

The logo for UNCSCA, featuring the letters 'UNCSCA' in a white, serif font centered within a solid black rectangular background.

UNCSCA

All-School Faculty Meeting

March 15, 2017

University of North Carolina School of the Arts
Office of Academic Affairs

1533 S. Main Street
Winston-Salem, North Carolina 27127-2188
phone 336.770.3262 | fax 336.770.3367
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Date: April 30, 2015
From: Dr. David Nelson, Provost
Re: UNC School of the Arts Faculty Salary Ranges

UNC School of the Arts is in the process of establishing faculty salary ranges for high school and college faculty. The high school faculty participate in a salary scale system, while college faculty have salary ranges established by rank.

We worked with UNC General Administration in the development of the faculty salary scale and rank ranges. In establishing collegiate faculty rank salary ranges, the UNC Senior Vice President for Academic Affairs and Vice President for Human Resources consulted with national data, including AAUP data for public peer institutions. Following an exhaustive review, the following proposed ranges were established:

	<u>Minimum</u>	<u>Market (75th %)</u>	<u>Maximum</u>
Professor	\$106,762	\$152,517	\$192,171
Associate Professor:	\$69,128	\$98,754	\$124,430
Assistant Professor:	\$62,451	\$89,216	\$112,412

These ranges are therefore approved by UNC General Administration, and require UNC School of the Arts Board of Trustees final approval for adoption.

Development of the salary scale for UNCSA high school faculty was accomplished by working with UNC General Administration and our sister high school, the North Carolina School of Science and Mathematics. The recommendation is for UNC School of the Arts to adopt the high school salary scale currently in use at the N.C. School of Science and Mathematics. This will ensure that our salaries are competitive and commensurate with other public high school faculty in North Carolina.



David J. English, Ph.D.
Executive Vice Chancellor
and Provost

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February 1, 2017

To: Deans, Faculty Council
From: Dr. David English, Executive Vice Chancellor and Provost
Re: Faculty Salary Proposal for FY2018

UNCSA has implemented raises following the adoption of faculty rank and high school salary scale. For the 2015-2016 academic year, faculty rank increases were only given to Assistant Professors below the minimum of \$62,451 and Associate or Full Professors below the minimum Associate Professor salary of \$69,128. Any faculty member that met those criteria received an annual raise equal to 33% of the difference between their salary and their rank minimum. High School faculty salary raises were calculated based upon the difference between an individual's salary and their commensurate NCSSM scale as determined by years of experience, advanced degrees, and National Board Certification.

For the 2016-2017 academic year, all faculty first received a 1.5% base salary increase funded by the legislature. Faculty rank salary increases were given to Assistant Professors below the minimum of \$62,451; Associate Professors below the minimum of \$69,128; and Professors below the minimum of \$106,762. Assistant Professors and Associate Professors below their respective rank minimum received 50% of the difference between their salary and the range minimum. Full Professors received 5% of the difference between their salary and their range minimum. High School salary adjustments were made using the same approach as the previous year using the updated NCSSM salary scale. High School faculty received 50% of the difference between their current salary and the NCSSM scaled amount. Salary increases were capped at 9.9% per guidelines from UNC-GA.

For the 2017-2018 academic year, approximately \$175k in new tuition revenues has been earmarked for faculty salary increases. I am proposing the following:

- Assistant Professors, Associate Professors, and HS Scale Faculty: 75% of the difference between their salary and their minimum, with maximum caps of \$5,000 or 9.9%, and a minimum allocation of \$1,000.
- Full Professors below Associate Professor Minimum (\$69,128): 100% of the difference between their salary and the Associate Professor minimum, with maximum caps of \$5,000 or 9.9%, and a minimum allocation of \$1,000.
- Full Professors above Associate Professor Minimum (\$69,128): 5% of the difference between their salary and the full professor minimum of \$106,762, with maximum caps of \$5,000 or 9.9%, and a minimum allocation of \$1,000.

The next page of this document provides an analysis of salaries by school/division and by faculty rank for the three year period of FY15 – FY17. The table provides average annual faculty salaries, average annual salary dollar and percent increases by category for the past two years. The table also includes preliminary projections for FY18. You'll see in the data that while consistent increases have been made, there is still much room to improve.

Thank you, and I look forward to discussing this in person in greater depth.

Sincerely,

David J. English, Ph.D.

Table 1: UNCSA Faculty Salaries by School/Division and Faculty Rank, FY15 – FY 18

	2014-2015			2015-2016			2016-2017			2017-2018
	Salary	\$ Incr.	% Incr.	Salary	\$ Incr.	% Incr.	Salary	\$ Incr.	% Incr.	Salary
UNCSA All	\$ 65,166	\$ 1,433	2.20%	\$ 65,422	\$ 2,507	3.83%	\$ 67,841	\$ 1,295	1.91%	\$ 69,135
Assistant	\$ 61,439	\$ 951	1.55%	\$ 62,241	\$ 1,387	2.23%	\$ 63,952	\$ 919	1.44%	\$ 64,870
Associate	\$ 66,029	\$ 1,698	2.57%	\$ 67,338	\$ 2,035	3.02%	\$ 70,290	\$ 1,141	1.62%	\$ 71,432
Professor	\$ 70,214	\$ 1,038	1.48%	\$ 70,103	\$ 3,101	4.42%	\$ 75,455	\$ 2,048	2.71%	\$ 77,503
Dance All	\$ 57,292	\$ 2,721	4.75%	\$ 59,720	\$ 3,224	5.40%	\$ 62,305	\$ 2,401	3.85%	\$ 64,706
Assistant	\$ 51,316	\$ 3,507	6.83%	\$ 54,348	\$ 3,148	5.79%	\$ 56,913	\$ 2,737	4.81%	\$ 59,650
Associate	\$ 64,263	\$ 1,804	2.81%	\$ 63,078	\$ 3,271	5.19%	\$ 66,349	\$ 2,150	3.24%	\$ 68,498
Professor	-	-	-	-	-	-	-	-	-	-
D&P All	\$ 70,457	\$ 720	1.02%	\$ 71,278	\$ 2,334	3.27%	\$ 74,155	\$ 624	0.84%	\$ 74,784
Assistant	\$ 71,558	\$ -	0.00%	\$ 71,196	\$ 1,223	1.72%	\$ 71,183	\$ 167	0.23%	\$ 71,349
Associate	\$ 68,614	\$ 1,008	1.47%	\$ 70,330	\$ 2,495	3.55%	\$ 73,025	\$ 231	0.32%	\$ 73,256
Professor	\$ 72,409	\$ 886	1.22%	\$ 72,513	\$ 2,827	3.90%	\$ 77,949	\$ 1,554	1.99%	\$ 79,502
Drama All	\$ 57,603	\$ 2,786	4.84%	\$ 59,521	\$ 4,353	7.31%	\$ 63,686	\$ 3,263	5.12%	\$ 66,949
Assistant	\$ 48,000	\$ 2,467	5.14%	\$ 50,467	\$ 4,957	9.82%	\$ 56,739	\$ 3,664	6.46%	\$ 60,403
Associate	\$ 63,482	\$ 3,454	5.44%	\$ 67,295	*	*	*	*	*	*
Professor	\$ 62,088	\$ 2,323	3.74%	\$ 64,411	\$ 4,115	6.39%	\$ 66,446	\$ 3,146	4.73%	\$ 69,593
Film All	\$ 67,389	\$ 399	0.59%	\$ 67,813	\$ 1,994	2.94%	\$ 70,019	\$ 389	0.56%	\$ 70,408
Assistant	\$ 64,819	\$ 217	0.33%	\$ 64,119	\$ 1,806	2.82%	\$ 66,563	\$ 71	0.11%	\$ 66,634
Associate	\$ 71,524	\$ 569	0.80%	\$ 70,977	\$ 1,972	2.78%	\$ 73,107	\$ 428	0.59%	\$ 73,535
Professor	\$ 67,312	\$ 804	1.19%	\$ 69,933	\$ 2,838	4.06%	\$ 72,771	\$ 1,700	2.34%	\$ 74,470
Music All	\$ 65,282	\$ 1,504	2.30%	\$ 67,992	\$ 2,507	3.69%	\$ 70,068	\$ 1,403	2.00%	\$ 71,471
Assistant	\$ 62,803	\$ 167	0.27%	\$ 62,846	\$ 943	1.50%	\$ 63,741	\$ -	0.00%	\$ 63,741
Associate	\$ 63,624	\$ 2,143	3.37%	\$ 64,985	\$ 2,959	4.55%	\$ 68,127	\$ 1,512	2.22%	\$ 69,639
Professor	\$ 72,734	\$ 927	1.27%	\$ 73,394	\$ 2,671	3.64%	\$ 75,461	\$ 2,060	2.73%	\$ 77,521
DLA All	\$ 64,800	\$ 561	0.87%	\$ 65,841	\$ 2,655	4.03%	\$ 68,529	\$ 1,170	1.71%	\$ 69,699
Assistant	\$ 61,854	\$ 500	0.81%	\$ 62,569	\$ 1,257	2.01%	\$ 63,826	\$ -	0.00%	\$ 63,826
Associate	\$ 63,436	\$ 2,098	3.31%	\$ 64,998	\$ 2,911	4.48%	\$ 67,965	\$ 1,419	2.09%	\$ 69,384
Professor	\$ 71,079	\$ 561	0.79%	\$ 71,640	\$ 3,285	4.59%	\$ 74,925	\$ 1,592	2.12%	\$ 76,516

Key:

- No faculty at this rank
- * Fewer than three faculty members in this category

**North Carolina School of Science and Mathematics
2016-17 Faculty Salary Schedule
10-Month Base Salary**

Years of Experience	2015-16 NCSSM Salary	2016-17 NCSSM Salary
0	41,078	41,694
1	41,420	42,250
2	41,542	42,642
3	41,611	42,991
4	41,811	43,741
5	45,861	46,691
6	46,011	47,661
7	46,111	48,311
8	46,311	49,061
9	46,461	49,761
10	49,708	50,453
11	50,062	51,162
12	50,402	52,332
13	51,261	54,011
14	52,370	55,950
15	55,619	57,549
16	55,938	57,868
17	56,496	58,426
18	57,081	59,011
19	57,446	59,376
20	60,979	62,629
21	61,063	62,713
22	61,376	63,026
23	61,756	63,406
24	62,095	63,745
25	67,345	68,445
26	68,658	69,758
27	69,296	70,396
28	70,038	71,138
29	70,676	71,776
30	72,309	73,409
31	73,359	74,459
32	73,919	75,019
33	75,612	76,712
34	77,339	78,439
35	78,533	79,633
36	81,942	83,042
37	82,942	84,042
38+	-	85,142

NOTES:

1. Each faculty member has been placed on the salary schedule based on years of experience as of July 1.
2. ADD \$126 per month for a six-year degree towards a doctoral degree.
3. ADD \$253 per month for a doctoral degree.
4. ADD \$1,000 per month (10 months) for academic deans with concurrent appointment.
5. ADD 12% for certification by National Board for Professional Teaching Standards.

Peer Evaluation Procedures, revised and approved by Faculty Council March 1, 2017

1. The Office of Faculty Affairs determines how many three-person Peer Evaluation Committees (PECs) and number of eligible faculty are needed in a given cycle based on how many faculty must be reviewed, and which faculty are eligible to serve on a PEC.
2. The Office of Faculty Affairs informs the Dean of a School, Program or Division which faculty are being evaluated, how many PECs and eligible faculty are needed in a given cycle, and which faculty are eligible to serve on a PEC.
3. The Dean or designee convenes the full faculty, announces which faculty are eligible to serve on a PEC in a given cycle or year, explains procedure, and leaves the room, along with the faculty member(s) under review.
4. The faculty elect a leader to run the selection process. The faculty discuss, nominate and select by written vote, one committee at a time, a three-member PEC for each member under review. Before constituting the next committee, the outcome of each vote is tabulated and announced. A faculty member may serve on more than one PEC.
5. In cases where an Art School or Division or Program does not have enough faculty to constitute PECs for everyone under review in a given year, the Office of Faculty Affairs will provide a list of all eligible faculty evaluators campus-wide to make up the three-person core PEC. The faculty will then use this list to elect and finalize the PEC, as outlined above.
6. In cases where a faculty member under review would like to have a fourth peer reviewer from outside the faculty member's School or Division or Program join the three-person PEC, the faculty member should submit that name to the Dean or designee, who will contact the fourth reviewer to determine if she/he is willing to serve.
7. The Dean will convene the PECs to charge them to meet, elect a chair and undertake the evaluation process of named faculty.
8. The Chair of the PEC will charge the other members to undertake teaching observations, including pre- and post-observation interviews and reflections by evaluators that are shared transparently with the faculty being reviewed, in accordance with best practices. A suggested example of best practice: <https://www.cte.cornell.edu/resources/documenting-teaching/peer-review-of-teaching/index.html>
9. Further, the Chair will charge the PEC members to review the documents in the entire dossier for the faculty member under review and then will write a summative evaluation based on the committee's notes. In the cases where any member disagrees with the evaluation or has a different recommendation, the Chair will include the dissenting member's letter with the summative evaluation.
10. In the case of Contract Reappointment and Mid-Ten-Year Review, the Chair will complete the 'Peer Review Committee Evaluation & Recommendation for Contract Reappointment Evaluation.' The Chair will insert the PEC letter(s) into the appropriate form. 11. In the case of Optional Rank Promotion, the Chair will sum up the points given by PEC members and complete and sign the Rank Promotion Application Form. The Chair will insert the PEC letter(s) into the Rank Promotion Application Form.

To: Dr. Belle Wheelan, SACSCOC President
From: Gabriel Lugo, UNC Faculty Assembly Chair
Re: Governance concerns
Date: February 18, 2017
CC: Margaret Spellings, UNC President

The UNC Faculty Assembly is a group of faculty comprised of delegates from all 17 campuses of the UNC System. The Assembly serves the President, UNC General Administration, the Board of Governors, the NC General Assembly, and campus faculty and administrative bodies, as a faculty advisory body on system-wide issues

Enclosed herewith, please find a copy of a resolution on SACSCOC Concerns adopted by the Faculty Assembly on January 06, 2017. The resolution has been shared with all chancellors, provosts and faculty senate chairs in the system. I have also discussed the resolution with President Spellings of other members of General Administration in an open and transparent manner.

Since there is a substantial number of items mentioned in the resolution, I am also attaching an unelaborated list of the documentation that the Faculty Assembly has collected to frame the concerns in context.

On behalf of the faculty Assembly, I am sending the aforementioned items for your consideration.

Kind regards

Gabriel Lugo
Gabriel Lugo, PhD

Chair of UNC Faculty Assembly
UNCW Department of Mathematics and Statistics
601 South College Road, Wilmington, NC 28403

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 NCSM, 2 delegate Caucus
S. Jovanovic UNGC, At-large
L. Dohse, UNCA, At-Large

Resolution 2017-3
On SACSOC Compliance
 Approved by the UNC Faculty Assembly xxx

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 have serious concerns about the implications of the actions of the NCGA and the BOG on the compliances with the standards set forth by SACSOC as listed below:

	BOG Actions	Action Type	SACSOC	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(d), 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	SACS Std.	Documents
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(d), 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	
12	SAE Fraternities	Law Change 2013-413 PART II SECTION 6(c); 116-40.11	3.2.4, 2.2	Members of the BOG and 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;	3.2.2	Law reversing actions of the BOG

		NC GS 116-11 (2); Constitutional violation, NC Constitution Article II Section 24 (1)(i)		
	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