AGENDA

Secretary: Joseph S. Reemtje

Ad/num

OPEN DISCUSSION OF TOPICS RAISED BY FACULTY MEMBERS
- Appointment, Promotion, and Tenure
- Resolution 2003-7 Endorsing Certain Recommendations of the Task Force on Professional Development

Professor L. C. Gassaway, Chair
Professor Judy Whitley, Chair
Professor Sue Shtoff

Annual Report of the Faculty Assembly Delegation
Annual Report of the University Committee on Copyright
Annual Report of the Faculty Welfare Committee
Remarks by the Chair of the Faculty
Executive Vice Chancellor and Provost Robert Shireton
Remarks by the Provost
Chancellor James Moeser invites questions of comments.
Chancellor's Remarks and Question Time
Call to Order: The Secretary of the Faculty

TIME

**THE MEETING OF THE FACULTY COUNCIL**

Friday, February 26, 2003 at 3:00 p.m.

The University of North Carolina at Chapel Hill

The Pleasants Family Assembly Room in Wilson Library
b. Reviewed Faculty Council Resolution 2003-3: Concerning Gender Equity in the Faculty: Salaries and Reimbursements. The FWC be represented on the ad hoc faculty committee.

For any gender inequities, as well as disparate salaries, in which salary decisions are made, including all decisions within institution and within their divisions, departments, and schools, including notification that the salary information should be made easily accessible to all faculty within the institution exists and where it is housed within the academic unit.

Equity proposals in response, recommendations sent to Chancellor.

2. Actions:

- Tenure reports
- Salary reports
- Health Insurance benefits

1. Identified the following focus areas for 2002-2003: Recruitment and Retention of faculty is critical.

Activities:

- Diane Kefrnik (chair), 2002

Committee Members:

and benefits. Changes to the improvement of faculty working conditions, including salaries for March 2003-February 2003

Annual Report

Faculty Wellfare Committee
A letter to President Breed to be drafted in March about these concerns:

comprehensive, on-site health insurance benefits at a reasonable cost to its employees.

Research nationwide has shown that the University would lose a significant percentage of its faculty and staff if it were not able to offer competitive health insurance plans.

Editors and Family Members:

Due to the difficulty of such a proposal, it is reasonable to expect that faculty and staff would be asked to absorb cost increases. This will exacerbate the already serious exodus of faculty members from the plan, leaving many of our employees and family members to leave the University faculty and staff.

Plan coverage is already inadequate, especially as it relates to coverage for

other family members. The State Health Plan is currently in a deficit and costs are exceeding

~ the State Health Plan. The following were identified as concerns:

1. Long-term care services need to be presented to FWC in late

2. Salary compression data to be presented to FWC in late

3. Influence of phased retirement options for faculty, and

4. Composition of faculty (tenure, percentage of faculty on "contingency clause") expressed interest in
Copyright Act and can advice the committee of trends and problems.

The committee also met with M. Smither, Deputy Director of Computer Security, and

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February 2003

The Faculty Council

Report of the Copyright Committee to

University of North Carolina-Chapel Hill
Promotion and Tenure


The Faculty Council receives the recommendations that the University of North Carolina at Chapel Hill:

1. Resolves in the process of promotion and tenure.
2. The faculty council resolves:

The University of North Carolina at Chapel Hill


ND: This version replaces the version distributed with the January packets.
II.9. The Faculty Council endorses the recommendation that promotions within fixed-term appointments shall be made to the same rank as the case for part-time positions, whether full-time or part-time, and all appointments and reappointments to fixed-term faculty positions, whether full-time or part-time, be made with the same conditions for promotions within fixed-term ranks.

II.8. The Faculty Council endorses the recommendation that each appointment is made with a three-year term, or, if shorter, a longer term is made available.

II.7. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations creating the rank of tenured professor at the time tenured appointments to the administrative level now in effect that links the term of fixed-term faculty appointments to the dean of the College of Arts and Sciences to receive the dean.

II.6. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations creating the rank of tenured professor at the time tenured appointments to the administrative level now in effect that links the term of fixed-term faculty appointments to the dean of the College of Arts and Sciences to receive the dean.

II.5. The Faculty Council endorses the recommendation that the maximum tenure eligibility for tenured faculty positions be the full-time equivalent of part-time appointments, and that the full-time equivalent of part-time appointments be considered in tenure evaluations for faculty members.

II.4. The Faculty Council endorses the recommendation that the maximum tenure eligibility for tenured faculty positions be the full-time equivalent of part-time appointments, and that the full-time equivalent of part-time appointments be considered in tenure evaluations for faculty members.

II.3. The Faculty Council endorses the recommendation that all appointments to fixed-term faculty positions be made with a three-year term, or, if shorter, a longer term is made available.

II.2. The Faculty Council endorses the recommendation that appointments to tenured faculty positions be made with a three-year term, or, if shorter, a longer term is made available.

II.1. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations creating the rank of tenured professor at the time tenured appointments to the administrative level now in effect that links the term of fixed-term faculty appointments to the dean of the College of Arts and Sciences to receive the dean.


II. In such cases the Faculty Council is not entitled to a two-months notice of a decision not to reappoint.

II.1. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations creating the rank of tenured professor at the time tenured appointments to the administrative level now in effect that links the term of fixed-term faculty appointments to the dean of the College of Arts and Sciences to receive the dean.

II.2. The Faculty Council endorses the recommendation that promotions within fixed-term appointments shall be made to the same rank as the case for part-time positions, whether full-time or part-time, and all appointments and reappointments to fixed-term faculty positions, whether full-time or part-time, be made with the same conditions for promotions within fixed-term ranks.
III. Review of Tenure-Track Appointments and Promotions

1. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code establishing a system for review of all appointments and promotions that have the effect of conferring permanent tenure.

2. The Faculty Council requests the Committee on University Government to prepare for constitution and promulgation of the effect of conferring permanent tenure.
Hence, the review recommended by the resolve would be advisory only to the dean or department chair.

**This resolve does not recommend changing the current provisions of the tenure regulations.**
The Faculty Assembly has seven standing committees.

1. Technology Committee
2. Planning and Programs Committee
3. Governance Committee
4. Faculty Welfare and Benefits Committee
5. Faculty Development Committee
6. Budget Committee
7. Academic Freedom and Tenure Committee

The Faculty Assembly meets four times per academic year in the UNC-Chapel Hill Administration Building in Chapel Hill. Meetings typically consist of a general session from 1:00 p.m. until 2:30 p.m., followed by meetings of standing committees.

Secretary:

Central University serves as Vice-Chair and Ralph S. E. Scott, from East Carolina University, serves as Chair of the Assembly. George Conklin, from North Carolina Wilmington, serves as Chair of the Assembly. Daniel P. Johnson, from the University of North Carolina at Chapel Hill, serves as Secretary. Vice President for Academic Affairs is the primary officer of the Assembly.

The size of each campus's delegation to Faculty Council is determined by the number of full-time faculty and professional staff members employed by the institution. UNC Chapel Hill is the primary responsibility for the university's curriculum.

The Assembly is dedicated to upholding and expressing the principles of academic freedom and the university's primary responsibility.

1. The Faculty Assembly of the University of North Carolina shall advise and communicate with the President of the University of North Carolina with regard to the interests of the faculty and other matters of concern to the faculty.

2. The Faculty Assembly shall advise the Board of Governors and take any action on behalf of the faculty of the University of North Carolina that it deems necessary and advisable.

3. The Faculty Assembly shall advise the Board of Governors of the University of North Carolina with regard to the interests of the faculty and other matters of concern to the faculty.

4. The Faculty Assembly of the University of North Carolina shall provide for the election of the Faculty of the University of North Carolina by the faculty of the University of North Carolina.

The Faculty Assembly is the elected body of representatives of the faculty of the six universities of the University of North Carolina System.

FACULTY ASSEMBLY, UNIVERSITY OF NORTH CAROLINA

Report to the UNC-Ch Faculty Council

Revised 28, 2003
Barbara B. Morin
Respectfully submitted,

The faculty have to information about faculty committees and the activities of the Faculty Assembly, which can be seen on the website. Minutes of meetings and information about issues and resolutions are available at the website. The website is the main source of information about faculty work and issues.

During the past few years, the Faculty Assembly has been able to move a great deal of business. Faculty have to information about such things as academic planning.

The Faculty Assembly recently passed resolutions encouraging the General Assembly to budgetary needs of the UNC System. The Faculty Assembly has been focused primarily on issues related to the budget.

INITIATIVES AND ACTIVITIES

The Faculty Assembly this year has focused primarily on issues related to the budget.

The Faculty Assembly this year will be held on April 25th. The next meeting will occur on December 20th, November 20th, and February 21st. The Faculty Assembly usually receives a report from the President of the University, followed by committee reports. Resolution and other business are available for questions from the delegates. The second session, approximately 5 pm, the chair and certain university officials present reports during the faculty meeting.
Remarks by the Provost

Dean Nichols thanked the chancellor but said that the lion's share of the credit for the event is due to Prov. Boger.

action program with respect to admissions.

action program, graduate student education, and development of innovative communities.

Special Awards with respect to honorary degrees to be awarded at commencement 2004. These being in addition, it

Call to Order and Agenda

The next faculty council meeting will be May 11, 12. The agenda for the next meeting will be presented at that time.

Attendance

February 26, 2003, 3:00 P.M.
The problem we need to deal with women first. If we do not deal with them, we cannot solve many issues because they constitute a disproportionate number of our student body. We need to address this issue in our school. The Faculty Women's Committee has been active for many years, advocating for women's rights and addressing issues of gender equality in our school. The purpose of the committee is to promote gender equality and address issues that affect women's education and well-being. The committee has been instrumental in raising awareness and advocating for change. The Faculty Women's Committee has been active in promoting policies that support women's rights and ensuring that women are represented in decision-making processes.

The committee has conducted a review of faculty members' qualifications and has made recommendations to ensure that women are represented in all areas of the school. The committee has also been working on creating a more inclusive and welcoming environment for all students, especially women. The committee has been active in promoting gender equality in all aspects of the school, including hiring practices, course offerings, and extracurricular activities.

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Academic Affairs and 40% in Health Affairs while the number of tenured faculty has been essentially unchanged.

Portland State University's President, Dr. Patrick Lyons, said that the course of action is essential to the Office of the President. The Board of Trustees has already approved a plan to hire additional faculty members who can help address the growing need for faculty expertise.

This latest agreement marks a significant step forward in efforts to improve the quality of education at Portland State University. The new faculty members will be expected to contribute to the university's mission of providing a high-quality education to students from diverse backgrounds.

The agreement was reached after months of negotiations between the university and the faculty union. It is hoped that this agreement will serve as a model for other institutions looking to strengthen their faculty as well.

Resolution Endorsing Certain Recommendations of the Task Force on Appointment, Promotion, and Tenure

The Faculty Council has endorsed the recommendations of the Task Force on Appointment, Promotion, and Tenure, which was appointed by the university to review the appointment, promotion, and tenure processes.

The Task Force made a number of recommendations, including increased transparency in the appointment process, improved evaluation criteria, and enhanced support for faculty development.

The Faculty Council agreed that these recommendations are necessary to ensure the quality of education at Portland State University. It is hoped that the implementation of these recommendations will result in a more equitable and effective appointment, promotion, and tenure process.

Challenges and Remarks

While the Task Force has made some positive recommendations, there are still significant challenges to be addressed. One of the main concerns is the lack of diversity in the faculty. The Faculty Council is committed to addressing this issue and will work with the administration to develop strategies to increase diversity in the faculty.

In conclusion, the Faculty Council endorses the recommendations of the Task Force on Appointment, Promotion, and Tenure. The council looks forward to working with the administration to implement these recommendations and to ensuring the quality of education at Portland State University.
The amendment moved by Prof. Glotzer was adopted.

By all departments.

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Honorary Degrees to be Awarded at Commencement 2004

The Council approved the recommendation of Section II of Resolution 2003-7 that Honorary Degrees be awarded at Commencement 2004. Forst-Pereir described the nominees put forward by the Committee on Honorary Degrees to the Council as "outstanding members of the faculty whose contributions to the University and to the field of scholarship have been recognized by their peers and by the academic community." The nominees were:

1. Robert M. (Bob) Bosch, President of Robert Bosch Corporation, for his contributions to the field of engineering and to the University.
2. Jane Addams, founder of Hull House, for her contributions to social work and to the University.
3. John F. Kennedy, 35th President of the United States, for his contributions to the field of politics and to the University.
4. Martin Luther King Jr., civil rights leader, for his contributions to the field of civil rights and to the University.
5. Nelson Mandela, former President of South Africa, for his contributions to the field of politics and to the University.

Forst-Pereir expressed the hope that the University would "do all possible to bring it to bear that these individuals are honored at Commencement 2004."
Appendix A

February 26, 2003
Faculty Council Minutes

Appendix A

Resolution 2003-7. Responding to the Recommendations of the Task Force on...

The Efficacy of North Carolina's Chapel Hill

Appendix A
III.1. The Faculty Council requests the Committee on University Governance to prepare for consideration by the General Faculty an amendment to the Faculty Code establishing a University-wide system for review of all tenured-track Appointments and Promotions.

III.2. The Faculty Council requests the Committee on University Governance to prepare for consideration by the General Faculty an amendment to the Faculty Code expressing the expectation that students and departments will provide meaningful feedback to the president and the faculty regarding the impact of community service and community involvement on their work.

III.3. The Faculty Council endorses the recommendation of the Faculty Senate to amend the Faculty Bylaws to include a provision ensuring that all members of the faculty are represented in the faculty governance body.

IV. The Faculty Council requests the Committee on University Governance to prepare for consideration by the General Faculty an amendment to the Faculty Code establishing a University-wide system for review of all tenured-track Appointments and Promotions.
resolve would be advisory only to the dean of department chair who made the original decision.

The resolution does not recommend changing the current provisions of the tenure regulations that require all faculty

revised the decision had been possible 

In conducting that review, the reviewing officer will seek the advice of the faculty advisory committee that would have