



The University of North Carolina at Chapel Hill

MEETING OF THE FACULTY COUNCIL

Friday, October 3rd, 2003, 3:00 p.m.

***** The Pleasants Family Assembly Room in Wilson Library *****

Chancellor James Moeser and Professor Judith Wegner, Chair of the Faculty, will preside.

AGENDA

- 3:00 I. Faculty Council Convenes (Professor Joseph Ferrell, Professor Judith Wegner)
- Opening Remarks (Chancellor James Moeser) and questions/comments from the floor
- 3:15 II. Reports of standing committees (Informational)
1. Report of the Faculty Grievance Committee (Professor John B. Stephens)
 2. Report of the Faculty Hearings Committee (Professor Frayda Bluestein)
 3. Report of the Committee on Instructional Personnel (Professor Bernadette Gray-Little)
- 3:30 III. Faculty Forum: Financial Resources and their Implications (presentations and discussion with Faculty Council)
- Preliminary remarks (Professor Wegner)
 - Provost Robert Shelton
 - Vice Chancellor Tony Waldrop

5:00 IV. Adjourn

Joseph S. Ferrell
Secretary of the Faculty

Documents pertaining to meetings of the Faculty Council can be found at www.unc.edu/faculty/facouncil

**Faculty Grievance Committee
Annual Report to Faculty Council
September 26, 2003**

Members 2002-2003: Beverly W. Ferreiro (2003), Melody F. Harrison (2003), Melissa L. Saunders (2003), William L. Andrews (2004), Mary R. Lynn (2004), John B. Stephens (2004), Giselle Corbie-Smith (2005), Bruce Fried (2005), Stephen Weiss (2005), Hannelore Jarausch (2006), Paul Farel (2006), Andrew Chin (2006), Jessica Smith (2006).

Members Ending Terms (June, 2003): Melody F. Harrison, Melissa L. Saunders, Beverly W. Ferreiro.

Members Beginning Terms 2003-2006: Andrew Chin, Paul Farel, Jessica Smith, Hannelore Jarausch.

Report prepared by: John B. Stephens, Chair, and Melody Harrison, Past Chair

Committee Meetings: August 8, October 23, and December 5, 2002; and February 19 & 20, May 15, and August 21, 2003.

Committee Charge: "The committee is authorized to hear, mediate and advise with respect to the adjustment of grievances all person designated as member of the faculty.." (The Faculty Code of University Government, July 1999, p.13)

Report of Activities: In the 2002-2003 academic year, the previous chair, Melody Harrison, received eleven inquiries. Two cases, carried over from the 2001-2002 academic year, went to hearings. The first hearing occurred in October 2002. The second hearing was originally scheduled for December 4, 2002, but was delayed until February 19 & 20, 2003 due to the ice storm that closed the university. Reports of both hearings were completed and submitted to all parties involved.

In four instances, inquiries were made but the grievance process was abandoned. Two of those cases involved faculty members with fixed-term contracts whose contracts were not renewed at the end of the contractual period. Negotiated settlements were attained in three of the cases. One case is active but in negotiation, and in one case a grievance hearing subcommittee have been selected.

Recommendation: Almost all inquiries received during the 2002-2003 were accompanied by a complaint that the faculty member had experienced a great deal of difficulty determining who to contact about their situation. As the chair of most of these committees changes each academic year, determining contact information of the current chair can be challenging. Stephens and Harrison (current, and immediate past chair of the committee) urge Faculty Council to address the problem of access to information regarding faculty welfare committees. This could be accomplished by publishing relevant information on the UNC-CH web page.

October 3, 2003
Faculty Hearings Committee
Annual Report

Members: Chair, Frayda S. Bluestein (School of Government, 2005); Laurel A. Files (School of Public Health, 2006); Abigail Panter (Psychology, 2008); Lawrence Rosenfeld (Communication Studies, 2004); Linda L. Spremulli (Chemistry, 2007).

Report prepared by: Frayda S. Bluestein (Chair) with review by full committee.

Committee charge: According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of five faculty members with permanent tenure, service five-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.).

Previous Faculty Council questions or charges: None.

Report of activities: Last year the committee had one matter pending, which the parties settled without a hearing. The committee currently has nothing pending.

Recommendations for action by Faculty Council: None.

Respectfully submitted,

Frayda S. Bluestein, Chair
Laurel A. Files
Abigail Panter
Lawrence Rosenfeld
Linda L. Spremulli

ANNUAL REPORT OF THE
COMMITTEE ON INSTRUCTIONAL PERSONNEL

OCTOBER 3, 2003

This report covers the activities of the Committee on Instructional Personnel for the academic year 2002-2003.

For personnel matters the Committee on Instructional Personnel operates through two subcommittees: the Subcommittee for the College of Arts and Sciences chaired by the Dean, and the Subcommittee on Professional Schools chaired by the Provost. All recommendations from the Schools or departments and curricula in the Division of Academic Affairs involving tenure track appointments of any kind and all reappointments at the rank of lecturer or above were reviewed. In making these reviews both subcommittees sought to ensure uniformity of procedural practices and consistent attention to the respective roles and missions of each of the appointing units.

The Committee also considers academic calendar, and some of the appointments to the Advisory Committee on Undergraduate Admissions are the responsibility of this Committee.

Respectfully submitted,

Robert Shelton, Chair
Richard Cole
Julie Collins (1-1-03 to 6-30-03)
Connie Eble
Linda Dykstra
Jaroslav Folda
Madeleine Grumet
Michael Lienesch
Joanne Marshall
Gene Nichol
Risa Palm
Karl Petersen
Jack Richman
Michael Smith
Robert Sullivan (through 12-31-02)

Memorandum

TO: Faculty Council Members
FROM: Professor Judith Wegner, Chair of the Faculty
RE: Discussion of Financial Resources and Their Implications (October 3, 2003)
DATE: September 26, 2003

At our next meeting, we will devote substantial time to extended discussion of a matter much on all of our minds: the University's financial resources (including recent trends and their implications for continued excellence). There has been a great deal happening in this area, and the University leadership has recently provided informational updates to the Board of Trustees and Board of Visitors on these matters. I've accordingly asked Provost Robert Shelton and Vice Chancellor for Research and Economic Development Tony Waldrop to present some key information during the first half of our extended 90 minute "faculty forum," to be followed by active discussion from Council members for the balance of this time.

I wanted to frame this discussion more specifically in advance, so that you can think about the approach we propose, talk with colleagues, and reflect on the particular approach I hope we can take.

1. It's crucial for all of us to become more informed about how to think about the whole issue of financial resources: What sources of money are involved? Who makes decisions about them? What constraints apply? The provost will also address the impact of budget cuts over the last several years, and the budget decision-making process so that we can be informed of the challenges we've been facing and how they are being addressed. Our substantive goals in this session will be to (a) provide faculty members with a better appreciation for the overall financial picture ("budget 101" including key concepts and framework for choices); (b) sketch a better picture of the dilemmas we face as an institution and how they are being addressed; (c) illuminate the process by which key decisions are made; and (d) invite suggestions on how to maintain good communication on issues like these so that all of us can contribute our constructive insights on ways to use our resources wisely and maintain excellence during a time of financial pressure. Please bear in mind that I wanted to place this item on the agenda for extended discussion because I think it's of interest to all of us, and part and parcel of a sound approach to faculty governance—not because the sky is falling. Just as was the case last month, with the athletics discussion, I think it is very useful for members of the Council to engage actively and constructively with key members of our administration on matters of note such as this one.
2. We'll also hear from the provost about issues of faculty retention (a report that was discussed by the Board of Trustees). Here again, I think we need to think through the key questions. The Executive Committee of Faculty Council has begun work with Director of Institutional Research Lynn Williford to develop an appropriate survey instrument that would allow us to gauge and document the particular challenges faced by faculty members that may affect their vitality, retention, and recruitment patterns

now and in the future. No such instrument yet exists nationally, as best we know. We think this will be pioneering work and we want to do it right. I therefore hope that, at our meeting, we'll again attend to key questions: why do so many of us love UNC and stay here in thick and thin—could our insights prove helpful in ongoing recruitment of new colleagues? What kinds of questions should we be asking to track the impact of financial resources (and intangible resources like time, morale, library and laboratory resources) on faculty excellence? What are possible points of strategic intervention--Is the most important thing the creation of more chairs for more senior colleagues? Or strategies of special import to those pre-tenure or in mid-career? If you had \$1 million (and no more, hypothetically) to invest in strengthening the likelihood of recruiting and retaining the best faculty to assure the university's excellence 10 years from now, how would you invest it? Once again, the goal is to think constructively and to engage actively with these issues so that we can bring our collective wisdom to bear on issues that lie at the heart of the collective enterprise.

3. I've asked Vice Chancellor Waldrop to provide us with information on trends in funded research (since that's another area where financial resources are created by the work of faculty). I hope, too, that he will provide us with information on the efforts of his office to provide support for faculty efforts to secure research funds. Please think about what questions are most important to you in this regard and let us know in advance if you can so that his presentation can be tailored accordingly. In addition, please generate questions you think colleagues would like answered and how they like to get the answers they need. The Office of Research is considering about how to provide an informational fair for faculty (format, coverage), and we need your advice how best to make that work.

4. We've also had an exceptionally fine report from Associate Vice Chancellor Laurie Charest on the benefits situation. You've undoubtedly read about this in the paper since it was presented to the Board of Trustees at their recent meeting (I stressed the subject in my July comments to the Board and they and the Provost jumped on the request). We will hear more about this matter since the Board of Trustees asked the administration to present this report to the Board of Visitors and asked the Board of Visitors to develop strategies to pursue this matter on our behalf. Because of the importance of allowing ample time for discussion with the Provost and Vice Chancellor Waldrop, we've decided not to include a full presentation of this benefits report at this time (it will, however, be on the Human Resources website very shortly, and will be referred to an appropriate faculty committee).

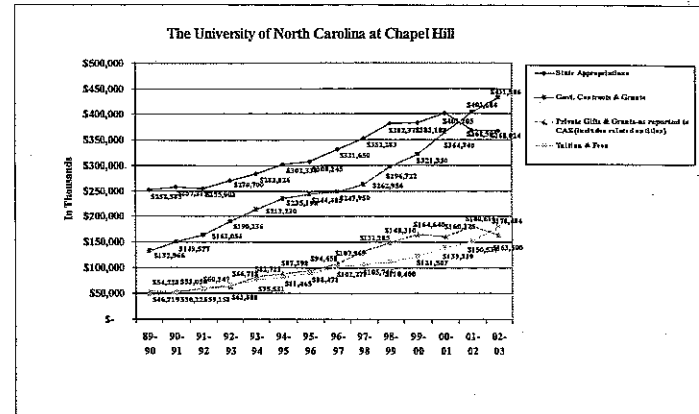
I look forward to seeing you on Friday. If you have suggestions in advance, please feel free to e-mail me at Judith_Wegner@unc.edu.



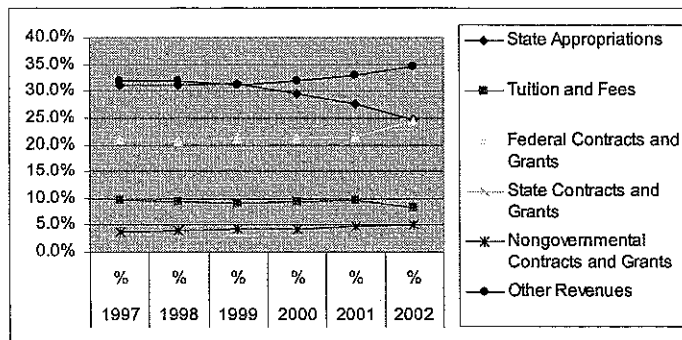
The Impact of State Budget Reductions on UNC Chapel Hill

Robert N. Shelton
Executive Vice Chancellor and
Provost

October 3, 2003



Carolina Revenues by Source, 1997-2002



In his August 8th speech to the UNC Board of Governors, Chairman J. Bradley Wilson said:

I believe that the continued compression of the University budget creates an important question for this Board and the people of this state. Does North Carolina want to continue to have a state-funded University, or do we want a state-supported University? There is a difference—a big difference.

Wilson continued:

The proud heritage of the people of North Carolina is that we have a state-funded University that is as 'free as practicable.' We must recognize that to continue to cut the University budget—as has been done over the past four years—and to continue to fail to reward our administrators, faculty, and staff with raises and benefits that they so richly deserve, to continue to shrink general fund support for the University and to ask our students to pick up the tab, is a formula for disaster.

How Have We Managed?

- ◆ Implemented annual budget planning and hearing process with all deans, VC's, and UPBAC
- ◆ Made differential cuts, abandoning across-the-board approach
- ◆ Protected the classroom as much as possible, while streamlining administration and eliminating programs
- ◆ Increasingly relied on alternative funding sources to maintain excellence (clinical income, research awards, F&A funds, Carolina First Campaign), but these funds are limited in areas of use

Quick Facts By the Numbers Fall 2001-2003

- ◆ Operating budget
 - Permanent Reductions \$ 34.10 Million
 - One-time Reduction \$ 70.47 Million
 - \$104.57 Million
- ◆ Funding for enrollment increases
 - Academic Affairs \$ 26.53 Million
 - Health Affairs \$.49 Million
- ◆ Increase in operating reserves
 - \$ 5.89 million

Criteria for Cuts

- ◆ Protect activities that are central to Carolina's mission, add value, or are required by law or for compliance purposes
- ◆ Deans and VC's have discretion, but must manage within resources
- ◆ Academic Plan, Financial plan, unit plans guide reduction and allocation decisions
- ◆ Look for opportunities to improve efficiency and eliminate duplication
- ◆ Make decisions consistent with BOT Measures of Excellence

Impact of Budget Cuts:

- ◆ Elimination of support programs
- ◆ Loss of faculty and staff positions
- ◆ Reduced competitiveness in retention
- ◆ Elimination of academic programs
- ◆ Infrastructure and support deterioration
- ◆ Libraries affected

Elimination of Support Programs in Past Year

- ◆ School of Medicine
 - Office of International Affairs (\$78,000)
 - Curriculum Technology Support Office (\$287,000)
 - Health Ethics Center (\$191,000)
 - Carolina Workshops in Molecular Biology (\$152,000)
 - Allied Health Rehabilitation Psychology and Counseling Program (\$435,000)
- ◆ First Year Initiative Living Learning Program (\$73,000)
- ◆ Institute for Nutrition (\$200,000)
- ◆ **Total Savings: \$2,057,000**

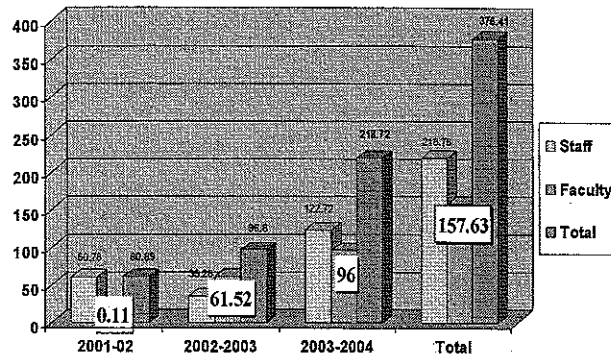
Elimination of Support Programs in Past Year

- ◆ HEELS for Health (\$165,000)
- ◆ Office of Continuing Education in Health Sciences (\$150,000)
- ◆ Hanes Computer Training Center (\$100,000)
- ◆ Arts Carolina (\$130,000)
- ◆ Neonatal Nurse Practitioner Program (\$75,000)
- ◆ Annual Preceptors Conference, Dept of Health Policy and Administration (\$21,000)

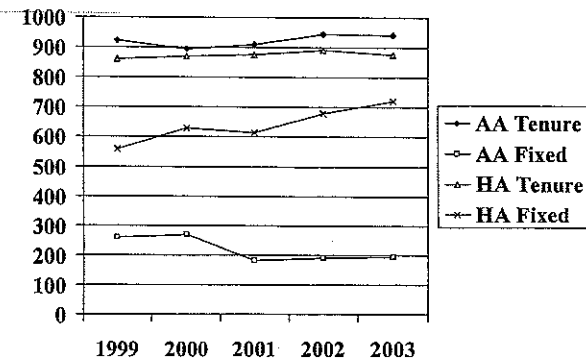
Loss of Faculty & Staff Positions 2001-2003

- ◆ Instructional positions 157.63 fte
 - Faculty positions (155.63 vacant, 2 filled)
 - \$15.9 Million
- ◆ Non instructional positions 218.78 fte
 - Vacant positions (62.78 fte) and layoffs (154 SPA, 2 EPA)
 - \$ 5.5 Million
- ◆ 63% of the permanent reduction (\$34.10M) has been in position funding

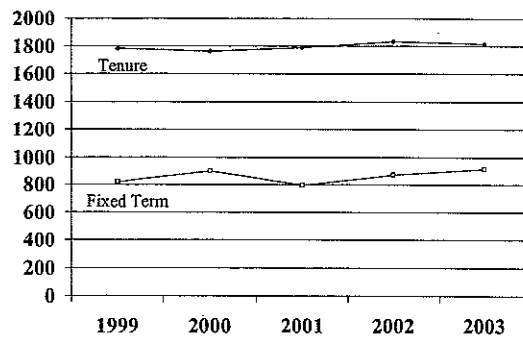
Position Reductions



Full-Time Faculty 1999-2003



Total Full Time Faculty 1999-2003



Reduced Competitiveness in Faculty Retention

- ◆ The issue is not the loss of faculty due to retirement, non-reappointment, or career change
- ◆ The issue is the competition for our best faculty: those we treasure most, and who are most attractive to our peer institutions

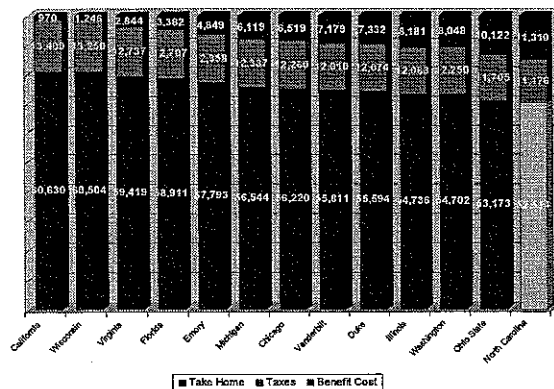
Faculty Retention

- ◆ In the mid-1990's we lost 2.0% of our faculty to competing institutions; by 2002-03, our rate of loss had climbed to 2.9%
- ◆ Within Arts and Sciences, we've shifted from keeping 60% of those we fight to retain to losing 60% of those we fight to retain.
- ◆ Average salary difference in Arts and Sciences is \$30,000 less than competing institution
- ◆ Faculty received average raise of 2.48% plus one-time bonus of \$550 for 2003-04, and average raise of 2.55% for 2002-03.

Faculty Retention

- ◆ In 2002-03, we lost 53 of 76 retention bids across the University, or nearly 70%
- ◆ Outlook for 2003-04 is uncertain at best
- ◆ Each case is unique, depending on faculty needs
- ◆ Universal factor: benefits

Comparison of Annual Amount After Benefit Costs, FICA and Federal Taxes
Salary of \$75,000



Key Findings

- ◆ Employees "take home" a significantly smaller share of their pay checks than employees at peer institutions
- ◆ Family health insurance coverage is the biggest driver of high employee benefit costs
- ◆ Employees also pay the highest out-of-pocket medical expenses of employees at peer institutions
- ◆ Employees pay a higher than average share of retirement contribution

Moving Toward our Peers— Items for Consideration

- ◆ **Health**
 - How can we increase University contribution for dependent coverage?
 - Should we implement sliding scale for premiums based on salary?
 - Can we increase number of plan options offered?
- ◆ **Retirement**
 - How can we decrease employee contribution to retirement plans?
 - How can we increase University contribution to defined contribution plan?
 - Should we decrease vesting period for defined contribution plan?
- ◆ **Other**
 - Should we subsidize dental insurance?
 - Should we provide employer-paid life insurance?
 - Should we consider a cafeteria style benefit plan?
- ◆ **Benefits Structure**
 - Should our benefits be comparable to programs offered to government employees in southern states or should they be comparable to universities with whom we compete for faculty and staff?

Endowed Professorships

- ◆ 321 distinguished professorships as of 2000-01
 - 247 unit based
 - 74 University-wide
- ◆ We added 18 University-wide distinguished professorships in 2001-03

Solutions

- ◆ Endowed professorships
- ◆ Research support
- ◆ Physical facilities
- ◆ Benefits and base salary improvements
- ◆ Retention fund

Progress towards our goal of 200 endowed chairs

Progress since then:

- 16 chairs fully endowed and filled
- 18 chairs fully endowed and waiting to be filled
- 12 chairs completed and waiting for state match
- 46 chairs with pledge made and in process of collecting remaining funds
- 13 chairs with pledge made but no payments yet
- 95 seeking donors (your name here)
- Total: 200

Academic Program Cuts

- ◆ Increase in average number of students per class section
 - For freshmen and sophomores, class size increased from 34.8 to 36.84 students
 - For juniors and seniors, class size increased from 22.9 to 24.1 students
- ◆ The College of Arts and Sciences lost 36 faculty members but could only replace 14
- ◆ 14 elective courses eliminated from BSBA, MBA and MAC programs

Academic Program Cuts

- ◆ Environmental Health Sciences Techniques course cancelled in ESE
- ◆ Social Work field education supervisor position eliminated, reducing help to 250 students in field
- ◆ Dept. of Allied Health Services reduced admissions from 118 students to 80 students
- ◆ SOM eliminated Medical Informatics Track for BME students
- ◆ SOM cancelled development of spinal cord research program in Physical Medicine

Academic Program Cuts

- ◆ SILS eliminated core course lab and reduced TA's
- ◆ SPH eliminated 10 TA's from Health Behavior and Health Education classes
- ◆ HBHE postponed two new courses in Global Health and Health Communications due to lack of state funds to hire new faculty
- ◆ Dept. of Epidemiology eliminated Doctoral Seminar program

Infrastructure and Support Deterioration

- ◆ \$5.1million in maintenance cuts = loss of funding for 1.15 million square feet of space
- ◆ 87 maintenance-related positions lost – equivalent to a 15% reduction
- ◆ Over 2,100 preventative maintenance tasks eliminated by reducing scheduled frequencies
- ◆ State allocation for R&R in last three fiscal years was: \$0, \$0, \$0.9M (historical mean of \$14M)

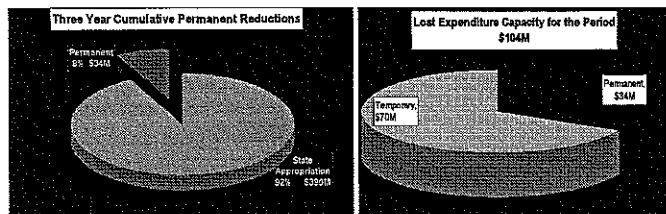
Infrastructure and Support Deterioration

- ◆ Closed five residence hall computer labs
- ◆ Closed computer lab in Greenlaw and computer classroom in Venable
- ◆ Eliminated all public access modem lines
- ◆ Reduced IT service to instructors (MyUNC and Faculty/Staff Central) with layoff of three staff

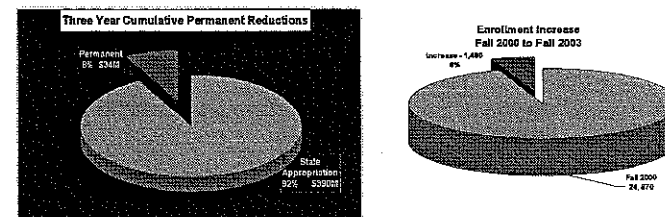
Libraries Affected

- ◆ Priority area protected from reductions through year end investments
 - Permanent - \$955,000 (cut would have been >\$1.2M if applied across the board) (Added \$1,858,600)
 - Temporary - \$1,239,066 (Added \$1.5 M)
- ◆ The Health Sciences Library reduced monograph purchases by 60% and video purchases by 80%
- ◆ Unable to replace 125 computers that are over seven years old in Davis Library
- ◆ Reduced student assistant hours by 6,900 in Health Sciences and Academic Affairs libraries
- ◆ \$130,000 in serial cancellation in Law Library over last three years (from total acquisition budget of \$1.1 million, 85% of which are serials)

State Appropriation & Permanent Reductions



State Appropriation & Enrollment Increase



Summary

- ◆ We continue to pursue academic excellence and initiatives, despite the cuts. These include:
- Implementation of the Academic Plan
 - Launching the new under graduate curriculum
 - New investments in research computing
 - Creation of a new biomedical engineering program in partnership with NCSU
 - Creation of the Institute for Advanced Materials, Nanoscience and Technology
 - Development of Carolina North
 - An aggressive building campaign
 - Continued progress towards completion of the Carolina First case statement goals, including 200 new professorships and 1,000 new scholarships

Full Time Permanent Faculty Fall 1999-2003

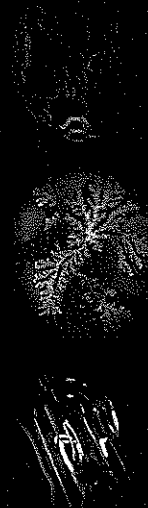
Academic Affairs			Health Affairs			Total University		
Tenured/ Tenure-Track	Fixed Term	Total	Tenured/ Tenure-Track	Fixed Term	Total	Tenured/ Tenure-Track	Fixed Term	Grand Total
921	280	1,181	861	559	1,420	1,782	819	2,601
894	269	1,163	868	628	1,496	1,762	897	2,659
911	180	1,091	876	615	1,491	1,787	795	2,582
943	189	1,132	891	678	1,569	1,834	867	2,701
941	193	1,134	875	720	1,595	1,816	913	2,729

Closing Questions and Comments

UNC-Chapel Hill Current Funds Revenues by Source						
(in thousands)	For the Year Ended June 30,					
	1997	1998	1999	2000	2001	2002
State Appropriations	\$331,850	\$352,283	\$382,372	\$363,189	\$402,205	\$368,505
Tuition and Fees	102,277	105,745	110,400	121,507	139,319	\$124,681
Federal Contracts and Grants	221,548	231,687	259,152	276,546	311,821	\$365,172
State Contracts and Grants	26,402	31,269	37,570	44,782	52,519	\$38,512
Nongovernmental Contracts and Grants	40,092	44,729	51,128	56,764	70,343	\$75,536
Other Revenues	340,313	361,535	360,059	416,648	480,465	\$515,049
Total Current Funds Revenues	\$1,062,282	\$1,127,248	\$1,220,681	\$1,289,438	\$1,466,872	\$1,487,436
	1997	1998	1999	2000	2001	2002
	%	%	%	%	%	%
State Appropriations	31.2%	31.3%	31.3%	28.5%	27.6%	24.8%
Tuition and Fees	9.6%	9.4%	9.0%	9.4%	9.6%	8.4%
Federal Contracts and Grants	20.8%	20.6%	21.2%	21.3%	21.4%	24.0%
State Contracts and Grants	2.6%	2.8%	3.1%	3.4%	3.6%	2.6%
Nongovernmental Contracts and Grants	3.8%	4.0%	4.2%	4.4%	4.8%	5.1%
Other Revenues	32.0%	32.1%	31.1%	32.1%	33.0%	34.6%
Total Current Funds Revenues	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Research at Carolina

Education, Knowledge, and Economic Growth



Tony G. Waldrop

Vice Chancellor, Research and Economic Development



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

undergraduates

research and learning



Geologist Joe Carter examines a fossil reptile with undergraduate students Susan Gagliardi and Elizabeth Kerr.

- Education at a research university: students can learn by doing.
- More than 20% of UNC undergrads receive course credit for research.

Carolina: A Research University



April Chambers, undergraduate researcher in computer engineering.

research: a way of learning



Student researchers in archaeology excavate a 19th Century cabin site.

"Maybe we should rip learning out of the classroom and put it in the active environment—learning through active discovery."

—James Duderstadt, President Emeritus
University of Michigan

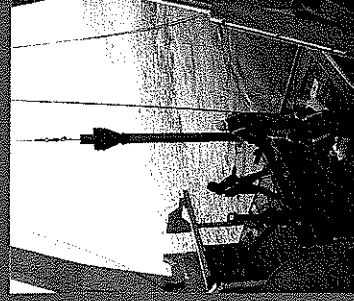
Carolina: A Research University



Michael Kladetzki, M.D.-Ph.D. student in chemistry, with a probe used for measuring brain chemistry.

Geology students collect sediment cores in the East China Sea.

In headwaters of the Nan-Sha River, Ph.D. student in ecology, checks the health of a stream.



Graduate Students: Research in Action

Carolina: A Research University

on the cover

Julie Carmen (biology graduate student who received Ph.D. recently) and others in Professor Ted Salmon's lab contributed to "Determining the position of the cell division plane," featured on the cover of *Nature*, August 28, 2003.

Science

Jennifer Taylor (biology graduate student) and Bill Kett (professor of biology) collaborated "Switching Skeletal Myofibrils: Support in Myofibrils," featured on the cover of *Science*, July 11, 2003.

nature

The Inside Story

Carolina: A Research University

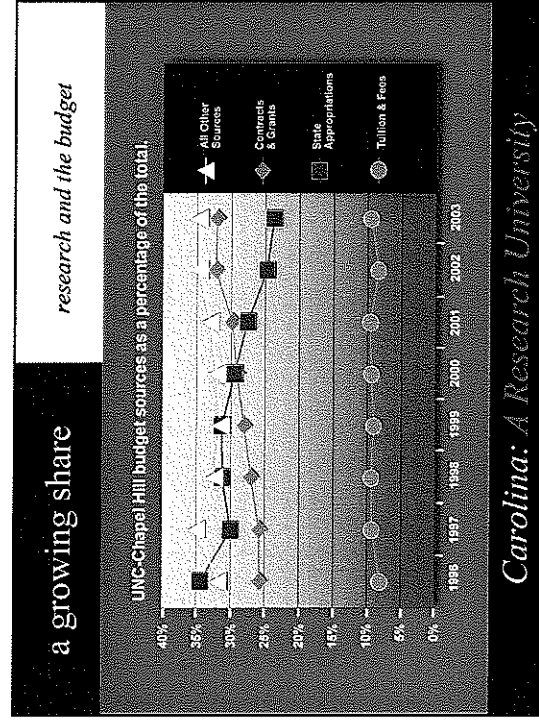
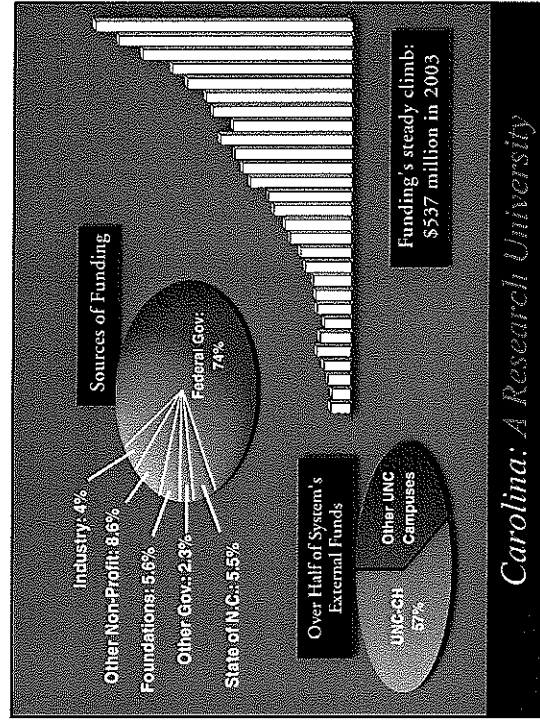
Attracting Talent and Resources

- Talented faculty attract top students
- Top faculty attract external funding
- Carolina's faculty average \$187,383 in outside funding per FTE per year

Pich Superfine, physics and astronomy, conducts research in nanoscience.

Jenny Ting, Lineberger Comprehensive Cancer Center, reviews genetic information with a graduate student.

Carolina: A Research University



strengths across the board

- First among public universities in the South in NIH funding (13th over all)
- 3rd in federal support for the social sciences
- 17th nationally in federal support for science and engineering and 1st in the South (NSF)
- Among the top four public research universities in the nation (*Lombardi et al., 2000*)
- 12th nationally in technological strength (*MIT Technology Review*)

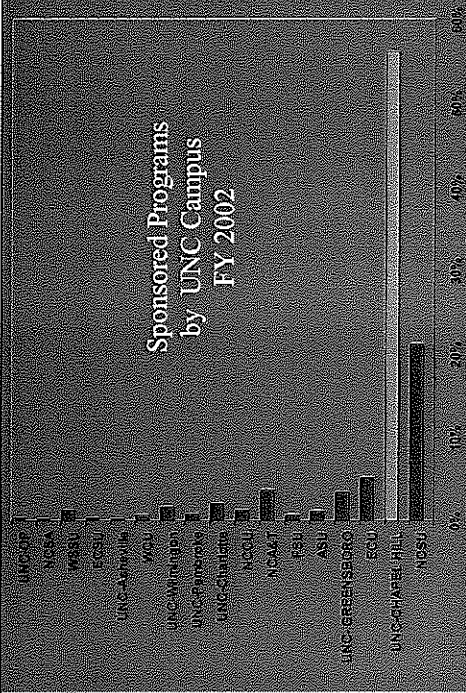
Carolina: A Research University

part of a national center

- **\$45 mil initiative:** Southeast Regional Centers of Excellence for Bioradense and Emerging Infectious Disease (SERCEB)
- **Funding:** NIH and Homeland Security
- **Goals:**
 - vaccines, drugs, and diagnostics against emerging infections
 - fight organisms that might be used in bioterrorist attacks
- **University participants:** Duke (lead), UNC-Chapel Hill, Emory, Alabama at Birmingham, Florida, and Vanderbilt
- **Bob Johnston**, director of the Carolina Vaccine Institute: research aimed at a vaccine against variola, monkeypox, weaponized vaccinia, camelpox and other orthopoxviruses.
- **Jenny Ting**, microbiology and immunology, optimize innate immune response to select agents.

Carolina: A Research University

Sponsored Program
 UNC Campus
 FY 2002



Carolina: A Research University



PMABS workshop for public-school teachers at UNC-Pembroke.


teamwork
for service
in the UNC system

- **UNC Program on Ethnicity, Culture, and Health Outcomes (ECHO)**
 - Medicine, Public Health, UNC-Chapel Hill
 - Partners: N.C. Central, Shaw
- **Center for Innovation in Health Disparities Research**
 - School of Nursing, UNC-Chapel Hill
 - Partners: Winston-Salem State, N.C. Central
- **Partnership for Minority Advancement in the Biomolecular Sciences (PMABS)**
 - Partners: UNC-Chapel Hill, Elizabeth City State, Fayetteville State, Johnson C. Smith, N.C. A&T State, N.C. Central, Shaw, UNC-Pembroke

Carolina: A Research University

Research

at Carolina




*Service, Service, Service
Funding
Research Initiatives*

Carolina: A Research University

Research at Carolina

centers and institutes

- Carolina Population Center
- Center for Health Promotion & Disease Prevention
- Frank Porter Graham Child Development Institute
- Highway Safety Research Center
- Injury Prevention Research Center
- Institute on Aging
- Cecil G. Sheps Center for Health Services Research
- Institute of Marine Sciences
- Institute for Advanced Materials, Nanoscience, and Technology



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Research at Carolina


offices supporting research

- Office of Technology Development (OTD)
 - Licenses discoveries developed by faculty, students and staff
 - Assists faculty in obtaining research support from corporate sponsors
- Office of Sponsored Research (OSR)
 - Merger of Office of Research Services and Grants & Contracts
 - Pre-award and post-award processing of grants and contracts
- Office of Clinical Trials (ORD)
 - A new office that facilitates clinical trials and improve service
- Office of Research Development (ORD)
 - Facilitates activities to increase research funding opportunities

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Research at Carolina

offices supporting research



- Office of Information and Communications (OIC)
 - Provides information about funding opportunities
 - Informs the public about research activities through *Evidence* magazine, news articles, and other media
- Odum Institute for Research in Social Science (IRSS)
 - Supports the research and training of social science faculty
- Office of Postdoctoral Services
 - Provides professional-development opportunities

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Research at Carolina

offices supporting research

- Office of Human Research Ethics (OHRE)
 - New office merges the administrative functions of all Institutional Review Boards
 - Oversees the use of human subjects in research
- Institutional Animal Care and Use Committee (IACUC)
 - Oversees the use of animal subjects in research
- Carolina Postdoctoral Program for Faculty Diversity
 - Develop scholars from underrepresented groups for possible faculty appointments at UNC or other research universities



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Research at Carolina

seeding new work

University Research Council Small Grant Program (maximum of \$4,000)

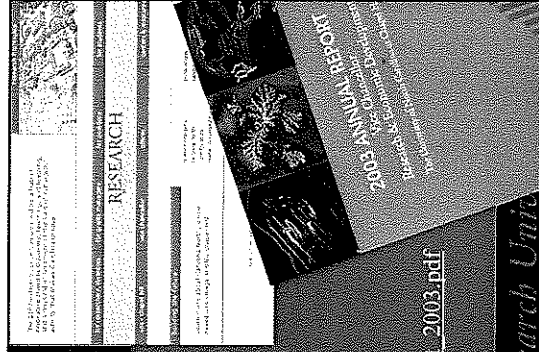
- Research Grants
 - Support the scientific, scholarly or artistic efforts of faculty
 - Collecting pilot data, research-related travel, research equipment or supplies
- Publication Grants
 - Publishing scientific, scholarly or artistic work
 - Photographs, drawings, figures or tables, permissions to reprint

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Research at Carolina

find us online:
research.unc.edu

2003 annual report
research.unc.edu/red/annual_report_2003.pdf



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The University of North Carolina at Chapel Hill

MINUTES OF THE FACULTY COUNCIL

October 3, 2003

Attendance

Present (59): Adimora, Ammerman, Anton, Bachenheimer, Bane, Bouldin, Cairns, Conover, Daye, Elter, Fishell, Gerber, Givre, Goldstein, Gollop, Guldge, Hammond, Heenan, Holditch-Davis, Holmgren, Kagarise, Kjervik, Kramer, Langbauer, Leonard, Malizia, McGraw, Mesibov, Miller, Morris-Natschke, Nonini, Owen, Pardun, Parikh, Perrin, Porto, Renner, Rippe, Rock, Rogers, Rowan, Salmon, Sawin, Schauer, Shea, Simpson, Jay Smith, John Smith, Straughan, Tolbin, Toews, Tulloch, Vick, Wallace, Weinberg, Willis, Wilson, Yankaskas, Yopp,

Excused absences (28): Arnold, Bowen, Colindres, de Silva, Elvers, Foley, Frampton, Granger, Howell, Klebanow, Leigh, Lohr, Martin, Miguel, Molina, Muller, Nicholas, Orthner, Perelmutter, Pisano, Pittman, Poole, Reisner, Retsch-Bogart, Strauss, Tauchen, Tresolini, Wolford.

Unexcused absences (1): Lin

Chancellor's Remarks and Question Time

Chancellor James Moeser invited Council members to read his 2003 State of the University Address online. The URL is http://www.unc.edu/chan/speech_archive. The principal announcement was a new "Carolina Covenant," a plan promising to our most needy students the opportunity to graduate without any debt. The plan will be available to students who are admitted to Carolina, who qualify for federal student aid, and who come from a family with an income at or below 150 percent of the federal poverty level, indexed by family size. The University will meet 100 percent of such a student's financial need through a combination of federal, state, campus-based, privately funded grants and scholarships, as well as his or her participation in the federal work-study job program. The chancellor said that the plan has received wide, favorable coverage by the national press.

Chancellor Moeser reported that the Board of Governors' Educational Planning Committee has approved a recommendation by President Broad to increase the cap on out-of-state student enrollment from 18% to 22%. The recommendation now goes to the full Board of Governors. It will be explained and discussed at the Board's meeting on October 6, and will be on the Board's agenda for a vote at its November meeting.

The chancellor concluded by urging the faculty to attend the University Day ceremonies on Sunday, October 12, at 2:00 p.m. in Hill Hall. The speaker will be Dr. Mary Sue Coleman, President of the University of Michigan, who will also receive one of the Distinguished Alumna Awards to be presented. Dr. Coleman will also be the featured speaker at a symposium celebrating the centennial of the Graduate School.

Reports of Standing Committees

Chair of the Faculty's Remarks

Professor Wegner challenged Council members to familiarize themselves with budget issues that are facing institutions of higher education all over the nation. Much useful information can be found on institutional websites, but much can also be learned by asking colleagues at other institutions how their institutions are responding to budget reductions. She said that the faculty can and should play an important role in Carolina's institutional responses to budget reductions but to do so optimally will require members of the faculty to inform themselves. As a beginning in that process, Professor Wegner said she had asked Provost Robert Shelton and

Vice Chancellor Tony Waldrop to speak to the impact of state budget reductions and the importance of funded research.

Annual Reports

The annual reports of the Faculty Grievance Committee, the Faculty Hearings Committee, and the Committee on Instructional Personnel were received as presented without question or comment.

Presentation on the Impact of State Budget Reductions on UNC Chapel Hill

Provost Robert N. Shelton addressed the issues of "The Impact of State Budget Reductions on UNC Chapel Hill." (See slide presentation at www.unc.edu/faculty/faccoun/reports/Oct03Budget.ppt for detailed explanations).

UNC Chapel Hill has managed by implementing an annual budget planning and hearing process that involves the deans, vice chancellors, and the University Priorities and Budget Advisory Committee. We have made differential cuts, abandoning the across-the-board approach, that have protected the classroom as much as possible, while streamlining administration and eliminating a few relatively minor programs. We have increasingly relied on alternative funding sources to maintain excellence, such as clinical income, research awards, F&A funds, and gifts through Carolina First Campaign, but funds of these types are limited to specific uses and are not available for general purposes.

The Provost said that for the 2001-03 fiscal period the University has had to absorb reductions in State funds available to the operating budget totaling \$104.5 million. This was offset to some extent by additional funding for enrollment increases of \$27 million and an increase in operating reserves of \$5.89 million. The net effect was that over \$71.5 million in reduced expenses had to be identified. Four basic criteria used to choose what to cut: (1) protect activities that are central to the University's mission, that add value, or that are required by law or for compliance purposes; (2) allow deans and vice chancellors broad discretion in choosing areas to cut, but require them to manage within available resources; (3) use existing planning documents at both the University and unit level to guide reduction and allocation issues; (4) look for opportunities to improve efficiency and eliminate duplication; and (5) make decisions consistently with measures of excellence adopted by the Board of Trustees.

The Provost reported that 63% of the permanent reduction (\$34.1 million) had been absorbed by eliminating 158 faculty and 219 non-instructional positions. All but two of the faculty positions were vacant, but 156 non-instructional staff were laid off. In addition to staff reductions, many support programs were discontinued including HEELS for Health, the Office of Continuing Education in Health Sciences, the Hanes Computer Training Center, Arts Carolina, the Neonatal Nurse Practitioner Program, and Annual Preceptors Conference of the Department of Health Policy and Administration, several support units in the School of Medicine, the First Year Initiative Living-Learning Program, and the Institute for Nutrition.

Provost Shelton ended his presentation with a positive note thanking all those whose leadership has brought us through to this point. We are continuing to pursue excellence with the challenges that lie ahead, he said. These include implementation of the Academic Plan, launching the new undergraduate curriculum, new investments in research computing, a new biomedical engineering program in cooperation with North Carolina State University, a new Institute for Advanced Materials, Nanoscience and Technology, development of Carolina North, an aggressive building campaign, and continued progress towards completing the Carolina First Campaign case statement goals, including 200 new endowed professorships and 1,000 new scholarships.

Presentation on Research at Carolina

Vice Chancellor Tony G. Waldrop gave a presentation entitled "Research at Carolina: Education, Knowledge, and Economic Growth." See his PowerPoint slides at www.unc.edu/faculty/faccoun/reports/Oct03research.ppt. Among the highlights of the presentation were these points:

- More than 20% of Carolina undergraduates receive course credit for research.

- Carolina's faculty averages \$187,383 in outside funding per FTE each year.
- Carolina generates 57% of all external funding received by the 16 campuses of the UNC System.
- Contracts and grants are steadily increasing as a percentage of Carolina's overall budget.
- Carolina is among national leaders in several significant measures of research funding.

Vice Chancellor Waldrop concluded his presentation by describing the organizational structure of his Office and how each unit contributes to furthering the research function of the University.

Adjournment

Its business having concluded, the Council adjourned at 5:00 pm.

Joseph S. Ferrell
Secretary of the Faculty