senior Director of Academic Policy & Funding Analyses

* Were charged to review faculty workload policies
* Have 3 BOG members, 2 chancellors, Sandie, staff from GA, institutional planning rep from ASU
* Says will use Delaware data to look at faculty teaching load
	+ But need to put in context of what faculty do
* Delaware is useful because gives peer data, but only includes teaching load
* Several chairs and deans met with committee and were very effective in talking about what faculty do
* Pope center also did a presentation;
* BOG members now have a different view of what faculty do
* Now looking at policy; looking like will keep Delaware as one measure; may establish regulations to capture Delaware data earlier; also looking to make sure have common definitions
* Questions from the floor:
	+ Delaware does not consider amount of time faculty spend one-on-one with students; if do the math, faculty are generating 2-3 more courses per semester; answer – want campuses to take on faculty workload at the campus level, not at GA
	+ What about increasing class sizes? Answer: this is included in the Delaware data; want this to be a campus decision, GA just wants information at assure campuses are being as efficient as possible
	+ Other considerations include number of preps; answer – not counted in Delaware
	+ Basically – using Delaware to meet legal reporting obligations
	+ Delaware is 2 years back on data and legislature is asking how can make decisions on workload based on old data?
* See policy on faculty workload: http://www.northcarolina.edu/policy/index.php?pg=vs&id=393

UNC Language Assembly Portal Development and E-Learning Hire; Alisa Chapman, Vice President for Academic and University Programs

* New director of e-learning position at GA; had large applicant pool
	+ Question – when will you hire? Answer: as soon as possible
	+ Question – what is the job description? Answer: program development; strategic planning, outreach and engagement; technical coordination and online operations
	+ Question – what kind of scholarly background will person have? Answer – are definitely looking for faculty experience
	+ Question – are looking to be able to move seamlessly among campuses? Answer – are trying to coordinate in some areas, such as foreign languages
* UNC language assembly portal subcommittee
	+ Proposed to serve as a pilot for how distance learning could develop
	+ Faculty of the language assembly will provide content
		- Registration, financial aid, tuition and fees, grade assignments, transcripts – all these will need to be addressed
	+ Process and timeline
		- Part 1: between now and early fall – will develop and launch a site, but will not be fully developed; need to determine technical support, work out communications with campuses
			* Are 4 different grading systems among campuses; also want credit to accrue where courses are taught
		- Don’t yet know what the phases beyond 1 are going to be
		- Some courses will go in fall, but just won’t have the portal
	+ Questions from the floor
		- Process began in faculty assembly; became a way of saving programs – some campuses are using to prevent programs from being shut down
		- FTEs and dollars needs to stay on campus and let the state appropriation go to the instructor/campus.
		- How does this fit with UNC online? Answer: Don’t know – UNC online has backend technical components that can be used; hope to expand the front end of UNC online to include the portal; communication will be key – so that students know about the language portal

Distributed Education Taskforce Update; Jimmy Reeves, Chair

* Have data back from 2/3 of the campuses – on distance and hybrid courses
* Are more similarities than differences in how doing things
* Some campuses have more elaborate systems and more support for developing distance ed
* All institutions have some faculty development efforts
* Asked: how classify distance ed programs, and how get them approved?
	+ Generally classified as 800 or some like number that carries an additional fee
	+ Generally initiated by department chair; very few came from upper administration
	+ Generally, faculty in department are teaching the courses
		- Are some faculty incentives (which means give up the copyright)
* Also asked about assessment and what training is available to faculty
	+ All institutions have training available to faculty – typically in blackboard or differences in distance ed; usually voluntary
	+ Assessment is usually the same as other courses; some add another layer such as ‘quality matters.’
* Will be writing a report to submit to the new e-learning person at GA
* Questions from the floor
	+ How does copyright and ownership work? Answer: is a legal issue and constantly changing
	+ What about student evaluations? Have no idea yet how to handle. Has been talk of developing an online evaluation system, but no progress
	+ SACS requires training for DE classes

Legislative Agenda for Short Session and SB 575; Anita Watkins, Vice President for State Relations; William Fleming, Vice President for Human Resources (note: Anita will be leaving)

* Short session traditionally is a budget session; sometimes goes into October, November; it has rules about what can consider
* GA is proposes some policies for legislature to consider:
	+ Making sure all student fees can be deposited into an institutional trust fund account (so protected from reversions), especially education and technology fees
	+ 575 – consolidating personnel under BOG
	+ Salary increase restrictions – ask they be lifted
	+ Optional retirement program – have asked it be available for all employees
	+ More flexibility to regulate smoking on campus – some campuses want smoke free campuses; want flexibility to manage smoking zones
* Questions:
	+ Millennial issue; asking to be allowed to dispose of a property by lease
	+ What about procurement (flexibility to not use state contracts); answer: have found a company that has procurement software that talks to Banner and can query vendors to get discounts etc
	+ Can we get a summary of what will be proposed? Answer: yes, will send this out
	+ What is the legislative calendar for the summer? Are saying 6 weeks
	+ What about budget cut for next year? Are going to ask them to restore the 9 mil cut that was built into the budget last year.

Federal Update and UNC SERVES; Kimrey Rhinehardt, Vice President for Federal Relations

* If financial aid funding is reduced, revenue to campus will be reduced
* Research dollars might be reduced
* See handout for BOG’s highest federal priorities. They include
	+ Preserving maximum Pell grant award
	+ Preserve funding for NSF, DoD, etc research
	+ Preserve Title III
	+ Preserve negotiated F&A rates
	+ Include federal employee tuition assistance and veteran educational benefits in 90/10 rule
	+ Permanently extend R&D tax credit
	+ Provide favorable tax environment for students that don’t qualify for need-based aid
	+ Fair and adequate medicare/Medicaid payments to physicians and more funding for teaching hospitals
	+ Relief from federal rules whose benefits do not justify costs
	+ Immigration reform that enables recruitment of international students
	+ Intellectual property reform to favor university-based interests
* BOG will spend next year looking into research capabilities; e.g., biomedical funding from NIH extended to DOD; meshes with defense-based companies moving into NC
* Question: what about change coming to conflict of interest rules? Answer – can’t answer
* Question: are losing funding for graduate education at state level; answer: federal is more likely to fund graduate education, however, pull money from graduate education to give to Pell grants.

Academics First Workgroup Update; Bruce Mallette, Vice President for Academic and Student Affairs

* Workgroup created; had 3 meetings; charged with reviewing BOG policies on retention rates, minimum admission requirements, and to recommend satisfactory progress policy, define ‘attempted hours’ across campuses, and to look at drop/adds, course withdrawals, etc.;
	+ also looking at admission requirements (have to pass test rule (minimum SAT/ACT), high school GPA, minimum credits); can’t admit more than 1 % of students who don’t meet these requirements (i.e., are admitted as ‘exceptions’).
* Question: why are we still using SAT minimum when state is moving to ACT? Answer: because still have students taking SAT and will have applicants from out of state
* GA rep and community college rep met to develop policies for transitioning from community college to 4 year institutions, articulation agreements
	+ E.g., give placement tests for entrance?
* 2012-2013 student health insurance premiums
	+ New health care rules – how do they relate to student health insurance?
	+ No policy can be less than 100 K, by 2014 must be 500 K
	+ If under 19, cannot invoke preexisting condition
	+ No copay, no penalty for contraception (so must offer a variety of contraceptives)
	+ Pharmacy plan must be maximum that plan offers (now 100K)
	+ Preliminary pricing (now looking at age bands) is skyrocketing
	+ Are looking at other approaches, such as
		- Walk away from hard waiver for 2013
		- Campuses can do what they want
		- Campuses create a voluntary plan
		- Create a new rfp for 2013
		- Revise age banding (under26 or 26 and older)
		- Go back to composite rate
		- Revise hard waiver for grad students
		- Have plan only available to students under 26
	+ Sandie will send out correct information; federal interpretations are changing daily; working to find a viable plan with reasonable benefits at reasonable cost

Grievance Video Report; Raymond Burt, Vice Chair, UNC Faculty Assembly

* Have categorized the different kinds of grievance processes
* Recommend short training modules
* Say chancellor and provost shall provide resources for training
* Will have central website that campuses can visit to pull out the specific modules they need
* Faculty handbooks might not be in line with the code; campuses need to review handbook
* Charlotte has mediator; Elizabeth state has list of mediators, so does ECS; NCSU has pool of trained faculty and staff; UNC system used to provide mediator

Additional Business

* WCU’s issue – resolution on amendment 1 – put on agenda for April?
	+ Feel this is a partisan issue??
	+ Or is this a human rights issue?
	+ Sandie: will engage executive committee and seek advice from legal
	+ Resolution needs to be related to system mission and refer to the welfare of the faculty

Discussion of resolution on performance funding initiatives

* Trimmed to statement that student performance is critical for all education ventures and reasonable to consider as part of university funding structures, and performance measures should also include measures of quality.