

March 18, 2011

Meeting of the Faculty Council & the General Faculty

Friday, March 18, 2011

3:00 p.m.

Hitchcock Multipurpose Room

Sonja Haynes Stone Center for Black Culture and History

Chancellor Holden Thorp and Professor McKay Coble, Chair of the Faculty, presiding

AGENDA

3:00 Chancellor's Remarks and Question Period

- Chancellor Holden Thorp

3:15 Provost's Remarks and Question Period

- Provost Bruce Carney

3:30 University Career Services: An Overview and Discussion with Faculty Council Members

- Mr. Ray Angle, Director, University Career Services

4:00-4:50 Annual Reports

- Administrative Board of the Library (Prof. Cheryl Mason Bolick, Chair)
- Buildings and Grounds Committee (Prof. David Owens, Chair)
- Committee on the Status of Women (Prof. Amy Herring, Chair; Report delivered by Prof. Patrick Curran, committee member)
- Faculty Assembly Delegation (Prof. Steve Bachenheimer, Chair)

4:50 Faculty Code Amendments (Vote)

- Second Reading: Resolution 2011-1: On Amending the Faculty Code of University Government to Provide Voting Representation for Retired Faculty.
- Second Reading: Resolution 2011-2: On Amending the Faculty Code of University Government to Allow Fixed-Term Faculty to Vote in Personnel Matters Affecting Other Such Faculty.

- Prof. Vin Steponaitis, Chair, Committee on University Government

5:00 Adjourn

JOURNAL OF PROCEEDINGS OF THE FACULTY COUNCIL

March 18, 2011

The Faculty Council of the University of North Carolina at Chapel Hill convened March 18, at 3:00 p.m. in the Hitchcock Multipurpose Room of the Sorja Haynes Stone Center for Black Culture and History. The following 58 members attended: Anderson, Bachheimer, Balaban, Brice, Carlson, Chapman, Chen, Coble, Cohen, Copenhaver, Crowder, DeSaix, Faker-Rich, Egan, Ferrell, Friga, Fuchs-Lokensgar, Gehrig, Gerber, Greene, Gullledge, Hayslett, Hess, Irons, Janken, Koomen, Kramer, Lee, Leonard, Linden, Lopez, Lothspeich, Lund, Mayer, McMillan, Milano, Miller, Morris-Natschke, Morse, Palmer, Papanikolas, Persky, Renner, Richardson, Rodgers, Schoenbach, Starkey, Steponaitis, Stewart, Stotts, Szypszak, Thorp, Thrailkill, Tisdale, Tobin, Toews, Van Tilburg, and Wallace. The following 26 members were granted excused absences: Bagnell, Bechtel, C. Brown, J. Brown, Cornell, Farp, Gerhardt, Gilland, Gilliland, Guskiewicz, Heenan, Krome-Lukens, Maffly-Kipp, Milone, Moracco, New, O'Shaughnessey, Paul, Powers, Schoenfisch, Shanahan, Shea, Stearns, J. Thorp, Troster, and Yankaskas. The following 6 members were absent without excuse: Blalock, Dilworth-Anderson, Mieczkowski, Sunnarborg, Verkerk, and Webster-Cyriague.

Call to Order

Chair of the Faculty McKay Coble called the Council to order at 3:00 p.m.

Chancellor's Remarks and Question Period

Chancellor Holden Thorp expressed solidarity with the people of Japan as they face the consequences of a disastrous earthquake tsunami resulting in severe damage to a nuclear power plant. He summarized efforts on this campus relevant to the situation:

- The Carolina Center for Public Service has launched a [disaster relief website](#);
- Prof. David Richardson (Epidemiology) studies the long-term health risks for nuclear power plant employees and serves on a White House Advisory Board on Radiation and Worker Health.
- Prof. Jonathan Lees (Geological Sciences), a seismologist, works extensively around the Pacific Rim and is knowledgeable about aftershocks and how the Earth's axis shifts during an earthquake.

The chancellor reported that Carolina has the privilege this week of hosting the first public forum of the President Obama's National Advisory Council on Innovation and Entrepreneurship, of which he is a member along with University of Michigan President Mary Sue Coleman. The council is advising the president on how to find better ways to spin the bright ideas that emerge on campuses like ours into practical initiatives that create jobs and expand the economy.

Chancellor Thorp said that earlier this year, the General Assembly asked General Administration to suggest ways to increase operational effectiveness and efficiency across the University system. One of the proposals is to consolidate all University system employees under the authority of the Board of Governors. Currently, SPA employees are under the authority of the State Personnel Act as overseen by the State Personnel Commission and Office of State Personnel, while EPA employees (both faculty and non-faculty) are under Board of Governors authority. The intent of this proposal is to simplify personnel administration for all UNC campuses by providing consolidated authority for personnel matters under a single body, and to allow the University system to tailor its personnel programs in a way that better responds to the unique needs of higher education. The chancellor emphasized that nothing in the proposal will impair job security rights. He added that he thinks this is an extremely positive step both for the University system and for our employees.

Prof. Vin Steponaitis (Anthropology) asked for comment on whether the General Assembly is likely to siphon off Facilities and Administration Funds (F&A) that accompany federal grants. The chancellor replied that discussion continues in legislative committees on this issue. He said he think we can establish a definite cause and effect relationship between the decision several weeks back to allow the University to retain all of this revenue and an upward spike in our research funding. F&A revenue allows start-up funding for new researchers and other infrastructure that enables our faculty to attract research funding from outside sources.

Prof. Lloyd Kramer (History) asked again, as he had in January, about in-state residency for graduate students. He said that Prof. Evelynne Huber, chair of Political Science, had told him that all nine graduate students in her department who had applied had been rejected. Chancellor Thorp replied that Dean Steve Matson is working with a committee studying guidelines and process. He added that the current political environment may make it difficult to confront this issue directly, but he will see what can be done. Provost Carney added that part of the problem appears to be differing opinions as to how to interpret the law on the subject. He said that a succession of individuals have handled residency determinations over the past several years and that he, the university registrar, and the dean of the Graduate School have been meeting to ensure clarity and uniformity of interpretation.

Provost's Remarks and Question Period

Provost Carney said that he had hoped to be able to present to the Council at this meeting a proposed amendment to the Trustee Policies and Regulations Governing Academic Tenure that would implement the proposal to add Master Lecturer to the list of permissible fixed-term titles, thus enabling a three-tier career progression from lecturer, to senior lecturer, to master lecturer. He hopes to have the resolution ready for action at the next Council meeting.

Provost reported that the search for vice chancellor for research is in its last stages; an offer is pending. A search firm has been retained to assist in the search for vice chancellor for business and finance. The search for dean of the School of Journalism & Mass Communication has yielded 24 applicants.

University Career Services

Mr. Ray Angle, Director of University Career Services, spoke to the Council of the mission and work of his agency.

Annual Reports of Standing Committees

Administrative Board of the Library. Prof. Cheryl Mason Bolick, chair of the Administrative Board of the Library presented the board's annual report. She said that the 2010 restructuring of the board has improved its functionality. Members are more engaged and are better able to work together with a smaller number of people. Prof. Bolick said that this year four themes emerged: collection development; budget issues; convergence of the University Library and the Health Sciences Library; and the role of the library as a catalyst for digital scholarship.

Prof. Lloyd Kramer (History) said that a number of graduate students have asked why they are required to make their dissertation available in digital format. He said this makes it more difficult for them to turn the dissertation into a book and thereby impedes progress toward tenure. Prof. Bolick replied that the board had not addressed that issue. Dr. Carol Tobin, Head of David Library Reference, said this is a requirement by the Graduate School, not the University Library. A member of the Council reported that students are allowed to embargo digital publication of their dissertations for a period of one year.

Buildings and Grounds. Prof. David Owens, chair of the Committee on Buildings and Grounds, presented the committee's

annual report. He said that when the economy was more robust, the committee had more to do. This year was relatively quiet and addressed mainly remodeling projects.

Faculty Assembly Delegation. Prof. Steven Bachenhaimer, Head of the Faculty Assembly Delegation, reported on the origin and work of the Faculty Assembly. He said that its primary benefit is to produce a forum for faculty on campuses in the University System that do not have a strong tradition of shared governance.

Committee on the Status of Women. Prof. Patrick Curran (Psychology), chair of the Committee on the Status of Women, presented the committee's annual report. He summarized a number of key issues that were identified at the town-meetings sponsored by the committee. He said that the committee's report this year should be thought of as preliminary data-gathering. The committee anticipates more systematic and rigorous study during the coming year. Prof. Curran said that the preliminary results suggest many positive aspects of work at Carolina for our women faculty and staff, but there are a number of small irritants that need to be addressed.

Prof. Diane Leonard (English & Comparative Literature) expressed dismay at the report which she said focuses almost solely on issues related to children and child-rearing. There are academic issues that the report ignores, she said. As a result, the report reinforces stereotypes of women. Prof. Curran replied that the report concerns on issues that were identified by faculty colleagues at the committee-sponsored "town meetings." He assured Prof. Leonard that her concerns would be considered by the committee.

Prof. Kay Lund (Cell & Molecular Physiology) said that in bad economic times women are particularly vulnerable. She hoped there will be an opportunity for both women and men to focus on solutions as well as problems.

Faculty Code Amendments

The Secretary of the Faculty laid before the Council Resolution 2011-1 which was approved on first reading at the February meeting of the General Faculty and Faculty Council. Prof. Vin Steponaitis, chair of the Committee on University Government, gave a brief explanation of both Resolution 2011-1 and Resolution 2011-2 for the benefit of members who were not in attendance in February.

Prof. Ferrell called for discussion or debate. There was none. Resolution 2011-1 was adopted on second reading and ordered enrolled. See Related Documents.

The Secretary of the Faculty laid before the General Faculty Resolution 2011-2 which was approved on first reading at the February meeting of the General Faculty and Faculty Council. There was no discussion or debate. Resolution 2011-2 was adopted on second reading and ordered enrolled. See Related Documents.

Adjournment

Its business having been completed, the Council adjourned.

Respectfully submitted

Joseph S. Ferrell

Secretary of the Faculty

**ACADEMIC AFFAIRS LIBRARY
ADMINISTRATIVE BOARD OF THE LIBRARY
2010-2011 ANNUAL REPORT**

CURRENT MEMBERSHIP:

Committee Member	Department	Membership Status	Term Expiration
Cheryl Bolick	Education	AcadAffPrSch	2011
Christopher Fecko	Chemistry	Natural Sciences	2011
Edward Halloran	Nursing	CF Appt Health Aff	2011
Carmen Hsu	Romance Lg	Humanities	2011
Terrence McIntosh	History	Social Sciences	2011
Jane Metters		Graduate Student	2011
Nissan Patel		Undergraduate Student	2011
Iris Caulton-Laney	Soc Work	AcadAffPrSch	2012
Frank Dominguez	Romance Lg	Humanities	2012
Charles Kurzman	Sociology	Social Sciences	2012
Megan Matchinske	ENG & CL	CF Appt at Large	2012
Karen O'Brien	DramArt	CF Appt at Large	2012
David Stotts	CompSci	Natural Sciences	2012
Phillip Vandermeer	UnivLib	Libraries	2013
Sarah Michalak	LibrSci	University Librarian	EO

* Three of the expired memberships will be renewed (Natural Sciences, Humanities, Social Sciences) based on the newly constituted membership categories.

NUMBER OF ANNUAL MEETINGS: Seven meetings

REPORT PREPARED BY: Cheryl Mason Bolick, *Chair*

CHARGE:

Shall advise the University Librarian on the administration of the University Library system; formulate, together with the University Librarian, the basic policies governing the acquisition of library materials and the use of such materials; allocate, with the advice of the University Librarian, the book funds which are not specifically designated; submit to the Chancellor, through the University Librarian, its advice on the establishment or

discontinuance of library service units outside of the general library building; review the University Librarian's budget request; and report annually to the Faculty Council.

Four themes were a part of the ABL's series of meetings: *collection development, budget scenarios, Health Science Library/University Library convergence, and digital initiatives*. A summary of each of these themes is briefly described in the section that follows.

Collection Development:

The Board warmly welcomed Carol Hunter, new Associate University Librarian for Collections and Services. Ms Hunter reported that the new liaison model is developing well, with subject specialists becoming embedded in departments and with the faculty they serve. An appointed subcommittee updated the ABL on the implementation of the new model of collection development. The report presented information and documentation of how the new liaison system is working. A list of all the subject librarian liaisons was distributed as well as information about how the library acquires books. Board members were invited to attend training sessions on the new process.

Budget Scenarios:

The University Library was no different than any other unit on campus this year. Decisions related to budget reduction were discussed throughout the year. The Provost met with the ABL in November and January to discuss the budget reduction scenarios. At each of these meetings, the Board discussed options to address the 3.5% reversion and a 10% budget cut for 2011-2012.

Significant cuts were made to the Library's annual budget. Staffing and collections, are feeling the impact of the reductions. There was a larger than anticipated cut to the materials budget for 2010-11. Yet, The Board's Collections Committee funded all faculty requests in January 2011. The Library Staff is making a concerted effort to protect the materials budget for the future. The collections liaisons are working with faculty to inform cancellation decisions.

Health Science Library/University Library Convergence:

Responding to the Carolina-Counts report, the University Library and Health Science Library have collaborated this year to merge fiscal services and human resources. Carol Jenkins and Sarah Michalak updated the Board throughout the year on efforts to converge areas such as IT operations and other possible operations.

Library as Catalyst: Digital Initiatives

UNC Press and Special Collections representatives presented the *Long Civil Rights Movement* project to the Board. This project is an exemplary model of the Library serving as a catalyst to lead the field in the area of digital publishing. The *Long Civil Rights Movement* project is an innovative initiative that builds upon publishing expertise,

historical scholarship, and digital library innovation on the UNC campus. The Documenting the American South project, *Driving Through Time* will be presented at the final ABL meeting. This presentation will also discuss the K-12 outreach and research being done along-side the project.

These presentations highlight the complex interdisciplinary cutting-edge work the UNC Library does. Related to these discussions was an update on the Carolina Digital Library outreach efforts and the efforts to refurbish Wilson Library. These efforts highlight the Library's commitment to supporting innovative collections and scholarship on our physical campus, while at the same time reaching out to external constituents through the digital collections.

Buildings and Grounds Committee
(Appointed by the Chancellor)
Annual Report--2010

Members:

Terms expire 2013: Jim Hirschfeld; Thomas Campanella, Sherry Salyer.

Terms expire 2012: Rachel Willis; Peter White; Steve Wing, Linwood Futrelle

Terms expire 2011: Tom Clegg; Margaret Miller; David Owens (chair).

Student Members: Phil Feagan, Steven Byrd, Clay Vickers

Members leaving committee during past year: Melinda Meade; Michael Rodgers

Meetings during past year (2010): 1/7; 3/4; 4/1; 5/6; 7/1; 9/2; 11/4

Report prepared by: David W. Owens (Chair).

Committee charge: The committee advises the Chancellor on siting and external appearance of new buildings and additions, removal of facilities, changes in long term use and appearance of campus grounds, selection of architects for University projects, preparation of long-range campus plans, placement and design of signs and campus art works.

Previous Faculty Council questions or charges: None

Report of Activities:

Site recommendations (4): Ronald McDonald House expansion; Campus Rec storage building; Law School (Carolina North); Rizzo Center lounge expansion

Architectural firm and designer recommendations (3): Lenoir Hall renovations; Student Union renovations; Woolen Gym basement renovations

Exterior design and site plan recommendations (8): Kenan Stadium end zone expansion; Rizzo Center expansion; SECU Family House gazebo; Memorial Hall box office improvements; Ronald McDonald House expansion; Rizzo Center lounge expansion; IFC Community House; 123 West Franklin redevelopment

Landscape and ground recommendation (1): Y Court benches

Signage recommendations (7): Boshamer Stadium banners; Carmichael arena signage; Stormwater education signage; Campus wayfinding pilot signage; Venable Hall donor plaque; Conserving Carolina recognition bricks; Latina/o Collaborative signage

Plan and policy recommendations: Update of committee charter

Campus art siting recommendations: None.

Other: David Owens serves on the Facilities Planning Committee.

Recommendations for actions by Faculty Council: None

Report of the Committee on the Status of Women

March 18, 2011

Committee Members:

Patrick Curran (Psychology)

Amy Herring (Biostatistics)

Donna Lefebvre (Political Science)

Catherine Marshall (Education)

Renee McBride (Libraries)

Barbara Osborne (Exercise and Sport Science)

Ross Simpson (Medicine)

John Thorp (Obstetrics and Gynecology)

Jane Thrailkill (English)

Mckay Coble (Dramatic Arts, *ex officio*)

Anne Whisnant (Faculty Governance, *ex officio*)

Charge: "The committee addresses ongoing concerns of women faculty members, identifies obstacles to achievement and maintenance of equality in the representation and status of women on the faculty, and proposes steps for overcoming these obstacles" (Faculty Code, § 4-22).

Report of Activities: The Committee on the Status of Women conducted two university-wide forums to obtain feedback from faculty members concerning issues of importance to women and families. The purpose of these forums was to gather information from University faculty members on concerns of relevance to women and families, with the plan of following up on issues identified in the forums with an electronic survey of all faculty members in the future.

These forums were held in February at the Campus Y and in the School of Medicine, and numerous one-on-one sessions with individual faculty members were held separately due to schedule conflicts.

Roughly 40 faculty members, the majority of whom were women, provided feedback to the committee in this manner.

The most frequent issues raised by faculty members included

- (1) Lack of on-campus option for childcare
- (2) Lack of women in leadership roles in School of Medicine

- (3) Maternity leave policy – lack of consistency in its application across departments and divisions campus-wide; inability of both partners to take leave; implications of maternity leave in medicine in particular
- (4) Lack of clarity in how “stopping the tenure clock” changes the operations of APT with respect to promotions from assistant to associate and promotions from associate to full
- (5) Need for more spaces to breastfeed
- (6) Parking for expectant and new mothers

With respect to (1), faculty members felt the university should offer child care on the main campus with sufficient slots to accommodate all families. This issue was raised by faculty members at all levels, including one chair who noted two male faculty recruitments had failed primarily due to this issue. This issue is particularly critical in medicine, in which faculty members often feel a nanny is the only option (due to having to be at work earlier and/or later than most daycares allow). It was noted that infant care is particularly difficult to find, and that a facility that accepted only infants (presumably would require less space) would be worth pursuing if a larger facility could not be accommodated. In addition, several faculty members mentioned the desire for on-campus after-school childcare and their disappointment at the cancellation of the popular Carolina Kids Camp. It was noted that childcare appears to be given considerable “lip service” but is often cut in late stages of planned university expansions. The Committee strongly encourages UNC to be proactive with respect to this critical issue for women and their families by incorporating childcare into first-stage development plans for both University Square and Carolina North.

With respect to (2), women in the School of Medicine expressed disappointment that women have little representation in the most senior leadership positions, particularly noting the absence of women as Vice Deans or as Chairs of clinical departments. It was independently noted by multiple attendees that many men held multiple major administrative roles/titles. While women are well-represented on the faculty, there are concerns that a “glass ceiling” exists in the School of Medicine. The women in attendance felt that many have expressed concerns, but that the (male) leadership does not view this as a problem. One faculty member suggested that an existing program to send School of Medicine faculty for external executive leadership training be offered to more faculty members, with a concentration on women/minorities in early career stages, as a way of grooming a more diverse faculty for these roles. The Committee suggests that UNC take a more active role in ensuring that women are represented in all levels of leadership in this important School.

In the forums, it became apparent very quickly that the university’s maternity leave policy (3) is not consistently interpreted across all academic units at UNC. In addition, there were additional issues in the School of Medicine. It seems that in most clinical departments, a faculty member’s “maternity leave” typically requires other members of the unit to bear the burden of additional clinic patients given the potential for revenue loss. The faculty member taking leave is sometimes “penalized” by (a) having to make up “call” (remaining available at all hours for emergency consults) before or after the leave (this practice varies by division), (b) not having expectations for clinical income adjusted for the leave (again

varies by division), or (c) bearing some guilt for "fil will" from colleagues who have to see additional patients or take up more call to make up for the leave. The Committee suggests the appointment of a maternity leave ombudsperson at the faculty level to help ensure the policy is applied consistently throughout the university and also suggests the School of Medicine consider devoting funds to hiring temporary employees and making other necessary adjustments to ensure maternity leave in the School of Medicine is a true leave.

Regarding (4), the Committee fielded several questions about how "stopping the tenure clock" and other family leaves work with respect to promotions to tenure and promotions from associate to full professor. The Committee suggests that the APT Committee (a) formulate a clear description of how it handles such leaves and (b) post this information on the UNC Faculty Governance website.

With respect to (5), numerous women noted that spaces for breastfeeding were often hard to find and sometimes disappeared depending on space needs. Pumping is typically done several times per day and can be quite time-consuming. Additional lactation stations should be a priority. On-campus childcare would enable mothers of infants to breastfeed them during the day.

Regarding (6), several women suggested lack of convenient parking was a barrier when children were very young. New mothers are not typically eligible for handicapped parking. It is suggested that the university consider prioritizing mothers of infants when making decisions about parking.

The Committee referred two faculty members to other resources regarding potential gender discrimination issues.

The Committee is currently making plans for an electronic survey of all faculty members as a method of obtaining feedback on issues raised in these forums from a broad spectrum of the UNC faculty.

**Faculty Assembly Delegation
University of North Carolina at Chapel Hill
2010-2011 Annual Report to the UNC-CH Faculty Council February 17, 2011**

The UNC Faculty Assembly is the elected body of representatives of the faculty of the seventeen constituent institutions of the University of North Carolina. The Faculty Assembly was formed in 1972 when all of the public senior institutions were placed under one Board of Governors. The Assembly, which now meets 5 times each academic year, is dedicated to upholding and exercising the principles of *academic freedom, shared governance, tenure, and the faculty's primary responsibility for the University's curriculum.*

Objectives and Functions (from the Charter of the Faculty Assembly)

1. The Faculty Assembly of the University of North Carolina shall gather and exchange information on behalf of the faculties of the constituent institutions of the University of North Carolina.
2. The Assembly shall, through appropriate channels, advise the Board of Governors of the University of North Carolina, the General Assembly, and other governmental agencies and officers on matters of university-wide importance.
3. The Assembly shall advise and communicate with the President of the University of North Carolina with regard to the interests of the faculties and other matters of university-wide importance.

2010-2011 UNC-CH Delegation:

Steven Bachenheimer—School of Medicine (2013)
Carol Brown—School of Law (2012)
McKay Coble—Arts & Sciences (2012)
Deborah Baker-Rich—School of Education (2013)
Lloyd Kranner—Arts & Sciences (2011)
George Sheldon—School of Medicine (Alt2)
Alan Cross—School of Medicine (Alt2)
Clyton Koelb—Arts & Sciences (Alt3)

Over the past year, Faculty Assembly Plenary (morning) sessions have been devoted to reports from General Administration Vice-presidents or Directors, (Jeff Davies—Chief of Staff; Laura Luger—Legal Affairs; William Fleming—Human Resources; Leslie Cates—Dir. State Government Relations; Charles Perusse—VP Finance (Budget); Lisa Adamson [interim]—VP Academic Affairs); from the System President Erskine Bowles and now Tom Ross; and from representatives of state government with particular relevance to the UNC System (e.g. Barry Boardman, Fiscal Research Div. General Assembly; Sen. Peter Brunstetter [Ronsyth], co-chair, Senate Appropriations Committee). Afternoon sessions have been devoted to discussions of issues related to faculty life and professional issues (e.g. Furlough policies, Preserving the Academic Core, Employee Health Plans, Distance Education) or to debating Resolutions.

Faculty assembly also has provided forums for Faculty Council/Senate chairs and faculty from Historically Minority Institutions to discuss issues of common interest and best practices.

Respectfully Submitted,
Steven Bachenheimer, Delegation Chair

Selected Faculty Assembly Resolutions passed during Spring 2009-2010 and Fall 2010-2011 sessions:

Resolution 2010-4 On the Definition and Protection of the Academic Core

Passed unanimously 4-16-2010

Whereas the quality of a university is directly related to the strength of its academic program; and *Whereas* it is important to protect the quality of the University's academic program by effective budgetary decisions and strategic planning, and such protection is particularly important during times of economic stress; and

Whereas there is no simple set of metrics that provide a measure of the strength of academic programs, but rather a complex set measures that pertain to investments in both physical and human infrastructure which provide insight into the Academic Core of the university;

Therefore the 2009-2010 session of the Faculty Assembly of the University of North Carolina charged a

working group to develop defining principles and characteristics of the Academic Core, to collect data from all campuses of the University of North Carolina system, and to evaluate the system's investments in, and protection of, the Academic Core;

Therefore be it resolved that the Faculty Assembly of the University of North Carolina endorse the white paper report "Protecting the Academic Core" of the Academic Core sub-committee which provides an effective definition of the Academic Core, and
Be it further resolved that the Faculty Assembly commit to continuing to work with the University of North Carolina General Administration, to develop and obtain reliable data sets that are consistent between campuses and the general administration, with clear definitions of data parameters such that they can be effectively utilized for evaluating past and projecting future investments in the Academic Core.

Resolution 2010-5 On Health Care for UNC Employees

(passed Faculty Assembly unanimously on 16 April 2010)

Whereas, many faculty and staff are greatly concerned about the eroding level of health care benefits; and *Whereas*, the UNC Faculty Assembly wishes to go on record about these concerns,

Now therefore, the UNC Faculty Assembly resolves:

1. That the UNC General Administration and the North Carolina General Assembly request that oversight of the State Health Plan be transferred to an independent board of the Executive Branch of the state.
2. That the UNC General Administration request the North Carolina General Assembly to direct the State Health Plan and its contractors, in the interest of transparency and public accountability, to:
 - a. Justify raising premiums, deductibles, co-pays, and elimination of the 90/10 program,
 - b. Itemize and account for all expenses claimed by BCBSNC for their administration of the State Health Plan.
3. That the UNC General Administration recommend to the North Carolina General Assembly that
 - a. Random testing of UNC state employees and dependents for tobacco and obesity should be prohibited;
 - b. Any health testing measures that are employed should have proven efficacy and a clearly described appeal process to maximize accountability;
 - c. Additional positive incentives, rather than punitive measures, should be implemented to encourage healthy behaviors;
 - d. All employees should retain the full range of coverage plans regarding their health care plan options.
4. That the UNC General Administration urge the North Carolina General Assembly to terminate categorical exclusions or reductions in coverage levels for health plan participants.

Resolution 2011-1 On Academic Freedom

Whereas, academic freedom is fundamental to the University's goal of advancing and transmitting knowledge; and

Whereas, academic credentials and quality are evaluated by scholarly peer review; and

Whereas, academic freedom also encourages "best-interest" decision making and the creation of a safe and open learning environment by enabling faculty – who are on the frontline of a variety of academic and community issues and are therefore critical players in making decisions that are in the best interest of both the institution and the community – to be fully involved in institutional decision-making; and

Whereas, faculty involvement in institutional decision-making and implementation is essential to ensuring the success of institutional initiatives; and
Whereas, students, faculty, and administration are all best served if faculty are free to express themselves on institutional and other matters without institutional control or intrusion; and

Whereas, section 600 of *The CODE of the University of North Carolina* has long expressed institutional support for academic freedom by stating that academic freedom is "essential" to "the transmission and advancement of knowledge and understanding;" and
Whereas, it is the policy of the University (section 601 of *The CODE*) "to support and encourage full freedom, within the law, of inquiry, discourse, teaching, research, and publication for all members of the academic staffs of the constituent institutions;" and
Whereas, there is a perception that federal courts (Garretti v. Ceballos 2005) are currently abridging the constitutional protection of faculty so that a heightened degree of institutional protection is now required, not as a matter of law, but as a principle vital to the effective functioning of institutions of higher learning; now therefore

Be it Resolved that, on behalf of faculty in the University of North Carolina system, and in light of recent threats to academic freedom, the UNC Faculty Assembly reaffirms the *UNC CODE* statements regarding academic freedom, and adopts the definition and standards of academic freedom outlined in the following "Statement on Academic Freedom."

Be it Further Resolved that the Board of Governors, the General Administration, and the constituent institutions of the UNC System are requested to incorporate an understanding of the "Statement on Academic Freedom" into the *UNC CODE* and other relevant policies and practice of the institution.