

**The University of North Carolina at Pembroke**  
**Faculty Senate Minutes**  
Special Budget Meeting with Chancellor  
Friday, January 21, 2011, at 3:30 pm  
UC 213

Ramin Maysami, Chair  
Susan Cannata, Secretary

Members of the Senate:

To 2013	To 2012	To 2011
<b>ART</b> Richard Gay	<b>ART</b> Tim Altman	<b>ART</b> Holden Hansen
<b>EDN</b> Betty Brown	<b>EDN</b> Zoe Locklear	<b>EDN</b> Danny Davis
<b>LET</b> Robert Brown	<b>LET</b> Anthony Curtis	<b>LET</b> Melissa Schaub
<b>NSM</b> Paul Flowers	<b>NSM</b> Nathan Phillippi	<b>NSM</b> Lee Phillips
<b>SBS</b> Ramin Maysami	<b>SBS</b> John Parnell	<b>SBS</b> Ottis Murray
<b>At-Large</b> Jamie Litty	<b>At-Large</b> Susan Cannata	<b>At-Large</b> Michael Alewine
<b>At-Large</b> Roger Guy	<b>At-Large</b> Jose D'Arruda	<b>At-Large</b> Judy Curtis
<b>At-Large</b> Sherry Edwards	<b>At-Large</b> Eric Dent	<b>At-Large</b> Mitu Ashraf
<b>Chancellor</b> Kyle Carter		<b>Interim Provost</b> Bill Gash

Members present: Mitu Ashraf, Betty Brown, Robert Brown, Susan Cannata, Kyle Carter, Anthony Curtis, Judy Curtis, Jose D'Arruda, Eric Dent, Sherry Edwards, Paul Flowers, Bill Gash, Richard Gay, Jamie Litty, Zoe Locklear, Rami Maysami, Ottis Murray, John Parnell, Nathan Phillippi, Lee Phillips, Melissa Schaub.

**Order of Business**

**A. Roll Call**

**B. Adoption of Agenda**

Agenda approved unanimously after Faculty Assembly Report added as item D and subsequent lettering of agenda changed.

**C. Reports from Administration**

1. Chancellor—Dr. Kyle Carter

Chancellor Carter prepared a PowerPoint presentation that he will make available to the campus, the basis of which was to share the facts of the budget situation. The Chancellor explained that he has always worked in the context of shared governance. He stated that the next 3-4 months will be difficult as will be the following year as the campus operates under various decisions that will be made, but he believes that the University will be fine in the long run.

The Chancellor's presentation addressed the following:

- 1) Rumor Control: Neither UNCP nor Elizabeth City will close despite information in recent newspaper articles.
- 2) UNC System Performance Funding and Impact on UNCP: UNCP has the lowest retention rate and six-year graduation rate in the UNC system, and the BOG will not

provide further growth funding for freshman. In response, UNCP will reconsider its Good Academic Standing Criteria, believing that a 2.0 should be the lowest GPA to warrant good academic standing. The Provost has been charged to develop new criteria, to be reviewed by the Faculty Senate, to go into effect Fall 2011.

- 3) President Ross has created a commission to investigate duplication of programs in the UNC system. The Chancellor does not want to be in the position of being told by GA which programs to cut, so he has initiated a self-study of UNCP programs. He distributed a report that outlines the process of review, which will focus on 1) productivity, 2) uniqueness and 3) mission criticality of programs. The process outlined in the handout may be altered as the analysis occurs.
- 4) Shared Governance: The Chancellor stated that both faculty and administration need to fully understand their roles in governance, and, in order to do this, he wants to clarify the Faculty Handbook. The Handbook is a mix of policy, procedure, and information, but it's unclear which is which and under whose jurisdiction said material falls. Procedures to add, delete, and edit the Handbook are unspecified, and some material is out-of-date. The Provost has been charged with convening a committee to make recommendations; committee members will come from Faculty Senate, Human Resources, and Administration.
- 5) Current Budget Planning: The University Budget Advisory Committee and the Executive Staff have been working diligently to come up with approaches for budget reduction. Academics will be reduced, particularly because, in the last few years, cuts have been made in Administration. 6 million dollars (10%) has to be cut and almost 9 million if the cut has to be 15%. The Chancellor reported that the remaining steps in the process are to merge the work of Advisory Committee with the work of the Executive Staff, review the plan with campus, make adjustments as needed, and disseminate a plan no later than March 31 to balance the July 1 budget. The Chancellor stressed that UNCP cannot wait until GA informs us of cuts; we have to have a plan before July 1, hence the March 31 deadline. Future activities will be to keep the campus informed through email and town hall meetings as well as through discussions with Faculty Senate and Staff Council. He also stressed the need for the Provost, Deans, and Chairs to make sure that information flows down, reaching all of the University population.
- 6) The Chancellor reported that President Ross will be on campus on Wednesday and Thursday, February 2 and 3 and will have an open forum at 1:20 in the UC Annex.

After his presentation, the Chancellor opened the floor to questions; questions by Senate members and guests and the answers provided by Chancellor Carter are as follows:

Q: Will the PowerPoint be made available?

A: Yes

Q: Will Athletics be considered in terms of duplication of programs?

A: Last year, the legislature cut athletic scholarships, and Athletics do not receive state funding. State funding that goes to Athletics is for coaches who teach in the classroom.

Q: How will duplication of programs be examined?

A: Will try to sort programs into a matrix of mission critical and uniqueness, but will also consider performance variables. Programs that are not mission critical and not unique will be in the most danger.

Q: How is performance evaluated?

A: GA has a formula that considers number of graduates and number of majors. Provost Gash will make that formula available. In assessing programs, UNCP will try to mirror GA's process.

Q: Will licensing programs be taken into consideration?

A: Yes

Q: Will programs and minors be created during the process of review?

A: Probably not because of the present climate.

Q: Has President Ross's Duplication Commission developed a process to share information?

A: Chancellor Carter will be attending an Administrative Council meeting with GA on Monday, January 24 and will have more information after that meeting. The Chancellor believes that President Ross will be sensitive to campus-based issues.

Q: In comparison to other system campuses, statistics might suggest that UNCP is not doing a good job with retention, but, by definition, UNCP's mission contributes to a lower retention rate than other larger, more urban campuses. Does UNCP need to reconsider its mission?

A: While there might be some latitude because of UNCP's region, there will be pressure to have higher standards. UNCP's mission is influenced by its region, but admission standards have to be raised. UNCP will commit to work with students who can't meet admission standards using the Community College system.

Q: Was the Registrar asked to anticipate how a 2.0 requirement would affect UNCP's current student population?

A: No, but that will be done at some point, though we must recognize that such an inquiry would not be a controlled experiment.

Q: If the 2.0 standard is set, will there be exceptions?

A: No, but there will be a probationary period to be determined by GPA attained.

Q: How much money has UNCP lost by not reaching the 80% retention goal?

A: UNCP was penalized last year by approximately \$500,000, but that money can be made up with transfer students and increasing retention.

Q: Will UNCP be informed about program and position cuts by March 31?

A: Hope to have an entire reduction sheet available that will identify positions for elimination but probably not program cuts. Programs that are under review will be identified by this date.

Q: If programs are cut, will faculty positions associated with the programs be cut as well?

A: [University Attorney Malcom]: As a general rule, tenured faculty would get a year's notice if they are to be terminated.

Q: If UNCP does not have enrollment growth funding, what is the vision for growth in the next academic year?

A: Anticipate enrolling a smaller freshman class in Fall 2011 than in Fall 2010, perhaps 950 new freshman; raising admission standards will accomplish the reduction. Growth funding will come from better retention rates. Next year will not be the best year to focus on growth because of the lack of enrollment growth funding.

Q: Will programs be eliminated by July 1, and, if so, how will faculty be given the year's notice?

A: Don't anticipate program cuts that soon, but, even so, students already in the programs will have to finish.

Q: Has increasing classroom size been discussed?

A: Yes. No decisions have been made but does not anticipate a dramatic increase. But there is classroom space to accommodate some increase.

Q: If eliminating duplication of programs does not affect the bottom line this year, then is such an effort just for show?

A: Doesn't believe it's for show. The legislature believes the UNC system has over-built over time, and the duplication issue will not go away after July 1.

Q: Once redundancies are identified, what criteria will be used to make cuts? Will larger schools be given priority?

A: Will know more after Monday's Administrative Council meeting, but suspects that larger schools are assumed to have the most important programs.

Q: How does the residence hall under construction fit with the idea of decreased freshman enrollment?

A: There is some concern about the funding for that project as residence halls are paid for by the students who live in them.

Q: Would UNCP ever be subsumed under a larger campus?

A: Not sure, but hopes that wouldn't be the case.

Q: In terms of duplication, will location and admission standards be considered, particularly from a student's point of view?

A: Not sure, but anticipates that arguments will be made in support of unique populations in unique areas. Believes UNCP will have a more difficult time identifying unique graduate programs than undergraduate programs.

Q: Can funds from growth in graduate programs be used to cover undergraduate program expenses?

A: There is some flexibility in terms of allocation.

Q: Chancellor was asked to remember that many lecturers and instructors have worked hard and do good work for the university.

A: Acknowledges the hard work of full-time temporary faculty, but the hard fact is that one-year contracts is one clear place the university can turn to because funds for those positions are not tied up beyond July 1. However, the Provost, Deans, and Chairs will look carefully in this area.

In his closing statement, the Chancellor said that he could not promise that none of us will be affected. UNCP needs to think about the future and will try to make decisions in ways that make sense to the institution.

**D. Report from Faculty Assembly**

Senators Brown and D'Arruda reported that President Ross said that no campus will be closed.

**E. Announcements:** None

**F. Adjournment:** Meeting adjourned at 4:58p