



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Meeting of the Faculty Council

Friday, November 10, 2006

3:00 p.m.

Hitchcock Multipurpose Room

Sonja Haynes Stone Center for Black Culture and History

Chancellor James Moeser and

Faculty Chair Joseph Templeton presiding

AGENDA

- 3:00 Welcome, Opening Remarks, and General Questions
- Chancellor James Moeser
 - Provost Bernadette Gray-Little
- 3:30 Greetings from Leaders of Campus Constituencies
- James Allred, Student Body President
 - Lauren Anderson, President, Graduate and Professional Student Federation
 - Tommy Griffin, Employee Forum representative
- 3:45 Faculty Assembly Delegation Report
- Bonnie Yankaskas, Professor, Radiology
- 3:55 Committee Reports
- Appointment, Promotion, and Tenure Committee
 - Chancellor's Advisory Committee
 - Faculty Grievance Committee
 - Faculty Hearings Committee
 - Status of Women Committee
- 4:30 New Course Evaluation System
- Lynn Williford, Assistant Provost, Institutional Research and Assessment
- 4:45 Presentation of Nominees for 2007 Distinguished Alumnus/a Awards (closed session)
- 5:00 Adjourn

Annual Report
University Committee on Appointment, Promotion, and Tenure
October 24, 2006

The University Committee on Appointment, Promotion, and Tenure (APT) provides a final campus-wide faculty review of all recommended tenure-track promotion and tenure decisions prior to the Provost forwarding final recommendations to the Chancellor and subsequently to the Board of Trustees. The committee also reviews recommended appointments of candidates from outside the University to tenured Associate Professor or Professor positions. This committee was created in 2003 to carry out APT reviews that were previously performed by the Chancellor's Advisory Committee. The committee reports to, and is advisory to, the Provost.

Since our previous report of November 1, 2005:

- 1) The Committee reviewed all recommended APT actions for tenure-track faculty at the level of Associate Professor, Full Professor, or University-wide Distinguished Professor, and made recommendations to the Provost for or against approval of each action. During the period from December 1, 2005 to October 1, 2006, the APT Committee reviewed 67 recommendations for appointment as Associate Professor or Professor with tenure or for promotion to Associate Professor with tenure or to Professor. The committee voted to recommend approval for 64 actions and voted not to recommend approval for one action. In two cases, the committee returned a dossier to the originating department with a request for additional information to be supplied before the committee took a vote. One of these two dossiers has not been resubmitted as of the date of this report, but is expected to be resubmitted during the 2006 fall semester.
- 2) In order to improve our understanding of the criteria used in evaluating scholarship in different units of the University, the UNC APT Committee has met, and continues to meet, with Deans, Associate Deans, and Chairs of several units, especially those units in which scholarly activity is not typically demonstrated via peer-reviewed academic journal articles and book publications.

Respectfully submitted,

APT Committee:

Lawrence Kupper, Chair
Janne Cannon
Thomas Clegg
James Donohue
Mark Fraser
Margaret Leigh
Barbara Mark
Ann Matthyssse
Kathleen Sulik
Ruth Walden
Jonathan Wahl
Mark Wightman

Chancellor's Advisory Committee
Elected Committee
Annual Report for 2006

For Presentation at the Faculty Council: November 10, 2006

Membership:

Term ends 2007

Karen M. Gil, Psychology
Arne L. Kalleberg, Sociology
H. Holden Thorp, Chemistry

Term ends 2008

Carol W. Runyan, School of Public Health
Ronald P. Strauss, School of Dentistry
Timothy N. Taft, School of Medicine

Term ends 2009

Darryl Gless, English and Comp. Literature
Frayda Bluestein, School of Government
Cam Patterson, School of Medicine

Ex officio, with vote:

The Chair of the Faculty, Joseph Templeton, Chemistry
The Secretary of the Faculty, Joseph S. Ferrell, School of Government

Report prepared by Ron Strauss, Chair, with Committee Review.

Committee Charge:

The Faculty Code of University Government states that:

(a) The Advisory Committee consists of nine elected members, the chair of the faculty, the secretary of the faculty, and the chair of the Committee on Appointments, Promotions, and Tenure.

(b) The committee is advisory to the chancellor in any matter deemed important by the chancellor or the committee, and particularly with respect to:

- 1) proposed amendments to the trustee policies and procedures governing academic tenure;
- 2) review of school and departmental statements of criteria for appointment, promotion, and tenure;
- 3) academic program planning and assessment;
- 4) appointment of vice chancellors, deans, and other senior administrators;
- 5) recommendations for corrective action
 - i. pursuant to a report of the Faculty Hearings Committee with respect to a decision not to reappoint a probationary-term faculty member, or
 - ii. pursuant to a report of the Faculty Grievance Committee with respect to a decision not to promote to a higher rank a person holding permanent tenure at the rank of associate professor or assistant professor; and

- 6) appointment and renewal of appointment of the faculty marshal and appointment and review of the faculty athletics representative.
- No faculty member may serve simultaneously as an elected member of the Advisory Committee and the Faculty Executive Committee; the Committee on Appointments, Promotions, and Tenure; the Faculty Hearings Committee; or the Faculty Grievance Committee.
- (c) The secretary of the faculty serves as secretary of the committee.
- (d) The committee holds regular meetings once each month, at such time and place as fixed by the committee and the chancellor. The presiding officer is the chancellor, or, in his or her absence, the chair of the Advisory Committee. Special meetings may be called by the chancellor or the chair of the Advisory Committee. Notice of a special meeting called by the chair shall be given to the chancellor. Whoever calls the special meeting presides.

Report on Activities:

The Committee has met monthly with the Chancellor. The main topics addressed since the last report to the Faculty Council were: nomination of faculty as members of the Faculty Executive Committee of the Faculty Council, appointment of a new Provost, salary and benefits options, Taskforce on Engagement, Vice-Chancellor of Engagement, Human Resources at UNC, relations with the General Administration, the plan for Carolina North; and the selection of candidates for Faculty Chair and Faculty Secretary. Discussion topics have included faculty recruitment and retention, academic excellence, graduation rates, the growth of research, and the Carnegie Engaged University classification.

No recommendations for specific action by Faculty Council are proposed.

2005-2006 Faculty Grievance Committee Activity Report
Prepared by Hannelore Jaransch, Chair, Grievance Committee 2005-2006

August 2005: A faculty member in the Medical School met with the Grievance Chair to discuss the termination of contract (series of one-year contracts). UNC regulations state that one year contracts may be terminated with minimal notice. The Grievance Chair consulted with faculty counsel who confirmed this understanding of the regulations. Since the term ended on August 31, there was not enough time to file a grievance. Once employment is terminated, the Faculty Grievance Committee cannot act.

December 2005: A faculty member in the School of Public Health inquired about grievance procedures should actions be taken that would require a change in working space. Since the administrative official was leaving UNC, the faculty member decided to wait for further developments. In February the Grievance Chair contacted the faculty member for an update and was told that the threatened action had not yet been implemented.

February 2006: A faculty member (clinical) in the Medical School met with the Grievance Chair to discuss the termination of contract. The termination did not violate the UNC Faculty Code, as the faculty member had discovered. In early March the Grievance Chair contacted the potential grievant to follow up on the situation and was informed that the individual had decided to not pursue the matter further.

March 2006: A faculty member in Arts and Sciences inquired about the possibility of filing a grievance concerning various issues of inequity in salary and working conditions. After conferring with the Grievance Chair, the faculty member decided to wait until departmental decisions were communicated about these matters. In July the Grievance Chair was again contacted by this faculty member who requested information about procedures needed to determine if a grievance would be filed. The matter was referred to the new Grievance Chair, Dr. William Rivenbark, for further consideration.

April 2006: A fixed term faculty member in the School of Dentistry met with the Grievance Chair to explore filing a grievance. It was decided to wait until after the performance review and contract renewal. The matter was referred to the new Grievance Chair, Dr. William Rivenbark, for further consideration. In July the faculty member filed an official grievance and a subcommittee was formed.

April 2006: A faculty member in the Medical School contacted the Grievance Chair about procedures for filing a grievance, but then decided to wait until conferring with a lawyer. In July this faculty member again contacted the Grievance Chair, stating that he wished to file a grievance. The matter was referred to the new Grievance Chair, Dr. William Rivenbark, for further consideration.

Faculty Hearings Committee

Annual Report

November, 2006

MEMBERS 2006-2007 Carl L. Bose (School of Medicine, 2007); Patrick J. Conway (Economics, 2007); Abigail Panter (Psychology, 2008); A. Wayne Pittman (School of Pharmacy, 2008); Linda L. Spremulli, Chair; (Chemistry, 2007), Michael Votta (Music, 2009)

MEMBERS 2005-2006 Carl L. Bose (School of Medicine, 2007); Patrick J. Conway (Economics, 2007); Laurel A. Files, Chair, (School of Public Health, 2006); Abigail Panter (Psychology, 2008); A. Wayne Pittman (School of Pharmacy, 2008; Linda L. Spremulli (Chemistry, 2007)

REPORT PREPARED BY Linda Spremulli, and reviewed and approved by the 2006-07 committee.

COMMITTEE CHARGE: According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of six faculty members with permanent tenure, serving three-year terms. The committee performs functions assigned to it in the *Trustee Policies and Regulations Governing Academic Tenure*. Those duties include conducting hearings (a) on the request of a faculty member who has been notified before the end of his or her tenure or term of appointment that the University intends to discharge him or her, and (b) on the request of faculty member for review of a decision not to reappoint him or her upon expiration of a probationary term of appointment. In the case of a discharge hearing, the committee's duty is to determine whether one of the following permissible grounds for discharge has been established: misconduct of such a nature as to indicate that the faculty member is unfit to continue as a member of the faculty, incompetence, and neglect of duty (*Trustee Policies*, section 3.a.). With respect to review of nonreappointment decisions, the committee is limited to determining whether the grounds for such action are impermissible under section 4.a. of the *Trustee Policies* or whether the decision was affected by material procedural irregularities (*Trustee Policies*, section 4.c.).

MATTERS REFERRED TO THE COMMITTEE IN 2005-06: None.

REPORT OF ACTIVITIES: Last year's activities included the following:

- Request for a hearing on the Chancellor's intent to dismiss a tenured member of the faculty. A hearing was scheduled, but prior to the hearing being held, both parties stipulated that all charges were resolved and the appeal was withdrawn.
- No actions are currently pending.

RECOMMENDATIONS FOR ACTION BY FACULTY COUNCIL: NONE

Respectfully submitted,

Carl L. Bose
Patrick J. Conway
Abigail Panter
A. Wayne Pittman
Linda L. Spremulli, Chair
Michael Votta

**Status of Women Committee
Annual Report, 2005**

Members:

Name	School/Department	Term
Susan Lord –Chair	Pathology and Laboratory Medicine	2007
Keith Muller	Biostatistics	2006
Beth Holmgren	Slavic Languages	2007
Zari Kamarei	Academic Affairs Library	2008
Barbara Osborn	Exercise and Sports Science	2008
Margot Stein	Dental Ecology	2008

Committee 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, Section 4-22)

Meeting Dates: January 18, 2006, February 15, 2006, March 31, 2006, April 26, 2006

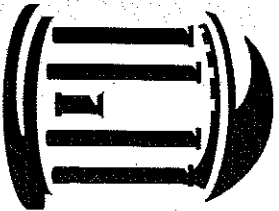
Report prepared by: Susan Lord, Chair; sent by email to all committee members.

Report of Activities:

The Committee on the Status of Women focused on two issues during this year. We continued to work with Associate Provost Stephen Allred to monitor gender based materials included in annual reports to the Provost. As a new initiative, we surveyed women faculty of all ranks on fixed term appointments and at the assistant professor level on tenure track appointments.

In response to the Faculty Council salary equity resolution adopted February 7, 2003, the Deans and Center Directors were asked to include in their annual reports specific data relevant to the unit’s efforts to achieve gender equity. This committee reviewed the first reports, which were obtained by the Office of the Provost in early 2005, and found the responses were quite variable. Committee members met with Dr. Lynn Williford, Director of Institutional Research and Assessment, and Associate Provost Allred to devise an improved format to obtain the requested material. The material from 2005 was provided to this Committee in early 2006. Although the contents were of interest, the committee members found the data rather cumbersome. We sent a memorandum to Associate Provost Allred to request that the data be analyzed and provided to us in an Executive Summary. The committee members believe this analysis will help to identify needs and form an action plan. The members also believe that this summary will be useful to department chairs.

The Committee also initiated a survey of two groups of women faculty: assistant professors on the tenure track and fixed term faculty at all ranks. Dr. Williford was instrumental in assisting us with this survey. She enabled the survey through a web based mechanism, gathered the results, analyzed these and provided us with a meaningful executive summary. The response to these surveys was remarkable: with 69% of tenure track faculty and 43% of fixed term. The responses showed these two groups shared some, but not all, concerns. Tenure track faculty ranked work environment as their greatest concern. In open ended responses, it was clear that work environment included issues such as child care and mentoring for many of the respondents. For the fixed term faculty two issues were almost equally important, pay equity and job security, but work environment was also an important concern for this group. Because open ended responses were insightful, Dr. Williford edited these to remove identifying remarks. The executive summary, a copy of the survey itself, and the edited responses were provided to Provost Shelton and Associate Provost Carol Tresolini. We have also provided copies to interested women's groups on campus.



**THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL**

**Results of Spring 2006 Surveys of
Women Faculty**

DRAFT

Prepared for:

The Committee on the Status of Women

Compiled by:

The Office of Institutional Research and Assessment

March 2006

Results of Spring 2006 Surveys of Women Faculty

The Committee on the Status of Women

Executive Summary

Background

During the spring semester of 2006, the Committee on the Status of Women at the University of North Carolina at Chapel Hill conducted a brief survey to learn more about the general concerns of female faculty in two categories: (1) tenure track assistant professors, and (2) fixed term faculty across all ranks. The questionnaire included a short list of issues that respondents were asked to rate and then rank in terms of the extent to which each topic was important to them personally. The topics involved family-related issues such as child care as well as concerns related to the work environment at the University. Slightly different versions of the survey were prepared for tenure track assistant professors and fixed term faculty. Both questionnaires included an open-ended item to encourage respondents to comment further on these or other issues of concern to them as faculty at UNC-Chapel Hill.

The Office of Institutional Research and Assessment administered the surveys by sending an email message from the Chair of the Committee on the Status of Women to all active full-time and part-time permanent female tenure track assistant professors and female fixed term faculty. The email message included a link to a web-based form that the recipients could complete online and submit their responses directly to a secure database in the Office of Institutional Research and Assessment. Copies of the messages and survey instruments sent to the target populations are provided in Appendix A. After the initial mailing and one email reminder, 103 of the 149 (69%) tenure track assistant professors with valid email addresses had responded. Of the fixed term faculty, 268 of the 623 individuals with valid email addresses completed the survey, yielding a 43% response rate.¹

Results

Tenure Track Assistant Professors

As shown in Tables 1 and 2 below, the responses of this group of women faculty indicate that work environment issues were rated highest in importance among the concerns listed in this survey.² (Detailed item results are provided in Appendix B.) Tenure clock flexibility appeared to be of somewhat less importance to these respondents in relation to the other issues presented on the survey.

The responses to the open-ended questions provided some critical insights into these ratings and rankings. Some respondents stated that all of these issues are important, and that it was not really possible to place them in rank order. A number of respondents pointed out that the four issues listed on the survey are all highly interrelated for most professionals, particularly in the early years of their lives/careers. These respondents explained that a supportive work

¹ Three tenure track assistant professors had missing email addresses (2.0%) and twenty-three fixed term faculty had either no email address or one that proved to be undeliverable (3.5%).

² Several respondents questioned the specific definition of "work environment" used for this survey.

environment is actually the result of family-friendly policies, adequate resources for child care, good mentoring relationships, and flexibility in tenure timetables. The comments also revealed related issues that impact job satisfaction. For example, faculty with small children pointed out that parking problems are intimately tied to child care issues, with many parents having difficulties getting to their cars to respond to the needs of children in off-campus daycare placements. The full text of the comments made by the tenure track assistant professor survey respondents are listed in Appendix C of this document.

Table 1: Tenure Track Assistant Professors

Rate each of the following issues in terms of their importance to you personally	Not at all Important						Not too Important						Somewhat Important						Very Important						Extremely Important								
	%		%		%		%		%		%		%		%		%		%		%		%		%		%						
Tenure-clock flexibility	4	4	13	13	27	27	32	32	24	24	4	4	13	13	27	27	32	32	24	24	4	4	13	13	27	27	32	32	24	24	4	4	Median*
Work environment	1	1	0	0	5	5	30	30	64	64	5	5	19	19	52	52	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Child care / family	4	4	9	9	16	16	19	19	52	52	5	5	19	19	52	52	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Mentoring / Networking	1	1	5	5	12	12	38	38	44	44	4	4	12	12	38	38	44	44	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

*Median based on scale of 1-5 with 1="Not at all important" and 5="Extremely important."

Table 2: Tenure Track Assistant Professors

Rank order these four issues with 1 = the most important issue for you, 2 = the second most important issue, etc.

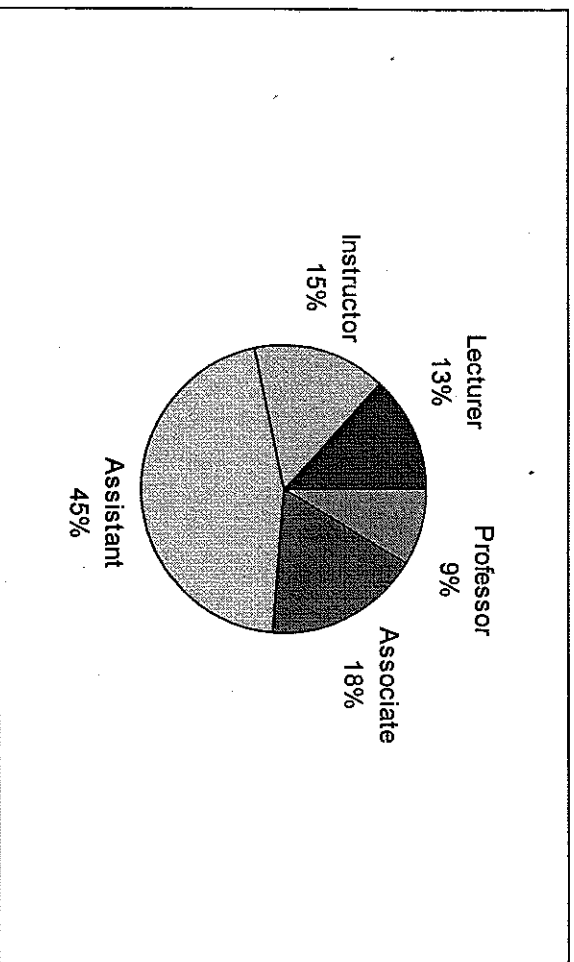
	Most important issue	Second most important issue	Third most important issue	Fourth most important issue	Median
Tenure-clock flexibility	16	13	35	36	3
Work environment	38	40	17	5	2
Child care / family	26	26	21	27	2
Mentoring / Networking	21	27	26	26	3

*Median based on scale of 1-4 with 1="Most important issue" and 4="Fourth most important issue."

Fixed Term Faculty

The respondents to the female fixed term faculty survey were roughly similar to the population in terms of their distribution across academic ranks. About three-quarters of respondents with fixed term appointments hold the rank of assistant professor or below, as shown in Figure 1 below.

Figure 1:
Female Fixed Term Faculty Survey Respondents by Rank



Tables 3 and 4 below indicate that pay equity, the work environment, and job security issues received the highest ratings of importance from fixed term faculty. However, the importance ratings differed by academic rank, which is generally correlated with age and life stage. Table 5 provides the median importance ratings for each item by academic rank. Professors as a group rated child care issues as less important to them than did junior faculty, as might be expected. Detailed results by item and by rank are displayed in Appendix D.

	Rate each of the following issues in terms of their importance to you personally.					Median*
	Not at all important	Not too important	Somewhat important	Very important	Extremely important	
	%	%	%	%	%	
Job security	0	1	12	37	50	4
Pay equity	0	1	6	31	62	5
Work environment	0	0	6	46	48	4
Mentoring / networking	1	4	24	42	29	4
Child care / family	16	14	21	22	27	3

*Median based on scale of 1-5 with 1="Not at all important" and 5="Extremely important." Responses were weighted by rank.

Table 4: Fixed Term Faculty

Rank order these five issues with 1 = the most important issue for you, 2 = the second most important issue, etc.

	Most Important Issue	Second most Important Issue	Third most Important Issue	Fourth most Important Issue	Fifth most Important Issue	Median*
	%	%	%	%	%	
Job security	34	23	21	16	6	2
Pay equity	27	34	21	13	5	2
Work environment	19	23	31	22	6	3
Mentoring / Networking	7	11	17	41	24	4
Child care / family	20	12	10	6	53	5

*Median based on scale of 1-5 with 1="Most important issue" and 5="Fifth most important issue." Responses were weighted by rank.

Table 5: Fixed Term Faculty

Median Importance Ratings by Rank*

	Professor	Associate	Assistant	Instructor	Lecturer
Pay equity	5	5	5	5	5
Work environment	5	5	4	4.5	5
Job security	4	5	4	4	5
Mentoring/Networking	4	4	4	4	4
Child care/family	2	3	4	4	3

*Median based on scale of 1-5 with 1="Not at all important" and 5="Extremely important." Responses were weighted by rank.

The responses to the open-ended question suggested that fixed term faculty have a somewhat different set of issues and concerns than tenure track assistant professors. Many of the issues raised were more related to the status and role of fixed term faculty in general and were not gender-specific. However, a couple of respondents commented that the problems of fixed term faculty and women faculty were related in many ways, since the fixed term ranks contain a higher proportion of women than the tenure track ranks.

A number of respondents indicated that they had chosen fixed term positions – particularly those with options for part-time schedules – in order to enjoy a level of flexibility in balancing family responsibilities with academic life that would not be possible in most tenure track positions. However, respondents described many disadvantages of that role. These included perceptions of being "second class citizens" within their departments, and of being used primarily to relieve tenured faculty of duties that they disliked or considered to be of lesser importance. While several respondents acknowledged that a fixed term appointment by definition provided no guarantees for long-term job security, they suggested that some explicit standards and means for advancement within the ranks of the fixed term category would be highly motivating. Mentoring opportunities were described as extremely limited, and those who were interested in moving into a tenure track position reported finding few sources of support or guidance among the senior tenured faculty. In nearly every area, from parking to funds to attend professional meetings, fixed term faculty indicated that they were given the lowest priority within the department, even after many years of service. The full text of the comments made by fixed term faculty respondents sorted by rank can be reviewed in Appendix E.

For more information or to request additional analyses, please contact Lynn Williford in the Office of Institutional Research and Assessment (962-1339 or lynn_williford@unc.edu).

Appendix A:

Cover Letters and Web Survey Forms

Committee on the Status of Women Survey of Assistant Professors

The Committee on the Status of Women is very interested in identifying and addressing the specific concerns and needs of women who are assistant professors at UNC-Chapel Hill. Given the demands on your time and the difficulty of getting together in one physical place, we've opted to ask you to participate in a brief survey.

The survey covers several general issues. We ask that you rate these concerns in terms of their importance to you. For example, child care is clearly an important issue for the University community, but is this issue a concern for you personally? We also invite you to make additional comments on these issues and to identify other topics of concern to you as a faculty member at UNC-Chapel Hill. Your responses will enter a secure database in the Office of Institutional Research and Assessment. Staff in that office will aggregate the responses and provide a summary report to the Committee on the Status of Women. At no point will identifiable information be presented or revealed. The Committee (Susan Lord, Beth Holmgren, Zari Kamareh, Keith Muller, Barbara Osborne, and Margot Stein) will review the issues raised by the survey results and propose a series of consequent action steps to discuss with the Provost in early April.

We need your response by March 28, 2006. Thank you for your cooperation.

Susan Lord
Chair, Committee on the Status of Women


1. Please rate each of the following issues in terms of their importance to you personally.

	Importance to you				
	Not at all important	Not too important	Somewhat important	Very important	Extremely important
Tenure-clock flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care and other family responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional mentoring/networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Please rank order these four issues with 1 = the most important issue for you, 2 = the second most important issue for you, and so forth. If an issue is of no concern to you at all, do not rank it.

- Tenure-clock flexibility
- Work environment
- Child care and other family responsibilities
- Professional mentoring/networking

3. In the space below, please elaborate on any of the above topics, or describe any other areas of concern for you that are not listed here. (Note: The space will expand as you type.)



We thank you for your time and interest in facilitating our mission.

Submit

Committee on the Status of Women Survey of Fixed-Term Faculty

The Committee on the Status of Women is very interested in identifying and addressing the specific concerns and needs of women in fixed-term faculty positions at UNC-Chapel Hill. Given the demands on your time and the difficulty of getting together in one physical place, we've opted to ask you to participate in a brief survey.

The survey covers several general issues. We ask that you rate these concerns in terms of their importance to you. For example, child care is clearly an important issue for the University community, but is this issue a concern for you personally? We also invite you to make additional comments on these issues and to identify other topics of concern to you as a faculty member at UNC-Chapel Hill. Your responses will enter a secure database in the Office of Institutional Research and Assessment. Staff in that office will aggregate the responses and provide a summary report to the Committee on the Status of Women. At no point will identifiable information be presented or revealed. The Committee (Susan Lord, Beth Holmgren, Zari Kamaref, Keith Miller, Barbara Osborne, and Margot Stein) will review the issues raised by the survey results and propose a series of consequent action steps to discuss with the Provost in early April.

We need your response by March 28, 2006. Thank you for your cooperation.

Susan Lord
Chair, Committee on the Status of Women

1. What is your academic rank?

- Professor
- Associate
- Assistant
- Instructor
- Lecturer

2. Please rate each of the following issues in terms of their importance to you.

	Importance to you				
	Not at all important	Not too important	Somewhat important	Very important	Extremely important
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pay equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional mentoring/networking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care and other family responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Please rank order these five issues with 1 = the most important issue for you, 2 = the second most important issue for you, and so forth. If an issue is of no concern to you at all, do not rank it.

- Job security 1 2 3 4 5
- Pay equity 1 2 3 4 5
- Work environment 1 2 3 4 5
- Professional mentoring/networking 1 2 3 4 5
- Child care and other family responsibilities 1 2 3 4 5

4. In the space below, please elaborate on any of the above topics, or describe any other areas of concern for you that are not listed here. (Note: The space will expand as you type.)

We thank you for your time and interest in facilitating our mission.

Submit

JOURNAL OF PROCEEDINGS OF THE GENERAL FACULTY AND FACULTY COUNCIL

October 13, 2006

The Faculty Council of the University of North Carolina at Chapel Hill convened at 3:00 p.m. in the Hitchcock Multipurpose Room of the Sorja Haynes Stone Center for Black Culture and History. The following 49 members of the Council attended: Alperin, Bachenheimer, Bagnell, Balthrop, Barreau, Belger, Boukhalifa, Cairns, Cartwell, Chapman, Chin, Copenhaver, Couper, Dalton, Degener, Dupuis, Ehle, Gerber, Gilligan, Gullede, Hobbs, Kamarei, LeFebvre, Lesneski, Maffly-Kipp, Matthyse, McIntosh, Moss, Oatley, Parsons, Pruvost, Salmon, Saunders, Selassie, Silversmith, Sulik, Sweeney, Todd, Temple, Threadgill, Tiwana, Votta, Wallace, Wask, Whisnant, Wilder, Wilson, and Wissick. The following 36 members were granted excused absences: Ammerman, Arnold, Bangdiwala, Bennett, Blocher, Booth, Campbell, Collichio, Connolly, Conway, DeSaix, Ewend, Fisher, Glazner, Hendrick, Hightow, Huber, Kirsch, Kramer, Lastra, MacLean, Marshall, Matson, McGrath, Murphy, Murray, Orth, Rock, Rustoni, Sandelowski, Strom-Gottfried, Trotman, Wegner, Weinberg, Weir, and Yankaskas. The following 5 members were absent without excuse: Jonas, Keagy, McCombs, Peirce, and Rosamond.

Chancellor's Remarks and Question Period

Chancellor James Moeser called the meeting to order at 3:00 p.m. He reported that Prof. Joe Templeton, Chair of the Faculty, was presenting a lecture at Indiana University and would not be presiding at today's meeting. He said that Prof. Templeton had asked Prof. Bill Balthrop, a member of the Faculty Executive Committee, to preside over the business session in his place.

The Chancellor noted that Council member Jean DeSaix, Senior Lecturer in Biology, is the winner of the 2006 National Association of Biology Teachers' Four-Year College Biology Teaching Award.

Chancellor Moeser thanked those who had attended the University Day Convocation. He said that faculty participation was the best he had seen during his tenure. The Chancellor commented favorably on UNC President Erskine Bowles' address, noting especially his mention of graduate education, the liberal arts, and the University's research mission.

The Chancellor said that he welcomes the work of the recently established President's Advisory Committee on Efficiency and Effectiveness (PACE). This initiative comes at an important time in the life of this campus, he said, and is closely linked with the enterprise resource planning process that Carolina has recently begun. He said that, contrary to rumor, Carolina has not been assigned any specific target for cost reductions, either in terms of absolute numbers or percentages, but that there is an expectation that we will give serious consideration to moving funds from administration to the core missions of research and teaching. The Chancellor noted that in comparison to other campuses of the UNC System, UNC-Chapel Hill has by far the largest percentage of its budget allocated to teaching and research as opposed to administration.

There were no questions or comments directed to the Chancellor.

Provost's Remarks

Provost Bernadette Gray-Little said that she would address two main topics: the work of the tuition task force, and enterprise resource planning.

Tuition Task Force. Provost Gray-Little said that for the past several years a task force has been assembled to develop recommendations for changes in tuition and the uses to which tuition receipts are put. This year, the task force worked in the context of a Board of Governors' policy that puts a 6.5% cap on annual increases in undergraduate in-state tuition and fees. A 6.5% increase for 2007-08 would be approximately \$250. In that setting, the major issue addressed by the task force becomes what to recommend for non-resident undergraduate tuition and graduate tuition. She said that the task force

would hold its final meeting during the week of October 16. She thought it likely that the group would recommend three or four alternative plans. The final decision will be made by the Board of Trustees.

Enterprise Resource Planning. The Provost said that the enterprise resource planning initiative is addressing the systems of software used to conduct the major business processes of the University as well as the student information system. The initiative will be a multi-year, extensive, and expensive process. We are now at the point of developing an RFP (request for proposals) for the student information system. This entails describing in detail everything this software needs to address. Once this information has been compiled, we will submit the RFP to vendors who will demonstrate their wares on campus next fall. The Provost said she expects three major vendors to respond. After the contract is awarded, implementation will begin.

Prof. Steven Bachenheimer (Microbiology & Immunology) pointed out the consequence of increasing tuition for graduate students whose stipends are paid from research grants. Raising tuition cuts into grant funds needed to carry out the research for which the grant was awarded. He urged that the tuition task force take this into account in considering any increase in graduate student tuition. He said that while it may be possible to seek an increase in future grants to offset tuition increases, that cannot be done quickly. The Provost said that the task force is mindful of the fact that many graduate students have their tuition paid from resources other than their own, and that the group is struggling to find a way to avoid undue difficulty for graduate students; however, the task force is very reluctant to freeze graduate tuition while increasing undergraduate tuition because that will eventually lead to undergraduate tuition being higher than graduate tuition. She said that such an outcome is undesirable.

Prof. Bachenheimer asked the Provost to comment on what she foresees as the five- to 10-year payoff of the PACE Initiative. Should we anticipate increased capacity or a reduction in the number of SPA positions, he asked. The Provost replied that she does not foresee a reduction-in-force of SPA positions. The PACE initiative is not primarily intended as a cost-cutting measure, she said. Rather, it is focused on directing more resources toward the core missions of teaching and research by increasing the quality and effectiveness of administrative processes.

Prof. Suzanne Gullege (Education) asked whether the new student information system will generate projections of how many students are in the pipeline for particular courses. The Provost replied that these projections can now be made by hand calculations, and that it is hoped that the new software will automate that process.

Prof. Connie Eble (English) asked whether the tuition task force is discussing how often tuition increases might occur. Students are asking for predictability, she said. The Provost replied that the task force shares that concern. She noted that the new policy initiated by the Board of Governors provides that if state funding for salaries in any given year exceeds 6%, the cap on tuition increases will diminish correspondingly. She added that the greatest area of concern in this regard is non-resident tuition because the 6.5% cap on tuition increases applies only to in-state students.

PACE Initiative

Dwane Pinkney, Assistant Vice Chancellor for Finance and Administration, briefed the Council on the work of the President's Advisory Commission on Efficiency and Effectiveness (PACE). The Commission was appointed by President Bowles and is charged to examine administrative operations and expenditures of each of the 16 campuses with a view toward identifying opportunities for reallocating expenses from administrative and overhead costs to the core functions of teaching and research. Pinkney said that the Commission's membership is drawn primarily from the corporate world. Among the few exceptions to that rule are Carolina's Prof. Jack Evans (Business) and the Chancellor of Appalachian State University. The first task assigned to the Commission was to gather data about campus operations and costs, and to allocate that information to two core functions (teaching and research) and 12 "enabling" functions. This data has been synthesized, analyzed, and reported back to the campuses with a number of metrics. Work groups have been formed around the metrics and enabling functions such as facilities management, information technology, auxiliary enterprises, academic administration and

support, and human resources. The working groups have prepared a number of "white papers" and on the basis of these reports the Commission has identified items it would like to explore further. Pinkney said that for the UNC System as a whole, core functions account for 49% of all expenditures. The corresponding number for Carolina is 69%.

Prof. Evans said that the Commission will be identifying two types of opportunities: (1) changes in existing processes to make them more efficient and effective, and (2) changes in legislation and government regulations that would reduce the cost of doing business. He said that the Commission has identified about \$173 million in potential savings, or an average of \$30 million per campus. Prof. Evans said that one of the positive outcomes of the Commission's work is that it has produced a degree of communication among the 16 campuses that has been hitherto unknown. As for legislative and regulatory relief, Prof. Evans said that some of the cost savings would occur at the System level. A major question in that regard is who would benefit from those savings—the System or the campuses. Prof. Evans also observed that the Commission's work has focused almost exclusively on cost. There has been little attention paid to whether levels of service could be increased as a result of cost savings. He thought that it will be important to keep up a focus on opportunities that will take more than short-term efforts to realize, such as legislative and regulatory relief.

Prof. Gregory Copenhaver (Biology) said that he was glad to hear Prof. Evans speak of the need to balance cost savings against maintaining quality of service. He said that is no point in "saving ourselves into mediocrity."

Prof. Bruce Cairns (Medicine) asked whether Carolina would be "given credit" for spending a large portion of our money on the core missions, and wondered why administrative costs on other campuses appear to require a much larger percentage of the total. Prof. Evans said that in a large institution, fixed-cost activity can be spread over a much larger base. Provost Gray-Little said that Carolina would be "given credit" in that we will be allowed latitude in deciding what use to make of the cost savings we are able to identify. She expects that we will re-invest the savings in activities that support core missions.

Faculty Assembly Delegation Annual Report

Prof. Bachenheimer presented the annual report of the Faculty Assembly Delegation. He briefly reviewed the history of the Faculty Assembly and its structure. The Assembly was formed in 1972 as part of the restructuring of The University of North Carolina. Each of the 16 campuses sends from two to five delegates depending on faculty strength. Carolina is appointed five delegates. The current chair of the Assembly is Prof. Brenda Killingsworth of East Carolina University. Two of our delegates are officers this year: Prof. Bonnie Yankaskas (Radiology) is Vice Chair, and Prof. Judith Wegner (Law) is Parliamentarian. They serve on the Assembly's Executive Committee, which meets monthly with President Bowles. Prof. Bachenheimer said that President Bowles is interested in revitalizing the Assembly, and that he would like for it to be able to respond rapidly to his calls for input into important issues of concern to faculty. With that in mind, the Assembly has set up a task force chaired by Prof. Yankaskas to make recommendations for restructuring the Assembly. Prof. Bachenheimer said that President Bowles has indicated considerable interest in distance learning. Different campuses see distance learning very differently, he said, and it is time to have a serious discussion about distance learning on this campus. Finally, Prof. Bachenheimer said a task force has been set up to provide a workshop on faculty governance for members of the Board of Governors.

Faculty Athletics Committee Faculty Athletics Representative Annual Reports

Prof. Lissa Broome (Law), chair of the Faculty Athletics Committee, highlighted important points in the committee's written report. On the matter of the large recent increases in the student athletics fee, she pointed out that two years ago the Department of Athletics ceded all of its share of logo licensing revenue to be used for merit-based scholarships. Student fees have in fact increased, but there was something of a trade-off here. Prof. Broome said that much of the revenue generated by the fee increase went to improve salaries of coaches in the Olympic sports. This year, revenue from this source was used to

improve Hooker Field 1 and Hooker Field 2. Next year, some of this money will go to renovate Carmichael Auditorium.

Prof. Evans, also the Faculty Athletic Representative (FAR), said that much of the FAR's work is closely related to service as an ex officio member of the Faculty Athletics Committee. He referred to a portion of his annual report listing the on-going assignments of the FAR.

Prof. Frank Wilson (Orthopaedics) congratulated Prof. Broome and Prof. Evans on their clear and concise reports. He asked about how Carolina student athletes compare to their counterparts in other Atlantic Coast Conference schools, and whether it would be possible to have qualitative data on student-athletes' academic performance. Prof. Evans replied that in terms of graduation rates, Carolina ranks about fourth in the ACC; Duke, Wake Forest, and perhaps Boston College have better rates. As for Prof. Wilson's question about academic rigor, Prof. Evans said that the committee has gathered data about academic majors of student athletes in comparison with the student body at large. Nothing of statistical significance emerged, he said. Prof. Evans said he does not favor NCAA involvement in assessing the academic rigor of its member institutions; that is a matter for the faculties of those institutions. As for Carolina, Prof. Evans said he does not believe there are any majors here where a low-performing student athlete can hide.

Prof. Mary Anne Salmon (Social Work) pointed to the graduation data for women's basketball and found it disturbing. In general, women perform academically better than men, she said; the data here indicate that women are performing below the national average and worse than the men's team. Prof. Evans replied that the data represent a very small cohort of only three students per year. This leads to wide variations in graduation rates from year to year.

Prof. David Gerber (Surgery) asked whether exit interviews are held with transfer students as well as graduating seniors. Prof. Evans replied that including transfer students has been discussed, but that we typically do not learn about a transfer until it has already occurred.

Adjournment

Its business having been completed, the Council adjourned at 4:35 p.m.

Joseph S. Ferrell
Secretary of the Faculty

Clyde Ritche Bell

Clyde Ritche Bell is Professor Emeritus of Botany at Carolina. Born in Cincinnati, Ohio, in 1921, Prof. Bell received his A.B. and M.A. degrees from Carolina and earned his Ph.D. in botany at the University of California at Berkeley. In 1951, Prof. Bell returned to Carolina to teach botany and to work on the formation of a research garden. In 1961, he became acting director of the North Carolina Botanical Garden and was named official director in 1966. He retired from that position in 1986, but remains very active in the Garden's affairs. Bell is a prolific writer. His best-known works are the *Manual of the Vascular Flora of the Carolinas* and *Wild Flowers of North Carolina*. Some of his most recent accomplishments are in the realm of videography, the most recent being *Woodland Harvest of the Eastern Forests*, highlighting fruits rather than flowers.

Prof. Bell was nominated by the General Alumni Association

Donald Benjamin Cameron

Ben Cameron is Program Director of the Arts of the Doris Duke Foundation. He came to that position from Theatre Communications Group, where he served as executive director for eight years. Previously, Cameron had been active in corporate philanthropy, first as senior program officer at the Dayton Hudson Foundation and subsequently as manager of community relations at Target Stores in Minneapolis. From 1988 through 1992 he worked at the National Endowment for the Arts. Cameron's experience in not-for-profit professional theatre includes service as literary manager for the PlayMakers Repertory Company. He has taught theatre at Yale School of Drama, UNC-Chapel Hill, and Virginia Tech. Cameron received an M.F.A. in dramaturgy from Yale in 1981, where he was the first recipient of the Kenneth Tynan Prize; an A.B. from Carolina, where he was a Morehead scholar; an honorary D.H.L. from DePaul University in Chicago, and an honorary M.F.A. in Acting from American Conservatory Theatre. He has appeared as a panelist on the Metropolitan Opera's Chevron/Texaco Opera Quiz each year since 1996, is a member of the Tony Awards Nominating Committee, and has spent 18 days on the *Queen Mary 2* as an Oxford Lecturer presenting lectures on theatre.

Cameron was nominated by Professor Bobbi Owen on behalf of the faculty of the Department of Dramatic Art and the professional staff of the PlayMakers Repertory Company.

Alan Stewart Murray

Born in Akron, Ohio, Alan Murray received his A.B. degree in English literature from Carolina, where he was a Morehead Scholar and a member of Phi Beta Kappa. He later earned a master's degree at the London School of Economics. Murray joined the *Wall Street Journal* in 1983 as a reporter covering economics in Washington. Named Washington deputy bureau chief in January 1992, he continued to cover major economics stories and periodically wrote the paper's "Outlook" column. He became bureau chief in 1993. In early 2002, Murray was named Washington Bureau chief for the cable financial news channel CNBC, and hosted the program "Capital Report." Returning to the *Wall Street Journal* in 2005, Murray is currently Assistant Managing Editor, with responsibilities that include writing twice-weekly columns on business, the economy, and public policy. Murray has won two Overseas Press Club awards (1991 and 1997) for his writings on Asia. In 1992, he received the Gerald Loeb Award and the John Hancock Award for Excellence in Business and Financial Journalism for his coverage of the Federal Reserve. He currently serves on Carolina's Board of Visitors and the Governing Council of the Miller Center for Public Affairs at the University of Virginia.

Murray was nominated by the General Alumni Association.

Anne Ponder

Anne Ponder is Chancellor of the University of North Carolina at Asheville. A native of Asheville, she earned her bachelor's, master's, and doctoral degrees from Carolina. She is a nationally recognized expert on institutional effectiveness, fundraising and resource development, and strategic planning. Before assuming her duties as chancellor at UNC-A, Ponder served for 10 years as president of Colby-Sawyer College, a private liberal arts institution in New London, New Hampshire. She has held previous posts at Elon College, Guilford College, and Kenyon College in Ohio. She is a past president of the North Carolina Honors Association and the National Collegiate Honors Council. At Colby-Sawyer, Ponder successfully completed a \$40 million capital campaign and more than quadrupled the College's endowment. She is a frequent faculty member of the Harvard Institutes for Higher Education and is an avid proponent of community service. Chancellor Ponder is married to Christopher Brookhouse, a writer and publisher who previously served on the faculty of Carolina's English Department.

Chancellor Ponder was nominated by Professor Bland Simpson.

Charles Thomas Scott

Charlie Scott was the first African American scholarship athlete in the Atlantic Coast Conference, recruited in 1966 by Coach Dean Smith. In game after game in the late 1960s, he was the only African American player on the floor. With Coach Smith's backing, he integrated many hotels and restaurants because Smith would not allow Scott to be treated differently from other members of the team. Scott was a superb and highly talented player, often scoring the most points. In 1968 he was a gold-medalist at the Mexico City Olympic games. He won Carolina's Patterson Award in 1969-70 as the outstanding student athlete for all sports, and in his senior year (1970) was named First Team Academic All-American. In 1998, Scott shared with Coach Smith the American Civil Liberties Union's prestigious Florina Lasker Civil Liberties Award for their efforts on behalf of civil rights in the 1960s. After leaving Carolina, Scott played professional basketball in the ABA and was named Rookie of the Year during his first year. He was five times an NBA All-Star and was a member of the 1976 Boston Celtics world championship team. In later years he worked in sports marketing with Champion Sporting Goods and today is director of basketball for the Boys and Girls Club of Hall County, Georgia. His daughter is currently enrolled at Carolina.

Scott was nominated by Professor George Lensing, Coach Dean Smith, and Mr. Charles Shaffer.

Faculty Speak Out on Decision to Outsource Dental Technicians at the School of Dentistry

"I feel very strongly that outsourcing the orthodontic laboratory technicians deprives the residents of an extremely valuable part of their education and will cost the patients in poorer treatment. If the [School of Dentistry's] mission is in fact, "...to promote the health of the people of North Carolina through excellence in teaching, patient care, research, and service," I fail to see how this decision does anything but impede the school's goal toward excellence in teaching and patient care at the very least."

Steven Dickens, DDS '03, MS '06 Private Practitioner and Adjunct Assistant Professor,
UNC Dept of Orthodontics

"Removing the lab experience from the dental school is removing a valuable part of dental education. When students were not longer required to make their own crowns and bridges several years ago, I had similar concerns. I've had numerous new UNC graduates contact me about problems they are having with prosthodontics in their practices. Based on my experience at UNC, the laboratory training helped me better understand the treatments (crowns, bridges, partials, and dentures) that I am providing to my patients. I would like my fellow graduates to have the same learning experience as me."

William Liaker, DDS

"In my estimation, the practical experience of working with technicians helps make treatment more predictable. Technicians have a great understanding of what works and which cases end up being modified or taken back to square one. The more a student knows about what is required to produce functional and comfortable prostheses, the more predictable the results. The dental health of North Carolinians just might be improved if students were allowed to see what a technician sees...."

"Learning what works in the real world might save dentists, techs, and patients time and money. It is said "garbage in, garbage out", and "it is difficult to make chicken salad out of chicken manure"; and this applies to the dental laboratory work as well...."

"Expose students to laboratories and technicians who can show practical application of theoretical information and they might be better equipped to make the transition from the ideal world of dental school to the real world. Experience is often a great, if not humbling, teacher!"

Timothy D. Scheetz, DDS

Preserve quality dental education at UNC-Chapel Hill!

Contact Chancellor Moeser at james_moeser@unc.edu to express your concern. Or, go to <http://forum.unc.edu/documents/dentaltechs.htm> for more information. Every e-mail helps.

1466 Old Lysita Rd.
Chapel Hill, N. C. 27517
October 16, 2006

Dean John Williams
UNC School of Dentistry
Chapel Hill, N.C.

Dear Dean Williams:

This letter is to express my concerns about the recent decision to terminate the jobs of sixteen dental laboratory technicians. In my opinion, this is a big mistake. Additionally, I am concerned about what is happening to the quality of dental treatment to patients. Here is some background information.

From the beginning, Dean John Brauer had a well-organized plan for making the UNC School of Dentistry the best in the world. The art of teaching dental students included faculty participation in patient care, research, and publications. Since no one person could do all of these things, everybody worked together as a team. The team was composed of faculty, secretaries, assistants, hygienists, laboratory technicians, etc. Teaching was challenging, with a goal to make the best better.

Now -- more specifically about the dental technicians. Originally, each department had its own laboratory space with technicians located conveniently within the school. Their responsibilities included: (1) fabricating teaching models for display cases and student use; (2) assisting faculty in teaching students about some dental materials; (3) pouring impressions, trimming dies, making wax patterns, making castings, and to do finishing procedures. Why is this important? If a student does not learn these steps in school, they cannot communicate with the professional dental technician and learn the importance of good technical work in practice. Other reasons for having in-house technicians and facilities include: (1) saving time and money, (2) checking individual steps of laboratory procedures, (3) inspection of finished products, (4) on site modifications after try-in to improve contours and occlusion.

Over the years attempts have been made to improve the role of dental technicians at the UNC School of Dentistry. Some technicians were even moved outside of the school. Other changes were made which resulted in less efficient procedures. This made a close working relationship between faculty, students and technicians impossible. We need to regain the team concept, not destroy it.

In conclusion, I honestly believe that in-house departmental technicians are greatly needed for a well-rounded student dental education. I will be happy to discuss these items with you at any time.

Sincerely
C. Lee Sockwell
C. Lee Sockwell, D.D.S.
Professor Emeritus

JOURNAL OF PROCEEDINGS OF THE FACULTY COUNCIL

November 10, 2006

The Faculty Council of the University of North Carolina at Chapel Hill convened at 3:00 p.m. in the Hitchcock Multipurpose Room of the Sonja Haynes Stone Center for Black Culture and History. The following 57 members of the Council attended: Alperin, Bachenheimer, Bagnell, Bangdiwala, Barreau, Belger, Blocher, Boukheifia, Campbell, Cartwell, Chin, Colichio, Conway, Copenhaver, Dalton, Degener, DeSax, Fisher, Gerber, Gilligan, Gullidge, Hendrick, Hightow, Hobbs, Huber, Kamarei, Kirsch, Kramer, Maffly-Kipp, Matthysse, McCombs, McGrath, Michtosh, Moss, Murray, Orth, Papanikolas, Parsons, Pruvost, Salmon, Saunders, Selassie, Silversmith, Strom-Gottfried, Sweeney, Temple, Threadgill, Twana, Votta, Wallace, Wask, Weinberg, Weir, Whisnant, Wilder, Wilson, and Yankaskas. The following 30 members were granted excused absences: Ammerman, Arnold, Balthrop, Bennett, Booth, Cairns, Chapman, Connolly, Couper, Dupuis, Ehle, Ewend, Glazner, Jonas, Lastra, LeFebvre, Lesneski, MacLean, Matson, Murphy, Oatley, Peirce, Peterson, Rock, Rustioni, Sandelowski, Sulik, Trotman, Wegner, and Wissick. The following 5 members were absent without excuse: Halloran, Keagy, Marshall, Rosamond, and Taylor.

Chancellor's Remarks and Question Period

Chancellor James Moeser called the meeting to order at 3:00 p.m.

The chancellor commented favorably on a recent speech delivered in Memorial Hall by Jeffrey Sachs, Director of the United Nations Millennium Project.

The chancellor announced that Prof. Jay Kaufman (Epidemiology) and Prof. Timothy W. Marr (American Studies) have received Fulbright Scholar awards.

Chancellor Moeser reported that he has endorsed the recommendation of the Tuition Task Force for increases in tuition of \$250 for resident undergraduates and \$500 for all others. The Board of Trustees plans to discuss various options for tuition increases at its November 15-16 meeting, but will not make a final decision until its January, 2007, meeting.

Without commenting directly on the search for a new football coach, Chancellor Moeser said that he wanted to emphasize two points: (1) he will be directly involved in the search and is taking personal responsibility for insuring that we choose a person of integrity who is committed to the values of this university and to graduating his players; and (2) we are determined to hire a person with a proven record as head coach in a university setting. The chancellor cautioned that, in order to allow Carolina to compete at the highest level, it would be necessary to pay the new coach at market levels, which would be high and would require special fund-raising efforts. He asked for the faculty's understanding of the realities of the situation.

There were no questions or comments directed to the chancellor.

Provost's Remarks and Question Period

Provost Bernadette Gray-Little directed her remarks to tuition. For the past five or six years, she said, the Board of Governors has allowed our Board of Trustees to fix tuition rates for resident and non-resident students. In each of those years, the provost has formed a task force to examine our needs and to recommend tuition increases. This year, the Tuition Task Force worked in the context of three new constraints: (1) we were directed to consider tuition and fees jointly rather than independently of each other, (2) the Board of Governors imposed a 6.5% limit on increases in resident tuition and fees combined (this translates to \$305); and (3) the Board of Trustees directed that tuition and fees not exceed the 25th percentile of peer institutions with respect to undergraduate resident students nor the 75th percentile for nonresident undergraduates.

Provost Gray-Little spoke to the issue of tuition increases by professional schools for professional degree programs. For the past several years, all of the professional schools have had permission to recommend to the Board of Trustees tuition increases for professional degree programs with the proviso that students in those degree programs would be exempted from any other campus-based tuition increases. Some members of the Task Force felt that this policy has led to a loss of unity among the schools and colleges. Others felt that professional degree programs have special needs that are best served by the policy. The provost said that the general tone of the Task Force favored a recommendation that all students should be subject to campus-based tuition increases, and this is the recommendation that has gone forward to the chancellor.

There were no questions or comments directed to the provost.

Greetings from Leaders of Campus Constituencies

James Allred, President of the Student Body, greeted the Council. He said that he is pleased with the commitment of the faculty to students and has especially valued the cooperative way in which faculty members have worked in tandem with student members of the Tuition Task Force. Referring to the recently revised policy on printing at computer labs and the library, which limits "free" copies to 500 pages and charges \$.05 per page for printing in excess of that limit, Mr. Allred asked the faculty to bear printing costs in mind when giving course assignments.

Lauren Anderson, President of the Graduate and Professional Students Association, was unable to be present.

Tommy Griffin spoke on behalf of the Employee Forum in the place of Ernie Patterson, Chair of the Forum, who was out of town. Mr. Griffin spoke favorably of the new UNC Staff Assembly recently organized by General Administration, advocated for a living wage for all staff employees and stressed the need for improved benefits for employees as part of that discussion, and asked the faculty to join the Employee Forum in seeking to defer planned layoffs of in-house dental technicians in the School of Dentistry.

Faculty Assembly Delegation Report

Prof. Bonnie Yankaskas, Chair of the Faculty Assembly Delegation, reported on the November 3, 2006, meeting of the Assembly. She said that General Administration's 2007-08 budget request is brief and easy to understand. The request lists 10 items in order of priority. The top three priorities are of special interest to the faculty. The first priority asks for \$35.6 million in 2007-08 and an additional \$19.2 million in 2008-09 for need-based student aid. The second priority asks for \$116.8 million in 2007-8 and an additional \$115.9 million in 2008-09 for academic salary increases. This funding would be sufficient to increase faculty salaries to the 80th percentile of peer institutions within the next two years, to allow for 4% merit-based increases in each year of the biennium, and add \$2 million to the distinguished professors trust fund. The third priority would add \$107.1 million over the biennium to a number of research initiatives. Prof. Yankaskas said that UNC System President Erskine Bowles is creating a special task force to consider future directions for the University System. He will appoint 10 faculty members to this group and provide funding to enable them to have release time for the spring semester in order to commit full-time efforts to the task force's work. He has indicated that the task force's report will be written by its faculty members. Finally, Prof. Yankaskas reported that the Assembly has begun a practice of having chairs of the faculties of the 16 institutions meet over lunch at each Assembly meeting.

Annual Reports of Standing Committees

Committee on Appointments, Promotions, and Tenure. Prof. Janne Cannon reported for the committee in the place of Prof. Lawrence Kupper, Chair, who was unable to attend. Prof. Cannon summarized the committee's work during the 2005-06 academic year.

Chancellor's Advisory Committee. Prof. Ron Strauss, Chair of the Advisory Committee, presented the committee's report for the 2005-06 academic year.

Faculty Grievance Committee. The Faculty Grievance Committee's annual report was received by title.

Faculty Hearings Committee. Prof. Michael Votta reported for the committee in the place of Prof. Linda Spremulli, Chair, who was unable to attend.

Committee on the Status of Women. Prof. Susan Lord, Chair of the Committee on the Status of Women, presented the committee's annual report. Prof. Lord said that this year the committee members realized that they were naive as to obstacles facing younger women tenure-track faculty and fixed-term faculty of all ranks. To learn more about this, the committee asked Dr. Lynn Williford, Director of Institutional Research, to conduct a survey of faculty members in those categories. A very good response rate was achieved. The results of the survey are summarized in the committee's written report. Prof. Lord said that as a result of the information obtained from the survey, the committee has three recommendations: (1) the provost will be asked to distribute an executive summary of the survey to deans, directors, and department chairs; (2) the provost is asked to continue to gather data on issues of pay equity for fixed-term faculty, and (3) a task force should be established to investigate the effect of child care issues on work environment. Prof. Lord added that her personal view is that child care is not a gender-specific issue.

In response to a question, Prof. Lord said that the respondents to the survey were not identified by race or ethnicity.

Prof. Sam Weir (Family Medicine) asked whether the University is doing any better on pay equity for women that it was four years ago when the most recent study of this issue was done. Prof. Lord replied that the pay equity study has not been updated.

Prof. Steven Bachenheimer (Microbiology and Immunology) noted that the survey data is broken down by school, but the report makes no school-specific comments. He asked whether the committee identified any school-specific issues. Prof. Lord said that none were identified for junior tenure-track faculty, but that her intuition from reading comments from fixed-term faculty indicates that there are concerns for fixed-term faculty in the Medical School that do not arise in other academic settings. Similarly, fixed-term faculty in the College of Arts and Sciences indicate disappointment that they do not have access to the same administrative support as do tenure-track faculty—a concern that does not appear to be widespread in the professional schools.

Prof. Andrew Chin (Law) asked whether the committee's survey included fixed-term faculty in the School of Law. Prof. Lord replied that it did not.

Prof. Rebecca Wilder (Dentistry) remarked that she had chaired the Committee on the Status of Women 10 or 12 years ago and that many of the issues identified in this year's report have been under discussion for many years. She said she would like to see some historical perspective on how these issues have been addressed over time.

Prof. Frank Wilson (Orthopaedics) noted that Prof. Judith Wegner had felt that the need for mentoring for women faculty was a matter of University-wide concern and had assembled a committee to discuss it. He said that the committee had had only one meeting, and that perhaps it would be well to pick this work up.

Prof. Marci Campbell (Nutrition) agreed that better mentoring for women faculty is needed.

Course Evaluation System

The presentation on a new course evaluation system was postponed.

Distinguished Alumna/Alumnus Awards

The Faculty Council went into closed session.

Prof. Joseph Ferrell, Secretary of the Faculty, on behalf of the Committee on Honorary Degrees and Special Awards, presented five nominees for Distinguished Alumna and Alumnus Awards to be presented on University Day 2007. Each nominee was approved.

The Council returned to open session.

Adjournment

Its business having been completed, the Council adjourned at 4:30 p.m.

Joseph S. Ferrell
Secretary of the Faculty