

CHASS General Faculty Meeting
November 30, 2005

Dean's Report

Linda P. Brady, Dean, College of Humanities and Social Sciences

1. CHASS RPT Committee: Recognize Doug Jesseph, chair, and other members of the CHASS Committee on Reappointment, Promotion and Tenure. We have 23 cases under consideration, including 13 reappointments. The NC State Board of Trustees has delegated authority to the Deans to appoint and reappoint tenure-track faculty, effective November 18, 2005. This represents a revision of university REG 01.20.1. Delegation of Authority to Appoint and to Determine Compensation for Employees Exempt from the State Personnel Act (EPA). Each college may elect to address reappointment cases in advance of tenure and promotion cases, or hold these cases until the tenure and promotion cases are addressed through the usual process in the spring. I understand the importance of reappointment decisions for faculty, and have decided to address these cases immediately, rather than holding them until after the first of the year. The College RPT Committee has completed its review of these cases, and I will be addressing them within the next two weeks.
2. Update on the Budget Situation. Once again, we have completed the annual budget cut exercise. This year, for the first time, the university apportioned the cut strategically, rather than across the board. As difficult as the cuts were to take in human terms, I want to report that the CHASS cut of \$309,179, or 1 percent of our State-appropriated budget, was the smallest percentage cut of any unit in the university. The Office of Business and Finance took more than a 3.5 percent cut. A substantial portion of the CHASS budget cut was taken by reduction of the instructional budget. The impact of that cut was a loss of 1,700 seats for Spring 2006. CHASS restored nearly 1,000 seats through internal reallocation of resources, increasing section sizes in some courses, and the addition of new sections offered by individuals not previously scheduled to teach in the spring. The Provost has provided \$134,000 in additional, one-time funding, to enable the college to cover the remaining seat deficit. While we have again been able to put the pieces together following the budget cut, we are pressing for a comprehensive look at enrollment management. Continuing the ad hoc approach to budget cuts, which results in a cut, followed by the re-creation of seats and sections, places an incredible administrative burden on the college and our departments, negatively impacts our relationships with the many non-tenure track faculty on whom we rely so heavily, and creates a sense of panic among students concerning the availability of courses they need to make reasonable progress toward their degrees.

3. Update on Compact Planning Process. This fall, the college also received an allocation of new funding through the Compact Planning process. We had submitted requests totaling \$580,000 in support of new initiatives across the college. Unfortunately, only \$275,000, or less than half of our request was funded. We received support for the new Master of Social Work program (two new faculty lines essential for program accreditation) and the new Ph.D. in Communication, Rhetoric and Digital Media. We also received six additional teaching assistantships. We provided three of the TAs to English, one in support of the new Ph.D., and two to the Department of Psychology in support of their doctoral program. Altogether, the college had requested 18 teaching assistantships. This remains a high priority for the college. We have not yet received information about the next round of compact planning, but I anticipate the process will be another one-year cycle; the next full three-year cycle will not be launched until after completion of the university's new strategic plan. We expect to move forward with some of the items in our current plan, but are also open to new proposals. Much will depend on the limits set by the Office of the Provost on the deans' requests.
4. Faculty Salaries Issues. As we all know, CHASS faculty salaries remain far below the average of our peers. This is a university-wide problem. Data provided by NC State's Office of Human Resources earlier this year indicate CHASS faces a \$2.7 million shortfall in aligning our faculty salaries to the market average of our peers. \$1.8 million of this shortfall is associated with the salaries of full professors. We face a \$400,000 shortfall in aligning our faculty salaries to 75 percent of the average of our peers—the official NC State goal. This does not take into account the approximately \$750,000 shortfall (more than \$400,000 in the Department of English alone) to raise salaries of non-tenure track faculty to salaries offered by Wake County Public Schools and approach the figure mandated by the NC General Assembly for community college instructors with master's degrees. In the coming months, CHASS will be working with the Office of the Provost on a multi-year strategy to address all of these issues. The problem cannot be solved in a single year. But we need to develop a strategy, establish benchmarks, and ensure these issues are addressed. We believe the issue of non-tenure track salaries, in particular, is a university issue as well as a CHASS issue, as the majority of these faculty play a critical role in the general education mission of the college.
5. CHASS Leadership Review. Finally, I'd like to invite you to the formal review of CHASS leadership and programs, scheduled for this Friday afternoon. At 1 pm, in this room, I will provide an overview of college programs, highlighting the accomplishments of faculty and staff, and addressing the challenges we face in coming years. The Chancellor and Provost will attend this session, and there will be ample time for questions and discussion. Following the open session, there will be an opportunity for faculty, and staff, to meet separately with the Chancellor and Provost.