



*The University of North Carolina at Chapel Hill*

## ***MEETING OF THE FACULTY COUNCIL***

**Friday, November 14<sup>th</sup> 2003 at 3:00 p.m.**

**\* \* \* \* \*** *The Faculty Lounge in the West Wing of the Morehead Building* **\* \* \* \* \***

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

### **AGENDA**

<b>Time</b>	<b>Item</b>
<b>3:00</b>	<b><i>Faculty Council Convenes.</i></b> ( <i>Professor Joseph Ferrell, Professor Judith Wegner</i> )
<b>3:00</b>	<b><i>Opening Remarks and Question Time.</i></b> Chancellor James Moeser invites questions or comments. Comments by Chair of the Faculty Judith Wegner Comments by Members of the Faculty Council
<b>3:25</b>	<b><i>Revisions to The Faculty Code of University Government –Initial Presentation</i></b> <ul style="list-style-type: none"><li>• <b>Overview</b> of proposed revisions of articles I-IV of the Faculty Code (relating to the General Faculty, Faculty Council, Officers of the Faculty, and Standing Committees): Professor Elizabeth Gibson, Faculty Committee on University Government</li><li>• <b>Discussion</b> by members of the Council (particularly relating to Faculty Council nomination process)</li></ul>
<b>4:10</b>	<b><i>Reports of Standing Committees.</i></b> <ul style="list-style-type: none"><li>• <b>Faculty Athletics Committee</b> (Professor Lissa Broome)</li><li>• <b>Faculty Committee on Research</b></li></ul>
<b>4:45</b>	<b><i>Closed Session. Distinguished Alumnus and Alumna Awards for 2004.</i></b>
<b>5:00</b>	<b><i>Adjourn.</i></b>

Joseph S. Ferrell  
Secretary of the Faculty

Resolution # 2003 - 11. Amending *The Faculty Code of University Government* as it relates to The General Faculty, The Faculty Council, Officers of the Faculty, and Standing Committees.

The General Faculty resolves:

Section 1. Articles 1-4 of *The Faculty Code of University Government* are rewritten to read:

## ARTICLE 1

### THE GENERAL FACULTY

**§ 1-1. Members.** The General Faculty consists of the President of The University of North Carolina, the Chancellor of The University of North Carolina at Chapel Hill, and all persons who hold an appointment to the faculty of The University of North Carolina at Chapel Hill or to a librarian position within any of the University libraries.

**Deleted:** holding appointments to the ranks of professor, associate professor, assistant professor, instructor, lecturer, any of the formally authorized lecturer-equivalent ranks, persons holding the ranks of librarian, associate librarian, assistant librarian, and general librarian under procedures approved by the chancellor.

**§ 1-2. Organization.** (a) Presiding officer. The chancellor shall be the presiding officer of the General Faculty. The chair of the faculty shall be chair pro tempore of the General Faculty and shall preside in the absence of the chancellor.

**Deleted:** and the following officers of the administration, ex officio: the president, the chancellor, the provost and vice provosts, the vice chancellors; the university librarian, the university registrar, the directors of the Press, Extension Division, Undergraduate Admissions, and Student Health Service; and such other officials having

(b) Minutes. The secretary of the faculty shall keep a record of the proceedings.

(c) Quorum. A quorum shall be conclusively presumed at any meeting of the General Faculty called on at least ten days' written notice. Otherwise, the presence of 125 voting members shall be necessary for a quorum.

responsibility for making and administering educational, research, and student welfare policies as shall be approved by the Faculty Advisory Committee for ex officio membership on the General Faculty

(d) Bylaws. The General Faculty may adopt bylaws to govern its proceedings.

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**§ 1-3. Meetings.** The General Faculty shall meet at least once in the fall semester and once in the spring semester in each academic year. Special meetings may be called by the chancellor, or, in his or her absence, by the chair of the faculty. The chancellor shall call a special meeting on the written request of ten percent of the voting members of the General Faculty.

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**§ 1-4. Voting.** (a) Except as otherwise provided in this Code, the voting faculty comprises (i) all members of the General Faculty having tenured or probationary-term appointments, (ii) librarians who are members of the General Faculty, and (iii) fixed-term faculty whose positions satisfy the following criteria:

- (1) the position is for full-time employment and is not a visiting appointment; and
- (2) the duties of the position include teaching, research, or both; and

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(3) the actual or anticipated length of service in the position is at least three years.

This criterion is satisfied if (i) the current term of appointment is for three years or more, or (ii) the appointment is a renewal appointment to the same position and the combined length of the current term and the immediately preceding terms is three years or more.

(b) For the purposes of Articles 1 through 4 and Article 13 of the Code, a member of the voting faculty who retires but continues on the faculty with a fixed-term appointment that calls for at least one-half time effort shall be deemed to retain the faculty rank and voting status that he or she held immediately prior to retirement.

**§ 1-5. Office-holding.** Only members of the voting faculty are eligible to hold offices established by the Code.

**§ 1-6. Powers.** The General Faculty shall have power:

- (1) to establish the policies governing the educational activities of, and the award of academic degrees by, The University of North Carolina at Chapel Hill and to promulgate such regulations as are necessary to implement established policies;
- (2) to request information and reports from and to give advice to the chancellor with respect to any matter affecting the life of the University;
- (3) to act upon reports from and to make recommendations to the Faculty Council, faculty committees, colleges, schools, institutes, and other units of the University;
- (4) to discuss and resolve upon matters relating to the life of the University;
- (5) to join with the chancellor and other officers of administration and the student body in regulating student conduct and discipline; and
- (6) to delegate its powers, except the power to establish or amend this Code, to such officers and bodies as may be established herein.

**§ 1-7. Code amendments.** Proposals to amend this Code must be passed on two separate readings at different meetings. If a proposal has not been previously considered by the Committee on University Government before passing its first reading, it shall be referred to that Committee before being considered on second reading. The Committee shall consider the proposal and report its recommendations promptly.

**§ 1-8. Policy on selection of officers.** It is the policy of the General Faculty that in selecting persons to fill positions established by or pursuant to this Code, consideration should be given to the factors of departmental affiliation, faculty rank, tenure status, color, age, and sex to the end that diversity of interests among the faculty are appropriately reflected in the various organs of faculty government.

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~~Deleted: the presiding officer as to whether the proposal has been so materially amended that the text of the proposal as tentatively approved does not constitute a fair representation of the substance of the proposal as amended. If the presiding officer so rules, final action shall be deferred until the next meeting of the General Faculty, or the proposal shall be submitted to a general referendum, as may be decided by a majority of those present and voting. When a proposal is submitted to a general referendum, the secretary of the faculty shall mail a ballot and a copy of the proposal, together with any written report or explanatory material accompanying it, to each voting member of the General Faculty. Ballots must be returned to the secretary of the faculty not later than 15 days after the date of mailing. In a general referendum, passage shall require the affirmative votes of three-fifths of those voting.~~

## ARTICLE 2

### THE FACULTY COUNCIL AND FACULTY EXECUTIVE COMMITTEE

§ 2-1. Legislative power vested in Council. The legislative powers of the General Faculty shall be vested in a Faculty Council.

§ 2-2. Members. (a) The Council shall consist of two groups of members, ex officio and elected.

(b) The ex officio members shall be: the chancellor, the chair of the faculty, the secretary of the faculty, and members of the Faculty Executive Committee and delegates to the Faculty Assembly who are not otherwise elected members of the Council.

(c) All members of the voting faculty are eligible for election to the Council.

(d) The elected members of the Council shall be chosen by and from the electoral divisions defined in subsection (e), on the basis of one representative for each thirty-seven members of the voting faculty, or major fraction thereof, assigned to the

respective divisions; provided that no college or school shall be represented by more than one-third of the elected members. In divisions entitled to two or more representatives, members shall be chosen on the basis of proportional representation of (1) professors, associate and assistant professors with permanent tenure, and librarians, and (2) all other ranks. If there are too few members of the voting faculty in either category to qualify for at least one representative, the two categories shall be combined. Representation is determined by the composition of the electoral division as of January 1 proceeding the date of the election.

(e) The electoral divisions are:

- (1) The Division of Fine Arts of the College of Arts and Sciences;
- (2) The Division of Humanities of the College of Arts and Sciences;
- (3) The Division of Basic and Applied Natural Sciences of the College of Arts and Sciences and The Institute of Marine Sciences;
- (4) The Division of Social Sciences of the College of Arts and Sciences;
- (5) The University Libraries;
- (6) The School of Information and Library Science;
- (7) The Kenan-Flagler Business School;
- (8) The School of Education;
- (9) The School of Journalism and Mass Communication;
- (10) The School of Law;
- (11) The School of Social Work;
- (12) The School of Government;
- (13) The School of Medicine;

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- (14) The School of Dentistry;
- (15) The School of Nursing;
- (16) The School of Pharmacy; and
- (17) The School of Public Health.

(f) Departments and other units initiating faculty appointments that are not assigned to an electoral division by subsection (e) shall be assigned to an appropriate division by the secretary of the faculty.

(g) In 1985 and every five years thereafter, the Committee on University Government shall adjust the apportionment factor so that the number of elected members of the Council is as near seventy as practicable. Such an adjustment shall be deemed an amendment of subsection (d) and shall be reported promptly to the secretary of the faculty and by him or her to the General Faculty.

(h) The Committee on University Government, with the approval of the chancellor, may amend the provisions of this section to adjust details of the pattern of membership herein established whenever required by changes in the organization of the University.

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**§ 2-3. Terms.** Elected members of the Council shall serve for terms of three years and shall not be eligible for election more than twice in any period of seven years. Nominations and elections shall be held in the spring semester in each academic year and the term of office shall begin on July 1. A member's term of office shall not be affected by his or her promotion during the term or by reapportionment of the Council before expiration of the term.

**§ 2-4. Nomination and election.** (a) Nominations for election to the Faculty Council shall be the responsibility of the Nominating Committee. Other names may be added to the ballot by written nomination submitted to the secretary of the faculty by three or more faculty members of the division for which the nomination is made.

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(b) The Nominating Committee shall establish divisional nominating committees within each electoral division of the Faculty Council. These committees shall recommend nominees for the Faculty Council. Each committee shall recommend at least two nominees for each vacancy within its electoral division unless the number of vacancies makes that impractical.

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(c) Members representing electoral divisions shall be chosen by members of the voting faculty whose primary appointments are in schools or departments assigned to that electoral division. Ballots containing the nominations shall be distributed to the appropriate division by the secretary of the faculty. Elections shall be determined by a plurality of the votes cast.

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(d) The secretary of the faculty shall decide tie votes by lot.

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(e) The secretary of the faculty shall fill vacancies for the remainder of unexpired terms from the list of those voted on in the two most recent elections for that division in the order of the highest number of votes received. If all such persons decline appointment or are no longer eligible for election or there is an insufficient number, the

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Faculty Executive Committee shall fill the vacancy for the remainder of the unexpired term. Council members taking leave for not longer than one year

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may be temporarily replaced during such leave in like manner. Council members taking leave for longer than one year shall be deemed to have resigned from the Council.

**§ 2-5. Organization.** Pursuant to Section 502(D)(2) of *The Code of the Board of Governors of The University of North Carolina*, the chancellor has the right to preside over the deliberations of the Faculty Council. The chair of the faculty shall preside upon the request of the chancellor. The secretary of the faculty shall be secretary of the Council ex officio. The presence of a majority of the elected members shall be necessary for a quorum. The Council may adopt bylaws to govern its proceedings.

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**§ 2-6. Meetings.** The Council shall meet regularly each month from September through April. Special meetings may be called by the chancellor or, in his or her absence, by the chair of the faculty, and shall be called upon the written request of ten members of the Council. It shall be the duty of all members to attend all regular and special meetings of the Council, save for good cause. If any voting member is absent for two successive regular meetings without cause, the Council may declare his or her membership vacant.

**§ 2-7. Voting.** All members have the right to vote. The presiding officer shall vote only in case of a tie.

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**General Faculty:**

**§ 2-8. Powers.** (a) The Council shall exercise the legislative powers of the

(1) to determine the educational policies of the University and the rules and regulations under which administrators and faculty will conduct the educational activities of the University;

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(2) to prescribe the requirements for admissions, programs of study, and the award of academic degrees by the University in the context of the basic educational policies of the University and the special competencies of the faculties of particular colleges and schools;

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(3) to recommend persons for honorary degrees and special awards; and  
(4) to advise the chancellor and other officers of administration and the student body in matters of student conduct and discipline, and to approve any rules and regulations governing student conduct that affect academic standards of performance.

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- (b) The Council shall also have power, concurrently with the General Faculty:
- (1) ~~to provide for such standing and special committees as the Council may deem necessary or useful for the effective and expeditious conduct of its business;~~
  - (2) ~~to act upon reports from and to make recommendations to the General Faculty, faculty committees, colleges, schools, institutes, and other units of the University;~~
  - (3) ~~to request information and reports from and to give advice to the chancellor and other officers of administration with respect to any matter affecting the life of the University; and~~
  - (4) ~~to discuss and resolve upon matters relating to the life of the University.~~

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**§ 2-9. Minutes.** Summaries of the actions of the Council shall be published promptly.

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**§ 2-10. Faculty Executive Committee.** (a) The Faculty Executive Committee shall consist of the chair of the faculty, the secretary of the faculty, and twelve members of the voting faculty elected by the faculty for renewable three-year terms. The term of office shall begin on July 1. A member who has served two successive full three-year terms is ineligible for election to the succeeding term.

(b) Members shall be nominated and elected and interim vacancies shall be filled in the manner provided for electing other standing committees § 4-31, except that the Advisory Committee shall act instead of the Nominating Committee.

(c) The chair of the faculty shall convene the Faculty Executive Committee and preside at its sessions.

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(d) The Faculty Executive Committee shall have the following powers and duties:

- (1) ~~to exercise the consultative powers delegated to the Faculty Council by sections 2-8(b)(3) and 2-8(b)(4), above, subject to such restrictions or instructions as the Council may from time to time establish;~~
- (2) ~~when prompt action is required, to exercise the legislative powers delegated to the Faculty Council by sections 2-8(a)(1) and 2-8(a)(4), above, subject to confirmation by the Council at its next regular meeting;~~
- (3) ~~to serve as an advisory committee to the chair of the faculty;~~
- (4) ~~to represent the Faculty Council and the General Faculty in advising the University administration with respect to issues, such as planning the setting of University priorities, that the committee deems important to the University's mission;~~
- (5) ~~to work with the various officers and groups within the University toward the realization of goals set in actions of the Faculty Council;~~

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(6) to report to the Council at regular intervals, including reporting annually on the status of the implementation of resolutions of the Faculty Council; and  
(7) to serve as members of the Faculty Council as provided in § 2-2(b).

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### ARTICLE 3

#### OFFICERS OF THE FACULTY

§ 3-1. The chair of the faculty. (a) The chair of the faculty shall serve as chair pro tempore of the Faculty Council and of the General Faculty, shall make an annual report to the Faculty Council on the state of the faculty, shall represent the chancellor in all academic matters whenever the chancellor may request him or her to do so, and shall have such other responsibilities as may be determined by the chancellor or the Faculty Council.

(b) The chair of the faculty shall serve for a term of three years and shall not be eligible for election to more than two consecutive terms. Nominations and elections shall be held every third year, and the person elected shall take office on July 1 following the election.

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(c) Nominations shall be made by the Advisory Committee, which shall announce the upcoming election to all members of the voting faculty and invite recommendations of persons to be nominated. The Committee shall select and submit the names of at least two qualified persons. The nominee receiving the highest number of votes in the election shall be deemed elected, unless he or she has failed to receive a majority of the votes cast. In that event, a run-off election shall be held between those who received the highest and the next highest number of votes in the previous election, and the person receiving the highest number of votes in the run-off election shall be deemed elected. Interim vacancies in the office of chair of the faculty shall be filled through appointment by the Advisory Committee.

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§ 3-2. The secretary of the faculty. (a) The secretary of the faculty shall keep minutes of all meetings of the General Faculty and of the Faculty Council and enter them in the permanent minute books of the faculty, conduct all elections of the General Faculty and the Faculty Council, and conduct correspondence pertaining to elections and actions of the two faculty bodies. He or she shall maintain files of all nominations and citations for honorary degrees and special awards and shall also maintain records of the charge, membership, and duration of all committees about which he or she is notified pursuant to § 4-1(b).

(b) The secretary of the faculty shall serve for a term of five years and shall be eligible for re-election. The Advisory Committee shall nominate one member of the voting faculty for the position. The Faculty Council, after opportunity has been given for additional nominations from the floor, shall proceed to elect a secretary of the faculty.

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## ARTICLE 4

### COMMITTEES

§ 4-1. **Organizational principles.** (a) Standing committees of the faculty shall be organized as nearly as practicable in accordance with the following principles:

- (1) unless otherwise specified in this Article, a committee shall consist of no more than seven members;
- (2) unless otherwise specified in this Article, members shall serve for staggered terms of three years;
- (3) no person shall serve more than two consecutive terms on one elective committee;
- (4) elective committees shall select their own chairs, and appointing officers shall designate the chairs of committees they appoint;
- (5) necessary aid and assistance shall be provided to expedite the work of the committees of the faculty;
- (6) service on all standing committees shall begin on July 1 following election or appointment and end on June 30 of the appropriate year;
- (7) standing committees shall report to the Faculty Council on their activities at least once each academic year unless the chair of the faculty authorizes the postponement of a committee's annual report.

(b) When University-wide committees with faculty representation, other than those established under this Article, are created, the officer appointing the committee shall inform the secretary of the faculty of the committee's charge, membership, and duration. When a committee is created by faculty action, its functions shall be specifically stated in the motion or resolution. When a committee is created by administrative action, its functions shall be specifically stated in a written communication to the faculty.

(c) Before any new special or standing committee is created, consideration shall be given to the question whether one of the existing committees could effectively undertake the assignment.

§ 4-2. **The Nominating Committee.** (a) The Nominating Committee consists of the chair of each of the standing committees established by this Article, or the chair's designee, and four members of the voting faculty appointed by the chair of the faculty Service is for one year. The chair and secretary of the faculty serve as ex officio, non-voting members. The secretary of the faculty acts as convener of the committee and serves as its secretary.

(b) The committee nominates members of the voting faculty for all positions established by or pursuant to this Article that are to be filled by election. It also makes recommendations for positions that are to be filled by appointment.

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~~(4) When a committee is created by  
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~~(5) Before any new special or standing  
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(Advisory, Athletics, Educational Policy,  
Faculty Grievance, Faculty Hearings,  
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Honorary Degrees and Special Awards).  
The Executive Committee of the Faculty  
Council may appoint up to five additional  
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**§ 4-3. Procedure for electing standing committees.** (a) Each spring the secretary of the faculty establishes a schedule for conducting elections for the elective standing committees. At least 60 days before the date set for distribution of ballots, the secretary of the faculty announces the opening of the nomination period to all members of the voting faculty. The announcement invites voting faculty members to express interest in being nominated and to recommend other members of the voting faculty to be nominated. Recommendations must be in writing, and no person shall be recommended without his or her consent. In addition, the Nominating Committee identifies and recruits faculty members who are willing to stand for election. The Nominating Committee provides the secretary of the faculty with at least two nominees for each vacancy on each elective committee established by this Article.

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(b) The secretary of the faculty distributes ballots to the voting faculty, receives completed ballots, and tabulates the votes.

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(c) The secretary of the faculty declares the election of the nominees who receive the highest number of votes for each position. In the event of a tie, the secretary determines election by lot.

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(d) Interim vacancies are filled by the secretary from the list of those voted on in the two most recent elections in the order of the highest number of votes received unless all such persons decline appointment or are ineligible, or there is an insufficient number, in which case the vacancy is filled by appointment of the chair of the faculty for the remainder of the unexpired term.

**§ 4-4. Procedure for selecting appointed committees.** The Nominating Committee acts in an advisory capacity to the chancellor, the chair of the faculty, and other appointing officers, as those appointing officers deem appropriate, in the appointment of standing and special committees.

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**§ 4-5. Advisory Committee.** (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.

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

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(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; and

(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.

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.

§ 4-5.1. Committee on Appointments, Promotions, and Tenure. (a) The

Committee on Appointments, Promotions, and Tenure is composed of twelve members of the faculty holding permanent tenure at the rank of professor. Four members hold primary appointments within the College of Arts and Sciences, four hold primary appointments in the School of Medicine, and four hold primary appointments within professional schools other than the School of Medicine. Members are elected by the voting faculty at large for three-year terms. Terms are staggered so that at least one term from each of the three constituencies expires each year. Elected members of the Advisory Committee, the Faculty Executive Committee, the Faculty Hearings Committee, and the Faculty Grievance Committee are not eligible to serve on the committee.

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

- (1) appointments, reappointments, and promotions that have the effect of conferring permanent tenure;
- (2) promotions to a higher rank of persons holding permanent tenure at the rank of associate professor or assistant professor;
- (3) appointments to distinguished professorships that are not restricted by the terms of the endowment to a particular school or department.

(c) The committee holds regular meetings once each month throughout the calendar year.

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**§ 4-6. Educational Policy Committee.** (a) The Educational Policy Committee is composed of nine members elected by the faculty for staggered three-year terms, one undergraduate student appointed by the chair of the faculty for a one-year term on recommendation of the president of the Student Body, and one graduate or professional student appointed by the chair of the faculty for a one-year term on recommendation of the president of the Graduate and Professional Student Federation.

(b) The committee is concerned with those matters of educational policy and its implementation as to which the Faculty Council possesses legislative powers by delegation from the General Faculty under Article II of the Code. The committee's function is advisory to the Faculty Council, and it exercises its advisory function by:

- (1) routinely taking on reference from the Faculty Council any matter lying within its range of concern that has been formally presented to the Council for study or for action, and on which the Council desires to have substantial committee study prior to undertaking formal consideration;
- (2) from time to time taking on reference from the Faculty Council any specific proposal that has come through the normal administrative channels for approval by the Council (such as adding or dropping academic programs) and on which the Council desires further review and advice prior to taking final action;
- (3) acting as a council of advice for the university registrar in administering faculty regulations concerning student records and transcripts, registration, class and examination schedules, grading systems, grade reports, academic deficiencies, probation, and readmission;
- (4) setting general policy on the kind of catalogs to be issued, their content, and their design; and
- (5) originating studies of particular matters lying within its range of concern by requesting authority from the Faculty Council to make such studies, conducting the studies if authorized, and reporting the results of the studies to the Council.

(c) In considering any matter referred to it and prior to its report to the Faculty Council, the committee shall provide reasonable opportunity for comment upon the matter by members of the faculty and of the student body.

**§ 4-7. Faculty Athletics Committee.** (a) The Faculty Athletics Committee consists of nine members elected by the voting faculty. The voting delegate to the Atlantic Coast Conference, if not otherwise an elected member of the Faculty Athletics Committee, is an ex officio member of the committee.

(b) The committee is concerned with informing the faculty and advising the chancellor on any aspect of athletics, including, but not limited to, the academic experience for varsity athletes, athletic opportunities for members of the University community, and the general conduct and operation of the University's athletic program.

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**Deleted:** (b) The committee is composed of nine members elected by the Faculty for staggered three-year terms, one undergraduate student appointed by the chair of the faculty for a one-year term on recommendation of the president of the Student Body, and one graduate or professional student appointed by the chair of the faculty for a one-year term on recommendation of the president of the Graduate and Professional Student Federation. Eight members shall be elected by the Division of Academic Affairs voting at large. Of these, two members shall hold primary appointments in the Social Sciences Division of the College of Arts and Sciences, one in one of the professional schools or other academic units in the Division of Academic Affairs (other than the College of Arts and Sciences), two in the Humanities Division of the College of Arts and Sciences, two in the Basic and Applied Natural Sciences Division of the College of Arts and Sciences or the Institute of Marine Sciences, and one in the Fine Arts Division of the College of Arts and Sciences. One member shall be elected by the Division of Health Affairs voting at large and shall hold a primary appointment in one of the professional schools or other academic units of that Division. The committee shall elect its own chair at the first meeting after July 1 of each year.

**Deleted:** The committee will report on its activities at least once each academic year to the Faculty Council.

**Deleted:** (b) The committee shall consist of ten members to be elected by the faculty for five-year, staggered terms, two new members being elected each year. In addition to the considerations established by 1-8, the Nominating Committee should attempt to assure that units that teach undergraduates are substantially represented on the Faculty Athletics Committee.

**Deleted:** (c) The voting delegate to the Atlantic Coast Conference, if not otherwise an elected member of the Faculty Athletics Committee, shall be a voting ex officio member of the committee. The total committee may thus number either ten or eleven members.(d) The committee shall choose its chair from among its membership. ¶

**§ 4-8. Faculty Grievance Committee.** (a) The Faculty Grievance Committee

consists of ten elected members, and is structured to represent faculty of all ranks. Three of the members are elected at the time they hold the rank of professor, three at the time they hold the rank of associate professor, three at the time they hold the rank of assistant professor, and one at the time he or she holds a fixed-term appointment. A member's promotion in rank during a term of office does not terminate his or her membership. One professor, one associate professor, and one assistant professor are elected each year. One person holding a fixed-term appointment is elected every third year.

(b) The committee is authorized to hear, mediate, and advise with respect to the adjustment of grievances of all persons designated as members of the Faculty by the *Trustee Policies and Regulations Governing Academic Tenure* and those librarians who are members of the General Faculty. The power of the committee is solely to hear representations by the persons directly involved in grievances, to mediate voluntary adjustment by the parties, and to advise adjustment by the administration when appropriate. Advice for adjustment in favor of an aggrieved faculty member may be given to the chancellor only after the dean, department chair, or other administrative official most directly empowered to adjust it has been given similar advice and has not acted upon it within a reasonable time.

(c) As to members of the General Faculty, grievances within the committee's jurisdiction include matters directly related to a faculty member's employment status and institutional relationships within the University, except for those within the jurisdiction of the Faculty Hearings Committee or arising from the termination of an administrative appointment.

(d) As to graduate students or others who have teaching duties, grievances within the committee's jurisdiction include only those which meet all four of the following conditions: (1) they arose in connection with the grievant's teaching duties, (2) they raise a question of academic freedom, (3) the dean or chair with immediate responsibility for the grievant has no authority to fashion an appropriate remedy, and (4) there is no other appropriate grievance procedure.

(e) No grievance may be considered except on the basis of a prior written statement of its nature by the aggrieved faculty member nor until determination is made that an unsuccessful attempt has been made by the faculty member to resolve it with the administrative official most directly concerned.

(f) The committee may act as a whole or, by designation of the chair, in panels of two or more, for the consideration of particular grievances. It may promulgate rules of procedure for its operations. When promulgated, these rules shall constitute the exclusive formal procedures for the adjustment of faculty grievances herein described. No formal appeal procedure shall be provided.

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§ 4-9. Faculty Hearings Committee. (a) The Faculty Hearings Committee is composed of nine faculty members elected by the voting faculty. Members must hold permanent tenure when elected.

(b) The committee performs functions assigned to it in the *Trustee Policies and Regulations Governing Academic Tenure*.

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§ 4-10. Financial Exigency and Program Change Committee. (a) The Financial Exigency and Program Change Committee consists of twelve elected members, six from the Division of Academic Affairs and six from the Division of Health Affairs, each of whom must hold a tenured or probationary term appointment when elected. The chair may be re-elected by the committee to successive one-year terms as chair.

(b) The committee discharges the functions provided in Section 6 of the *Trustee Policies and Regulations Governing Academic Tenure*, in accordance with the following procedures:

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(1) In considering the chancellor's preliminary statement (*Trustee Policies*, Section 6.c), the committee shall request advice in the form of a written report from the chair and faculty of each department which in the judgment of the committee might be directly affected by the adoption of any option potentially involving terminations of faculty employment which is described in the chancellor's statement. The committee may request advice on any matter deemed by the committee to be relevant to the problem presented by the chancellor's statement, but in any event shall require response directly to the following points:

- (i) in the case of financial exigency, whether other options than any affecting the particular department would better serve the interests of the University, and how, if any option directly affecting a particular department were to be implemented, a sound and balanced educational program might be maintained by the department without any, or a minimum of, terminations of faculty employment;
- (ii) in the case of program change, whether on balance it is justified, and how, if it is to be effected, this may be accomplished without any, or a minimum of, terminations of faculty employment.

(2) In considering the chancellor's proposal for specific action (*Trustee Policies*, Section 6.d), the committee shall request advice in the form of a written report from the faculty and chair of each department identified in the proposal as a unit to be directly affected by the proposed action. The committee may request advice on any matter deemed by the committee to be relevant to its consideration of the proposed action, but in any event shall require advice as to the propriety and efficacy of the criteria proposed by the chancellor for determining individual faculty members for termination.

(3) In requesting advice at either stage, the committee shall specify a time for submission of written reports which allows not less than seven days between receipt of such reports and the time for submission of the committee's report to the chancellor.

(4) For the purposes of this section, the terms "termination," "financial exigency," and "program change" have the meanings given them by Section 6.a of the *Trustee Policies and Regulations Governing Academic Tenure*; the word "department" is used to include departments, schools, and any other unit of the University which initiates appointments and other personnel actions affecting faculty members; and the word "chair" is used to include the chief administrative officer of each such unit.

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#### § 4-11. Honorary Degrees and Special Awards Committee. (a) The Honorary

Degrees and Special Awards Committee consists of six members elected by the voting faculty. The secretary of the faculty is a member of the committee ex officio.

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(b) The committee considers nominations from the faculty for (1) Honorary Degrees, awarded at Commencement each May; (2) Distinguished Alumnus and Alumna Awards, presented each University Day, 12 October; (3) the Thomas Jefferson Award; (4) the O. Max Gardner Award; and (5) other awards referred to the committee by the chancellor or the chair of the faculty. Nominees for Honorary Degrees and Distinguished Alumnus and Alumna Awards are recommended for approval to the Faculty Council and the Board of Trustees. The chancellor presents the nominee for the Gardner Award to the Board of Governors.

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#### § 4-12. Faculty Assembly Delegation. (a) The delegation of the General Faculty

to the Faculty Assembly of the University of North Carolina is composed of four members elected by the voting faculty and the chair of the faculty or the chair's designee. The chair of the faculty designates the chair of the delegation. The Committee on University Government may amend the provisions of this paragraph with respect to the number of members of the delegation when required by a change in the number of members of the Faculty Assembly apportioned to the University. Such amendments shall be reported promptly to the secretary of the faculty and by him or her to the General Faculty.

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(b) The delegation represents the faculty of the University at the Faculty Assembly of the University of North Carolina and reports to the Faculty Council on matters of interest relating to the Faculty Assembly and actions taken by that body.

#### § 4-13. Buildings and Grounds Committee. (a) The Building and Grounds

Committee is appointed by the chancellor.

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(b) The committee advises the chancellor on plans for the long-range physical development of the campus, the siting and exterior design of new and renovated buildings, major landscaping changes, the selection of architects, the location of monuments and memorials, and such other matters as the chancellor may refer to it.

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§ 4-14. [Reserved].

§ 4-15. Faculty Welfare Committee. (a) The Faculty Welfare Committee is appointed by the chair of the faculty.

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(b) The committee monitors and works toward the improvement of faculty working conditions, including salaries and benefits.

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§ 4-16. Faculty Committee on Research. (a) The Faculty Committee on Research consists of nine members appointed by the chancellor.

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(b) The committee advises the chancellor, other officers of administration, and the Faculty Council on matters of University policy and its implementation that have significant impact upon research.

§ 4-17. Scholarships, Awards, and Student Aid Committee. (a) The Scholarships, Awards, and Student Aid Committee is appointed by the chancellor.

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(b) The committee establishes policy for scholarship and student aid funds, monitors the operations of the Office of Scholarships and Student Aid, and advises the chancellor on matters regarding scholarships and other forms of student aid.

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§ 4-18. Committee on Community and Diversity. (a) The Committee on Community and Diversity consists of five faculty members and two students appointed by the chair of the faculty.

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(b) The committee is responsible for fostering community and promoting pluralism in the University by encouraging social interaction, mutual acceptance, and respect among various groups on campus. The committee is especially attentive to matters generated by discrimination on the basis of age, race, gender, disability, religion, socio-economic status, national or ethnic origin, or sexual orientation.

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§ 4-19. Faculty Committee on University Government. (a) The Faculty Committee on University Government, consists of seven members appointed by the chancellor. The secretary of the faculty serves as an ex officio member.

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(b) The committee is concerned with the continuing development, adaptation, and interpretation of *The Faculty Code of University Government*. Subject to the powers of the University's Board of Governors and president, and of the Board of Trustees and the chancellor of the University of North Carolina at Chapel Hill, the *Code* represents



legislation enacted by the faculty regarding forms of internal organization and procedures at this institution which are deemed necessary for its fair and effective operation.

(c) The committee periodically reviews the existing *Code* and solicits suggestions for its improvement based on its review the committee recommends appropriate amendments in the *Code* for consideration and vote of the General Faculty. As provided under Article I of the *Code*, the committee considers and reports on other proposals to amend the *Code* and also periodically makes appropriate adjustments of the elective representatives in the Faculty Council. The committee considers and reports on special questions of University governance which are referred to it by the chancellor or members of the faculty. The committee is especially concerned with maintaining internal forms and procedures of academic administration which reflect principles of democracy and equity, vision and adaptability, and quality and responsibility, toward achieving the intellectual aims of the University.

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§ 4-20. Reserved.

§ 4-21. Reserved.

§ 4-22. Status of Women Committee. (a) The Status of Women Committee is appointed by the chair of the faculty.

(b) 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 those obstacles.

Deleted: Agenda Committee. There shall be a Committee on Agenda of the Council, whose primary responsibility shall be to program the work of the Council. This shall not preclude the initiation of proposals from the floor. The Committee on Agenda shall consist of the chair of the faculty, as chair, and of five elected members of the Council, each representing a separate electoral division of the Faculty, to be appointed by the chair annually at the April meeting of the Council, to serve for the next academic year.¶

Deleted: Committee on Black Faculty and Students. The committee is appointed by the chair of the faculty. It addresses recruitment procedures and the ongoing concerns of black faculty members and students.¶

§ 4-23. Committee on Instructional Personnel. (a) The Committee on Instructional Personnel consists of the deans of all the undergraduate, graduate, and professional colleges and schools (except those in the Division of Health Affairs) and the chairs of the divisions of the College of Arts and Sciences. The committee may add such consultants and delegate such authority to sub-committees as it deems necessary. The provost serves as chair of the committee.

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(b) The committee reviews the recommendations of the chairs of the respective departments and of the deans of all the undergraduate, graduate, and professional colleges and schools (except those in the Division of Health Affairs) with respect to additions, promotions, and advancements in personnel and with respect to courses of instruction. It reviews, improves, and implements the educational and research program of the University. The arrangement of the University calendar, comes within its purview, and such other matters as the chancellor from time to time refers to it.

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**§ 4-24. Advisory Committee on Undergraduate Admissions.** (a) The Advisory

Committee on Undergraduate Admissions, consists of the dean of the College of Arts and Sciences or the dean's designee as chair; the associate dean for academic advising in the College of Arts and Sciences; and two other academic deans from outside the College of Arts and Sciences and seven faculty members engaged in undergraduate instruction, all appointed by the chancellor. At least five of these faculty members hold primary

appointments in the College of Arts and Sciences. The university registrar, the director of undergraduate admissions, and the vice chancellor for student affairs are ex officio, non-voting members of the committee.

(b) The committee serves in an advisory capacity to the director of undergraduate admissions. In particular, it addresses the design and application of admissions policy, recommends guidelines for special talent and exceptional admissions, and monitors and responds to the national college admissions environment.

(c) The committee meets at least once each semester or more on call of the chair.

The chair calls a meeting whenever requested by the director of undergraduate admissions.

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**§ 4-25. University Committee on Copyright.** (a) The University Committee on

Copyright is appointed by the chancellor. It consists of (i) faculty members, (ii) one or more graduate students, serving one-year renewable terms, and (iii) members from campus units, such as the campus libraries and the Office of Technology Development, that are involved in intellectual property matters. Faculty members constitute a majority of the members of the committee.

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(b) The committee represents to the chancellor and the University community the concerns of faculty and other users and creators of scholarly information. The committee's functions include:

- (1) monitoring trends in such areas as institutional or consortial copyright use policies, changes in copyright ownership models, and guidelines for fair use of information in all formats;
- (2) identifying areas in which policy development is needed and recommending to the chancellor new or revised institutional policies and guidelines;
- (3) cooperating with the administration to propose and monitor the application of University policies and guidelines regarding ownership and use of copyrighted or licensed scholarly works; and
- (4) assisting in identifying educational needs of the faculty and others related to compliance with copyright policies and guidelines, and advising on appropriate ways to address those needs.

**§ 4-26. Faculty Information Technology Advisory Committee.** (a) The Faculty

Information Technology Advisory Committee is appointed by the chair of the faculty. It consists of (i) faculty members, and (ii) one or more students, serving one-year

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renewable terms. Faculty members constitute a majority of the members of the committee.

(b) The committee represents to the chancellor and the University community the concerns of faculty and others with regard to information technology. The committee's functions include:

- (1) considering issues pertaining to the use of information technology in teaching and learning, research, and other professional activities in the University; and
- (2) advising University officers and offices of administration on faculty needs and interests relating to information technology.

Section 2. This resolution shall become effective upon adoption.

# COMMENTS ON PROPOSED CHANGES TO ARTICLES 1-4 OF THE FACULTY CODE

Committee on University Government  
November 14, 2003

## CHANGES TO ARTICLE I

1. The definition of the General Faculty is streamlined by eliminating most officers of administration who do not also hold faculty or librarian positions (§ 1-1).
2. For meetings of the General Faculty (as distinguished from meetings of the Faculty Council), a quorum is conclusively presumed if at least ten days' notice of the meeting has been given (§ 1-2(c)).
3. The procedure for amending the Faculty Code is changed to eliminate the option of submitting a proposed amendment to a general referendum. That option has never been used. Amendments to the Faculty Code would continue to require an affirmative vote at two separate meetings of the General Faculty. Passage would require a majority vote at each meeting, rather than the current requirement of a two-thirds vote at the second meeting (§ 1-7).

## CHANGES TO ARTICLE 2

1. The title of Article 2 is changed to reflect its coverage of the Faculty Executive Committee as well as the Faculty Council.
2. The number of ex officio members of the Faculty Council is reduced by eliminating from that category all administrators other than the chancellor, as well as the chairs of standing committees of the faculty (§ 2-2(b)).
3. The electoral divisions of the Faculty Council are not changed, but a cap is imposed that would prevent one school or college from electing more than one-third of the elected members of the Council. This change is intended to ensure that the Council continues to reflect the views of the entire University and that large growth in one division does not squeeze out the representation of smaller units. Currently members from the School of Medicine represent 33.77% of the overall membership of the Faculty Council, members from the College of Arts and Sciences represent 31.17% of the membership, and members from all other schools and colleges together represent 35.06 % (§ 2-2(d)).

4. The procedure for nominating persons to the Faculty Council (in addition to those placed on the ballot by the Nominating Committee) is changed to allow three faculty members in an electoral division to do so (rather than requiring nomination by ten percent of the division). Because it has generally been the case that persons desiring to be nominated have been recommended by divisional nominating committees, it is not anticipated that this change will significantly increase the number of candidates (§ 2-4(a)).
5. Because it has sometimes been difficult to get faculty members to agree to serve on divisional nominating committees, the requirement that those committees have five members is deleted (§ 2-4(b)).
6. The provision specifying who is entitled to vote at Faculty Council is amended to reflect the change in § 2-2(b) concerning ex officio members (§ 2-7).
7. The detailed instructions in § 2-4(b) as to the composition of divisional nominating committees for Faculty Council have been deleted to enable the Nominating Committee to encourage divisions that wish to do so to establish their own nominating procedures, subject to the overall supervision of the Nominating Committee. The admonition that divisional nominating committees should be widely representative of the division's faculty is adequately covered by § 1-8.
8. In recognition of current technology allowing distribution of Faculty Council minutes on the Internet, the requirement that the secretary of the faculty "send" summaries of the Faculty Council's actions to members of the General Faculty is changed to a requirement that they be "published" (§ 2-9).
9. The Executive Committee of the Faculty Council is renamed the "Faculty Executive Committee" (§ 2-10). The new name reflects the further change that this committee will now be directly elected by the voting faculty, rather than by the Faculty Council, in recognition of the important role that this committee has come to occupy. The nominating process for members of the committee is also changed to bring it in line with other elected committees, although the Advisory Committee continues to act as the nominator (§ 2-10(b)). Existing § 2-10(d) is eliminated, because the committee is no longer a committee of the Faculty Council.

### CHANGES TO ARTICLE 3

1. The listing of the committees on which the chair and secretary of the faculty serve as ex officio members is deleted as being redundant with the descriptions of committee membership in Article 4 (§§ 3-1(a), 3-2(a)).
2. The prohibition on the re-election of the chair of the faculty to a second term is eliminated on the ground that, should the Advisory Committee want to nominate the chair for a second term and should the chair be willing to serve again, the voting faculty should not be prevented from re-electing him or her (§ 3-1(b)).

3. The procedure for nominating candidates for chair of the faculty is amended to require the Advisory Committee to invite recommendations from members of the voting faculty (§ 3-1(c)). The minimum number of candidates for chair of the faculty is reduced from three to two to allow for the possibility of avoiding run-off elections.

4. The duties of the secretary of the faculty are amended to include the maintenance of records about University-wide committees with faculty representation that are brought to his or her attention pursuant to § 4-1(b) (§ 3-2(a)).

#### CHANGES TO ARTICLE 4

1. The title of Article 4 is changed to reflect its coverage of special as well as standing committees of the faculty.

2. Section 4-1 continues to set forth organizational principles that govern faculty committees unless provided otherwise in the Faculty Code. The prohibition on re-election to elective committees is replaced by a limit of two consecutive terms (§ 4-1(a)(3)). The secretary of the faculty is given responsibility for keeping records of all University-wide committees with faculty representation that are appointed outside of the Faculty Code (§ 3-2(a)), and in this section appointing officers are directed to provide the secretary with information about the committees (§ 4-1(b)).

3. The composition of the Nominating Committee is changed to include the chairs (or their designees) of all standing committees (rather than retiring members of the elective committees) and four additional faculty members appointed by the chair of the faculty. The Nominating Committee's charge is set forth (§ 4-2).

4. The procedure for electing standing committees is described in greater detail. The secretary of the faculty is directed to solicit recommendations for nominations from the faculty at large, and any names suggested are to be given to the Nominating Committee. In an effort to ease the Nominating Committee's task of filling slates of nominees for elective committees, the number of nominees per vacancy is changed from "three" to "at least two." The role of the secretary of the faculty in conducting the election for faculty committees and determining who is elected is made explicit (§ 4-3).

5. Stylistic changes are made to all of the committee descriptions in an effort to provide greater uniformity throughout Article 4.

6. The representational requirements for faculty membership on the Educational Policy Committee are eliminated. Instead, as is the case with all other elected committees, the Nominating Committee would continue to ensure an appropriate balance in representation on the Educational Policy Committee (§ 4-6).

7. The term of members of the Faculty Athletics Committee (§ 4-7), the Faculty Hearings Committee (§ 4-9), and the Financial Exigency Committee (§ 4-10) is changed from five years to three years to bring those committees in line with other standing committees. This change would operate prospectively; all current members of the affected committees would serve out their full terms. The number of elected committee members of the Faculty Athletics Committee and the Faculty Hearings Committee is changed to nine to allow the same number of members to be elected each year. (The membership on the Financial Exigency Committee remains at twelve in order to comply with section 6.a.(4) of the *Trustee Policies and Regulations Governing Academic Tenure*.)

8. The charge of the Honorary Degrees and Special Awards Committee is expanded to allow the chancellor or chair of the faculty to refer to the committee special awards other than the four currently listed in § 4-11 (§ 4-11).

9. Membership of the Faculty Assembly Delegation is amended to allow the chair of the faculty to designate someone else to serve in his or her place. The charge of the Delegation is set forth (§ 4-12).

10. The appointing officer for the Faculty Welfare Committee is changed from the chancellor to the chair of the faculty in recognition of the committee's exclusive focus on matters of concern to the faculty (§ 4-15).

11. The appointing officer for the Committee on Community and Diversity is changed from the chancellor to the chair of the faculty to make it consistent with other appointive committees dealing with issues of equity. The charge of the committee is expanded to include attention to race and gender as well as other types of discrimination. This change allows the committee to assume some of the responsibilities of the current Committee on Black Faculty and Students, which is eliminated (§ 4-18).

12. The Agenda Committee is eliminated in order to allow its duties to be carried out by the Faculty Executive Committee (§ 4-20).

13. The Committee on Black Faculty and Students is eliminated because of its inactivity in recent years and the difficulty of finding faculty members willing to serve on it (§ 4-21). Its duties would in large part be transferred to the Committee on Community and Diversity.

14. The appointing officer for the Advisory Committee on Undergraduate Admissions is changed from the provost to the chancellor to make it consistent with other appointed committees not appointed by the chair of the faculty (§ 4-24).

**Faculty Athletics Committee**  
**Annual Report to the Faculty Council**  
November 14, 2003

**Overview of Committee's Structure and Purpose**

***Members 2002-03:*** Celia Hooper (chair), Harry Amana, Carol Arnosti, Lissa Broome, Nicholas Didow, Jack Evans (ACC rep-ex officio), Garland Hershey, James Murphy, Terry Rhodes, William Smith, and Judy White.

***Members 2003-04:*** Lissa Broome (2005) (Chair), Nick Didow (2004), Jack Evans (ACC rep-ex officio), Kathleen Harris (2008), Garland Hershey (2006), David Klapper (2004), Lloyd Kranner (2007), George Lensing (2008), Steve Leonard (2006), James Murphy (2005), and William Smith (2007).

The committee is made up of ten elected members of the faculty serving staggered five-year terms. In addition, the faculty athletics representative to the ACC, if not already an elective member, is an ex-officio member of the committee. Chancellor Moser attends meetings as his schedule permits. Director of Athletics Dick Baddour, Senior Associate Athletic Director Larry Gallo, and Associate Athletic Director for Student Services John Blanchard also regularly attend the committee's meetings and report each month to the committee for advice or information.

***Annual Report:*** The annual report was prepared by Lissa Broome and reviewed and approved by the committee.

***Meetings:*** The committee held monthly meetings during the 2002-2003 academic year. The committee has met monthly during the current academic year, with its first monthly meeting in September.

The first half of the committee's April 2003 meeting was, at the Chancellor's request, a joint meeting with the Executive Committee of the Faculty Council (ECFC) and the Chancellor's Advisory Committee. At that meeting, the Chancellor and Director of Athletics informed the committee of the press conference that would occur later that evening in which the resignation of men's basketball coach Matt Doherty was announced. A second joint meeting was called by the Chancellor for June 13, 2003. At that meeting the Chancellor and Director of Athletics discussed with and solicited feedback on the proposed expansion of the ACC.

The committee chair, Celia Hooper, and several members of the committee, also met once a semester during the 2002-03 academic year with the ECFC to update it on the committee's activities. Lissa Broome, as incoming committee chair, and at the invitation of the Chair of the Faculty Sue Estroff, attended two early summer meetings of the ECFC at which ACC expansion was discussed and in which a resolution regarding ACC expansion was passed. Once a semester meetings with the committee's chair, other committee representatives, and the ECFC are anticipated for 2003-04. Athletics issues



were also a focus of discussion at the September 5, 2003, meeting of the Faculty Council, at which the committee was represented by Lissa Broome and Jack Evans.

***Committee Charge:*** "The Faculty Athletics Committee is concerned with informing the faculty and advising the chancellor on any aspect of athletics, including, but not limited to, the academic experience for varsity athletes, athletic opportunities for members of the University committee, and the general conduct and operation of the University's athletic program" (Faculty Code §4-7[a]).

Chancellor Moeser has also asked the elected members of the committee and Jack Evans, its ex officio member, to serve as a review committee for the Athletic Director in connection with his contract renewal.

### **Response to Matters Referred to the Committee**

Following the committee's October 2003 meeting, it reported to the University Government Committee its support for the proposed change in the Faculty Code that would reduce the term of committee members from five years to three years and reduce the number of elected committee members from ten to nine (with three new members to be elected to the committee each year). A transition mechanism will need to be considered.

The committee has not yet considered ECFC Resolution 2003-10 on selection of the voting delegate to the ACC. The committee postponed consideration of this resolution until after receiving a report from Lissa Broome who attended a national conference of the AAUP and other groups in October 2003 where best practices relating to the selection of an institution's faculty athletics representative were discussed. The committee anticipates that it will forward its input on this resolution to the University Government Committee before the end of the calendar year.

### **Report of Activities**

***Academic Performance of Student-Athletes:*** The committee reviews the academic progress of student-athletes once a semester by examining the student-athlete database. The database includes all participating student-athletes, not just those receiving athletic scholarships (the "Database"). Included as an Appendix of this report are eight pages covering the 1984 through 1999 cohorts. These data summarize the academic status of students after completion of the Fall 2002 semester. The tables contain data on the number originally enrolled in a particular year, those currently enrolled, those graduated, and those who departed before graduating. The departures fall into two categories. "Left, Ineligible" includes those students who left Carolina but were not eligible to continue (whether for academic or other reasons), and "Left, Eligible" includes those students who left school but who were eligible to continue their studies. These numbers present a comparison of academic performance across fifteen years. Some of these numbers can be expected to improve slightly because of student-athletes who are still enrolled and because of re-enrollments by student-athletes who left but were eligible

to continue. A summary of some of the information included on the tables is set forth below.

### Squad List Graduation Rates (through December 2002)

Cohort	4 yr. Graduation year	6 yr. Graduation year	All student- athletes	Male student- athletes	Female student- athletes
1993	1997	1999	84%	80%	91%
1994	1998	2000	80%	73%	90%
1995	1999	2001	78%	68%	89%
1996	2000	2002	77%	64%	89%
1997	2001	2003	77%	72%	85%
1998	2002	2004	66%	61%	74%

Annual meetings are held with each coach by Athletic Department personnel to review the academic progress of the student-athletes in each sport. Any patterns in performance that appear over a period of years are noted and discussed.

Graduation rates are also computed for other categories of student-athletes and reported at various times during the year. These rates are also reviewed and discussed by the committee. They include rates reported to the Board of Governors of the UNC System and those reported to the NCAA. In February 2003 the committee reviewed the graduation report prepared for the Board of Governors. This report covers recruited student-athletes -- a larger group than just those student-athletes receiving scholarship support, but a smaller group that the entire squad included in the Database. The Board of Governors report for February 2003 was based on a six-year graduation rate, rather than a five-year rate used in prior years. Thus, the graduation rates for the 1996 cohort were reported to the BOG in 2002 (as a five-year rate) and again in 2003 (under the new six-year rate requirement).

The NCAA graduation rate is a six-year rate that includes students who received athletic scholarship aid in their first semester of enrollment. The BOG and NCAA rates include in the number of total student-athletes all students who left the University in good standing prior to graduation. The BOG adjusted rate removes these students from the denominator of the fraction used to calculate the graduation rate.

### 1996 Cohort (through December 2002)

	NCAA	BOG	BOG Adj.	Database
All students	80%	80%		80%
All student-athletes	64%	70%	85%	77%
Football	35%	48%	59%	
Men's Basketball		33%	100%	

The results for male student-athletes are lower compared to cohorts from earlier years. Especially disappointing is football. This class was caught in the coaching change between Mack Brown and Carl Torbush (Torbush became head football coach in December 1997 when Brown left for the University of Texas). The 1997 cohort for male student-athletes in the database, however, had achieved a graduation rate of 72% at the end of the 2002 fall semester, already exceeding the graduation rate for the 1996 cohort.

It is also important to note the very strong academic performance of many student-athletes. Of our approximately 770 student-athletes, 257 were named to the ACC Honor Roll for 2002-03 (requires a 3.0 average), 148 were on the Dean's List for fall 2002, and 137 for spring 2003. Four students received ACC post-graduate awards (the most of any ACC school) and nine students received NCAA academic awards. Six different teams had average gpas in excess of 3.0.

*Exit interviews and surveys of senior student-athletes:* Each year the Committee and the Athletics Department ask all graduating student-athletes to fill out a detailed questionnaire prepared by the committee covering many aspects of their experience at UNC-CH. In addition, Committee members participate, along with personnel from the Athletics Department and the Academic Support Center, in exit interviews with groups of graduating student-athletes. By examining this information, the committee hopes to learn how student-athletes perceive their experience at UNC-CH.

Forty-six students (around one-third of the graduating student-athletes) answered the survey. We expect the survey yield to increase this year because a full-time employee (rather than a student intern) now has responsibility for distributing the survey. We have surveyed students for ten years, and this was the second year with an updated survey instrument. Jim Murphy, with very helpful assistance from Rodney Hodson and David Sheaves in the Odum Institute for Research in the Social Sciences, compiled the survey results. Members of the committee examined and discussed the survey results as well.

Thirty-four students participated in the exit interviews, which were held February 24-26, 2003. These students were not necessarily the same ones who completed the survey. Most members of the committee participated in the interviews and each year the committee compiles its impressions based on the anecdotal evidence gained from the interviews.

Based on this year's survey results and a consolidated report compiled by the committee of impressions from the exit interviews, the committee highlights the following:

- Most student-athletes appreciated the opportunity to study at and compete for Carolina, notwithstanding the time demands of their sports.
- Coaches are concerned about the academic success of student-athletes and have clear expectations that athletes will attend all classes, take quizzes and exams on time, and graduate in five years or less.

- Some students responded that their participation in athletics had influenced their choice of major, as well as access to courses needed for their majors.
- Some students expressed concern about the time demands of athletics, especially during the off-season, when intensive conditioning and voluntary workouts take place.
- Some students noted inconsistency in treatment by faculty of official absences for traveling to athletic competitions.
- Some students felt that instructors did not treat athletes the same as other students. In some cases, students perceived that instructors were biased in favor of athletes, and in other cases against student-athletes.
- Many students expressed desire for more interaction with faculty.

The Committee will continue to discuss these areas and ways it may be of assistance in improving the academic experience of student-athletes. Time demands will be specifically addressed in an upcoming meeting and the committee will consider a recent NCAA report on the issue.

*NCAA Legislation Affecting Academics:* In November, 2002, Jack Evans reported on new NCAA rules relating to initial eligibility and progress towards graduation. The initial eligibility changes reflect an increase in required core courses in high school from 13 to 14. A phase-in to 16 core courses has also been approved and will take place over time. UNC has long favored increasing the required courses that student-athletes must present from high school on the theory that a stronger preparatory background will lead to greater academic success in college. The progress towards graduation requirements require demonstrated progress towards a degree and provide a real-time picture of the academic success of student-athletes, whereas although graduation rates provide important data, they reflect past performance.

In April 2004, the NCAA Board of Directors is expected to consider a system of incentives and disincentives championed in part by the Group of Six (the athletic conferences aligned in the Bowl Championship Series, and on which Chancellor Moeser serves). This system would monitor progress towards degree, a refined graduation rate (called the "graduation success rate"), and would penalize schools without adequate academic success by a series of sanctions ranging from a warning, to a reduction of scholarships, to inability to participate in post-season play.

The committee, through the faculty's representative to the ACC and NCAA, Jack Evans, monitors these developments and provides advice with respect to the institution's position. Jack Evans currently serves on the NCAA's Management Council, which is the group just below the NCAA's Board of Directors. In addition, Chancellor Moeser keeps the committee informed about developments among other groups, including the Group of Six.

*Athletic Reform Issues:* During 2002-03, the committee discussed a document prepared by the former athletics administrator called the National Student-Athletes Rights

Movement. The committee regularly monitors other athletic reform efforts. This fall the committee agreed to discuss several reform proposals to determine (a) if there are any changes we should consider making at Carolina, and (b) whether there are any issues that we would urge Jack Evans or Chancellor Moeser to champion while they are serving on the NCAA Management Council and the Group of Six, respectively.

The materials being studied by the committee include:

- The Betts' Committee Report (from UNCC-CH and a later report on how its recommendations had been implemented);
- 2001 Knight Commission recommendations;
- 2002 AAUP, The Faculty Role in the Reform of Intercollegiate Athletics;
- 2002 NCAA, President to President – The Will to Act Project (issued by Cedric Dempsey before he retired as NCAA President and was succeeded by Myles Brand);
- Coalition on Intercollegiate Athletics (COLA), Framework (a group of faculty governance leaders from around the country) and the response from the University of Virginia;
- University of Missouri Faculty Council Resolution.

At the request of Chair of the Faculty, Judith Wegner, the committee's chair attended the AAUP's governance conference October 9-11 (expenses were reimbursed by the Provost's office and the Athletics Department). This conference was jointly sponsored by the NCAA, COLA and the Association of Governing Boards (AGB) (a group representing university boards of trustees). A main topic for discussion was the COLA framework, and documents for best practices relating to the faculty athletics representative and the faculty athletics committee. COLA has asked faculty senates across the country to adopt its Framework. The committee is currently studying the Framework in the broader context of other reform proposals and will determine later whether to recommend the adoption of the COLA Framework to the Faculty Council. The October 2003 conference continued discussion that took place in April 2003 at a meeting involving NCAA, AGB and COLA representatives.

**Financial Issues:** In January 2003, Athletics Director Dick Baddour reported on the new media contract with Learfield and noted that this contract provided the funding for the new video board at Kenan Stadium (which was installed prior to the fall 2003 season).

In the spring of 2003, the Athletics Director reported on a historic collaboration between the Athletics Department and the School of Public Health to present a joint proposal to Gatorade to fund a research and outreach effort to help combat childhood obesity. The proposal was accepted by Gatorade and involves a \$4 million, multi-year partnership, "Get Kids in Action." The portion of the grant to be received by the Department of Athletics will help fund an outreach director position and a possible remodeling of the training room in Fetzer gym.

At its November 2003 meeting the committee heard a detailed report from Dick Baddour on the financial situation and challenges of the Athletics Department, including its relationship with the Educational Foundation. This report was virtually identical to a briefing provided to the UNC-CH Board of Trustees earlier in the fall.

Two representatives from the committee will be appointed by the Chancellor to a Task Force of the UNC-CH Board of Trustees exploring signage issues at Kenan Stadium and the Smith Center. The committee previously discussed the involvement of commercial sponsors that currently takes place at basketball and football games by promotions during time outs and half-times and messages that appear on the video boards, and anticipates further discussion in the course of learning more about items under discussion by the Task Force.

***Basketball Coaching Change:*** The committee discussed with Chancellor Moeser and Athletic Director Dick Baddour in a closed meeting with the Executive Committee of the Faculty Council and the Chancellor's Advisory Committee the basketball coaching situation on the afternoon preceding the news conference in which Matt Doherty resigned from the head coaching position.

***ACC Expansion:*** The Chancellor convened the committee, the Executive Committee of the Faculty Council and the Chancellor's Advisory Committee for a special meeting on June 13, 2003, to discuss ACC expansion issues. At that meeting, Chancellor Moeser outlined three concerns he had with conference expansion:

- The welfare of student-athletes with respect to time away from classes to travel to and attend away contests;
- The construction of the divisions; and
- Questions about the assumptions underlying the financial projections.

The committee discussed the expansion with the Chancellor at its September meeting and prepared and submitted to the Chancellor a list, Academic Considerations Relating to Conference Expansion, in case there should be further discussion about increasing the ACC from its new eleven-member configuration to twelve members. The Chancellor received the committee's report prior to consideration of the addition of a twelfth member, and the committee's chair participated in two discussions in October 2003 with the Chancellor and others regarding the decision to expand the ACC to twelve teams.

***Student-Athlete Services, Including Academic-Support Services:*** At its October 2003 meeting, the committee met with members of the team providing services to student-athletes, including those providing academic support services. Senior Associate Athletic Director John Blanchard provided an overview. Cricket Lane, Director of Student-Athlete Development, reviewed Athletics Coming Together (ACT), the Student-Athlete Advisory Committee (SAAC), Carolina Outreach (community service activities by student-athletes), and efforts relating to career development. Corey Holliday described how his work with the football team integrates with Cricket's work. Susan Maloy, Director of Certification, described the process for certifying student-athletes for

eligibility to practice and compete. She outlined how she interacts with the NCAA, the Initial-Eligibility Clearinghouse, and UNC's Admissions Office and the University Registrar. Robert Mercer, Director of Academic Support, summarized the staffing of the Academic Support Center for Student-Athletes, which includes academic counselors, learning specialists, and tutors for specific courses. Although this center is housed at Kenan Field House and funded by the Department of Athletics, the primary reporting line for the Director and counselors is to the General College. In addition, the center's staff members are academic professionals rather than sports administrators.

**Title IX:** Every year the committee invites Dr. Beth Miller, Associate Athletic Director for Olympic Sports, to report on Title IX matters. She reported at the December 2002 committee meeting. Two Title IX self-studies were completed in 1993-1994 and 1999-2000, and there is now a five-year cycle for self-study review. Dr. Miller reported that the most recent self-study concluded that the Department of Athletics was in compliance in the following three required areas:

- Athletic scholarships are provided in proportion to the number of students of each sex participating in intercollegiate athletics;
- Selection of sports and levels of competition effectively accommodate the interests and abilities of members of both sexes; and
- Equivalent benefits and opportunities are provided for members of both sexes in the areas of equipment, support services, scheduling, and others.

A recent lecture on campus on Title IX suggested several areas the committee should examine this year when it invites Dr. Miller to discuss Title IX. These issues include the participation of women as coaches and salary differentials between women and men coaches.

**Sportsmanship:** The committee discusses issues relating to sportsmanship by fans, players and coaches on a regular basis. Topics discussed in 2003 included fans storming the court or field after victories and waving materials behind basketball goals to distract visiting players attempting free throws.

**Leadership Development Initiative:** In November 2002, the Athletic Director asked the committee for its input on an initiative to teach and cultivate leadership among student-athletes. The committee was enthusiastic. Planning has proceeded under the direction of Associate Athletic Director John Blanchard and representatives of the committee have been asked to participate in an initial discussion of this initiative at a meeting scheduled for November 19, 2003.

## **Conclusion**

The committee enjoys a good working relationship with the Chancellor and the Department of Athletics. The committee believes that the Athletic Department joins with it to thoughtfully examine issues related to the quality of life for student-athletes at Carolina. The committee is dedicated to addressing the many issues related to the intersection of intercollegiate athletics and the academic enterprise on our campus and on

the national scene and endeavors to provide thoughtful leadership on these issues locally and nationally.

Attachment



## Data on Academic Progress:

Spring 2003

Cohort

1984

	Men				Women			
	Athletes	%	Non-Athletes	%	Athletes	%	Non-Athletes	%
Number (Original)	100		1218		50		2017	
Enrolled (Currently)	0	0.0	1	0.1	0	0.0	2	0.1
Graduated	83	83.0	983	80.7	43	86.0	1612	79.9
Left, Ineligible	10	10.0	115	9.4	3	6.0	176	8.7
Left, Eligible	7	7.0	119	9.8	4	8.0	227	11.3
Cum GPA (Enrolled only)			*				1.72	

\* GPA for single student omitted to preserve anonymity

Cohort

1985

	Men				Women			
	Athletes	%	Non-Athletes	%	Athletes	%	Non-Athletes	%
Number (Original)	105		1202		55		1968	
Enrolled (Currently)	0	0.0	1	0.0	0	0.0	1	0.1
Graduated	83	79.0	1023	85.1	53	96.4	1624	82.5
Left, Ineligible	8	7.6	104	8.7	0	0.0	128	6.5
Left, Eligible	14	13.3	74	6.2	2	3.6	215	10.9
Cum GPA (Enrolled only)			*				*	

\* GPA for single student omitted to preserve anonymity

## Cohort

1986

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	115		1214	
Enrolled (Currently)	0	0.0	1	0.0
Graduated	90	78.3	1037	85.4
Left, Ineligible	14	12.2	97	8.0
Left, Eligible	11	9.6	79	6.5
Cum GPA (Enrolled only)				

	Women			
	Athletes	%	Non-Athletes	%
	60		1914	
	0	0.0	2	0.1
	50	83.3	1623	84.8
	6	10.0	109	5.7
	4	6.7	180	9.4
			2.68	

## Cohort

1987

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	109		1182	
Enrolled (Currently)	0	0.0	0	0.1
Graduated	88	80.7	1027	86.9
Left, Ineligible	8	7.3	63	5.3
Left, Eligible	13	11.9	92	7.8
Cum GPA (Enrolled only)			*	

	Women			
	Athletes	%	Non-Athletes	%
	71		1797	
	0	0.0	0	0.0
	63	88.7	1568	87.3
	2	2.8	66	3.7
	6	8.5	163	9.1
			*	

\* GPA for single student omitted to preserve anonymity

## Cohort

1988

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	117		1237	
Enrolled (Currently)	0	0.0	3	0.2
Graduated	100	85.5	1094	88.4
Left, Ineligible	4	3.4	63	5.1
Left, Eligible	13	11.1	77	6.2
Cum GPA (Enrolled only)			3.07	

\* GPA for single student omitted to preserve anonymity

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	69		1872	
Enrolled (Currently)	0	0.0	2	0.1
Graduated	61	88.4	1643	87.7
Left, Ineligible	2	2.9	90	4.8
Left, Eligible	6	8.7	137	7.3
Cum GPA (Enrolled only)			1.91	

## Cohort

1989

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	115		1193	
Enrolled (Currently)	0	0.0	1	0.1
Graduated	93	80.9	1031	86.4
Left, Ineligible	12	10.4	55	4.6
Left, Eligible	10	8.7	106	8.9
Cum GPA (Enrolled only)			*	

\* GPA for single student omitted to preserve anonymity

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	56		1829	
Enrolled (Currently)	0	0.0	2	0.1
Graduated	48	85.7	1601	87.5
Left, Ineligible	3	5.4	71	3.9
Left, Eligible	5	8.9	155	8.5
Cum GPA (Enrolled only)			2.03	

## Cohort

1990

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	114		1184	
Enrolled (Currently)	2	1.8	4	0.2
Graduated	81	71.1	1016	85.8
Left, Ineligible	12	10.5	69	6.0
Left, Eligible	19	16.7	95	8.0
Cum GPA (Enrolled only)	2.29		2.58	

	Women			
	Athletes	%	Non-Athletes	%
	79		1880	
	0	0.0	2	0.1
	67	84.8	1612	85.7
	3	3.8	77	4.1
	9	11.4	189	10.1
			1.92	

## Cohort

1991

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	105		1095	
Enrolled (Currently)	0	0.0	2	0.2
Graduated	78	74.3	954	87.1
Left, Ineligible	15	14.3	50	4.6
Left, Eligible	12	11.4	89	8.1
Cum GPA (Enrolled only)			3.21	

	Women			
	Athletes	%	Non-Athletes	%
	82		1867	
	0	0.0	2	0.1
	74	90.2	1635	87.6
	2	2.4	72	3.9
	6	7.3	158	8.5
			2.25	

Cohort

1992

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	103		1145	
Enrolled (Currently)	0	0.0	5	0.4
Graduated	70	68.0	969	84.6
Left, Ineligible	14	13.6	54	4.7
Left, Eligible	19	18.4	117	10.2
Cum GPA (Enrolled only)			2.82	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	72		1894	
Enrolled (Currently)	0	0.0	6	0.3
Graduated	65	90.3	1607	84.9
Left, Ineligible	1	1.4	55	2.9
Left, Eligible	6	8.3	226	11.9
Cum GPA (Enrolled only)			2.38	

Cohort

1993

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	114		1178	
Enrolled (Currently)	1	0.9	7	0.6
Graduated	91	79.8	999	84.8
Left, Ineligible	9	7.9	63	5.4
Left, Eligible	13	11.4	109	9.3
Cum GPA (Enrolled only)	*		2.16	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	67		2009	
Enrolled (Currently)	0	0.0	4	0.2
Graduated	61	91.0	1683	83.8
Left, Ineligible	0	0.0	71	3.5
Left, Eligible	6	9.0	251	12.5
Cum GPA (Enrolled only)			2.87	

\* GPA for single student omitted to preserve anonymity

## Cohort

1994

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	116		1292	
Enrolled (Currently)	0	0.0	17	1.3
Graduated	85	73.3	1038	80.3
Left, Ineligible	16	13.8	91	7.0
Left, Eligible	15	12.9	146	11.3
Cum GPA (Enrolled only)			2.28	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	83		2012	
Enrolled (Currently)	0	0.0	6	0.3
Graduated	75	90.4	1688	83.9
Left, Ineligible	3	3.6	89	4.4
Left, Eligible	5	6.0	229	11.4
Cum GPA (Enrolled only)			2.36	

## Cohort

1995

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	104		1150	
Enrolled (Currently)	4	3.9	4	0.4
Graduated	71	68.3	968	84.2
Left, Ineligible	14	13.5	55	4.8
Left, Eligible	15	14.4	123	10.7
Cum GPA (Enrolled only)	1.95		2.07	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	83		1906	
Enrolled (Currently)	0	0.0	9	0.5
Graduated	74	89.2	1613	84.6
Left, Ineligible	1	1.2	66	3.5
Left, Eligible	8	9.6	218	11.4
Cum GPA (Enrolled only)			2.76	

## Cohort

1996

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	104		1108	
Enrolled (Currently)	0	0.0	14	1.3
Graduated	67	64.4	920	83.0
Left, Ineligible	17	16.4	78	7.0
Left, Eligible	20	19.2	96	8.7
Cum GPA (Enrolled only)			2.30	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	107		1965	
Enrolled (Currently)	0	0.0	12	0.6
Graduated	95	88.8	1280	85.5
Left, Ineligible	2	1.9	80	4.1
Left, Eligible	10	9.3	193	9.8
Cum GPA (Enrolled only)			2.66	

## Cohort

1997

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	120		1179	
Enrolled (Currently)	1	0.83	45	3.82
Graduated	86	71.67	969	82.19
Left, Ineligible	12	10.00	80	6.79
Left, Eligible	21	17.50	85	7.21
Cum GPA (Enrolled only)	*		2.4	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	80		2035	
Enrolled (Currently)	1	1.3	66	3.2
Graduated	68	85.0	1718	84.4
Left, Ineligible	2	2.5	83	4.1
Left, Eligible	9	11.3	168	8.3
Cum GPA (Enrolled only)	*		2.80	

\* GPA for single student omitted to preserve anonymity

## Cohort

1998

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	124		1192	
Enrolled (Currently)	13	10.5	132	11.1
Graduated	75	60.5	869	72.9
Left, Ineligible	18	14.5	79	6.6
Left, Eligible	18	14.5	112	9.4
Cum GPA (Enrolled only)	2.27		2.53	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	83		2047	
Enrolled (Currently)	9	10.8	155	7.6
Graduated	61	73.5	1571	76.8
Left, Ineligible	4	4.8	81	4.0
Left, Eligible	9	10.8	240	11.7
Cum GPA (Enrolled only)	2.99		2.81	

## Cohort

1999

	Men			
	Athletes	%	Non-Athletes	%
Number (Original)	141		1154	
Enrolled (Currently)	113	80.1	958	79.7
Graduated	3	2.1	50	4.2
Left, Ineligible	8	5.7	72	6.0
Left, Eligible	17	12.1	74	6.2
Cum GPA (Enrolled only)	2.77		3.06	

	Women			
	Athletes	%	Non-Athletes	%
Number (Original)	104		2004	
Enrolled (Currently)	92	88.5	1705	85.1
Graduated	4	3.9	96	4.8
Left, Ineligible	2	1.9	48	2.4
Left, Eligible	6	5.8	155	7.7
Cum GPA (Enrolled only)	3.1		3.11	

\* GPA for single student omitted to preserve anonymity



**Date:** November 6, 2003

**To:** Faculty Council

**From:** Faculty Committee on Research

2002-03 Academic Year Committee Members

Shelton Earp (Medicine)  
Sandra Funk (Nursing)  
William Glaze (Environmental Science & Eng.)  
Laura Janda (Slavic Languages and Literatures)  
Gary Marchionini (Information and Library Science)  
Mark Peifer (Biology)  
Michael Stegman (Public Policy Analysis)  
Vincas Steponaitis (Anthropology), **chair**

2003-2004 Academic Year Committee Members

Stephen Bayne (Dentistry)  
Shelton Earp (Medicine)  
Sandra Funk (Nursing)  
Laura Janda (Slavic Languages and Literatures)  
Suzanne Kirby (Medicine)  
Gary Marchionini (Information and Library Science), **chair**  
Mark Peifer (Biology)  
Michael Stegman (Public Policy Analysis)  
Richard Talbert (History)

**Re:** Report of the committee's activities during the 2002-2003 academic year

The Faculty Committee on Research held five meetings during the 2002-2003 academic year. Regular updates on research issues were provided by Vice Chancellor Waldrop. The committee's main effort was to examine the campus' policy on classified research. Valuable inputs were provided by David Parker, Jackie Resnick, and Alison Roberts. A revised policy was recommended to Vice Chancellor Waldrop and the Faculty Council. See attached policy.

For the 2003-2004 academic year, one meeting has been held so far and several items have been identified for consideration this year. These include: who can serve as a principal investigator on a grant and ways to foster interdisciplinary collaboration. The committee will provide reactions and advice to Vice Chancellor Waldrop on ongoing issues such as Carolina North and Academic Plan implications for research.

RESOLUTION 2003-12 In Appreciation of Faculty Marshall, Professor Ron Hyatt

Whereas, Professor Ron Hyatt has a long-standing love affair with the University of North Carolina at Chapel Hill, dating from his time as a student who received a masters degree in 1959, and

Whereas, Ron devoted himself to assisting Governor Terry Sanford establish the North Carolina Advancement School (a school for underachieving students) before moving back to Carolina as intramural sports director and assistant professor of physical education in 1966, and in 1970 earned his doctorate here, and

Whereas, he remained a committed senior professor in the Department of Exercise and Sports Science since those days, and has served as the director of the Program for Public Policy in Sport, and

Whereas, Ron was a driving force in the establishment of "The Farm," Carolina's Faculty and Staff Recreation Association, negotiating a 99 year lease for \$1, clearing kudzu, picnicking, and serving as the group's first president, and

Whereas, Ron was named by the N.C. High School Athletic Association as one of the 50 most influential people in North Carolina high school sports in the last 50 years, and

Whereas, Ron has lifted the tone of the athletics-academics debate, by speaking on such topics as the poetry and prose of sports literature in North Carolina, and

Whereas, Ron was named as Faculty Marshall in 1992 by Chancellor Paul Hardin and served with distinction in assembly and assisting the faculty to participate in the Bicentennial Celebration, University Day, Commencement, and other gatherings of note, and

Whereas, in 2002 Ron won the University's C. Knox Massey Distinguished Service Award, which recognizes "unusual, meritorious or superior contributions" by UNC employees, and

Whereas, Ron has shared his life's wisdom with members of the University community, putting up with liberals (he said—"I love them all, brother... Them's my people), and the weather (observing as to rain on commencement—"When it's raining on you, why cry... You only add to the water"), and

Whereas, Ron has been a role-model to generations of faculty who were gently and humorously herded by him into orderly columns that looked reasonably well-organized on commencement days, and

Whereas, Ron resigned his post as Faculty Marshall in September 2003 for personal reasons, and

Whereas, Ron's leadership will be greatly missed, and

Whereas, Ron's warmth, dignity, and spirit will remain with all those he has touched forever,

NOW, Therefore, Be It Resolved by the Faculty Council that, on behalf of our colleagues and legions of students, families and friends, we

Advise Ron that the University community returns his deep love,

Commend Ron for his distinguished service and leadership, come rain or come shine, and

Commit ourselves to carry on the University's proud traditions of gathering together in times of need for comfort and in celebration to rejoice in our proud history and our shared vision for forging a better future.

APPLICATION FOR AN ETHICS FELLOWSHIP AT THE INSTITUTE FOR THE ARTS AND HUMANITIES, FALL SEMESTER, 2004.

1. Name and title: \_\_\_\_\_ Date: \_\_\_\_\_
2. Department/School: \_\_\_\_\_
3. Email address: \_\_\_\_\_ Campus box address: \_\_\_\_\_
4. Your courses, workshops, clinical contexts, and/or training that incorporate or might incorporate ethics components:  
\_\_\_\_\_  
\_\_\_\_\_

5. Please attach a brief version of your C.V. and a brief personal statement (no more than 1000 words) describing your research, pedagogical and/or service goals related to ethics. What project in ethics would you like to explore further as an Ethics Fellow? How do you think an Ethics Fellowship will contribute to your overall professional development?

*The purpose of this Fellowship Program is to build a community of ethics teachers and scholars across the UNC-CH campus. A 14-week Seminar for all Ethics Fellows will be held weekly during the fall semester, 2004. The work of the seminar may include revising current course syllabi, designing new courses, testing pedagogical strategies, and research projects in ethics appropriate to your scholarly interest and teaching responsibilities. Here is a brief list of some of the major activities of the Fellows in our program:*

*a. Ethics Fellows will attend and participate in a 14 week seminar of three hours duration during the Fall semester 2004, including a meal or refreshments, work with other members of the seminar on mutually agreeable joint projects, and observe follow-up accountability procedures—reports, surveys, interviews, etc.—in the year following the completion of the seminar. The meeting time and schedule will be agreed upon by all Fellows in advance. Every effort will be made to accommodate the teaching schedules of the Fellows. A detailed schedule of work will be either sent to you before this first meeting or distributed and discussed at the first meeting. There will be weekly readings, presentations by Fellows, and some guests.*

*b. Fellows will participate in a day-long retreat in the early part of the semester on a date to be determined.*

*c. Fellows shall be hospitable toward working in smaller project groups on topics that emerge from our deliberations. Some of these activities we expect to carry forward on a less regular basis into the spring semester, '05.*

*d. Additional events and meetings may include: donor events and meetings with the members of the Ethics Advisory Committee.*

*e. Fellows will participate in the evaluation and forward planning of the Ethics Program.*

*Appointment as an IAH Ethics Fellow carries a stipend of \$10,000. These funds will be disbursed to each Fellow, or entities designated by the Fellow (for example, his/her department) so long as University regulations are observed. Some options: Fellows may receive this stipend as summer salary (if you are on a nine month contract) or as a research fund that would include research assistants, travel, materials, etc. Successful applicants will bear the title of IAH Ethics Fellow following the seminar semester. The long-range purpose of the seminar and the accompanying Ethics Fellowships is to create a network of scholars and teachers of ethics on this campus. Ethics Fellows will be invited to participate in other segments of the overall Ethics Program.*

*The Ethics Program expects to select a minimum of five Fellows for the 2004 Ethics Fellowship Program.*

*Please return this form and accompanying documents to Mary Ellen O'Donnell, CB# 3322, Hyde Hall or by email attachment to [med@email.unc.edu](mailto:med@email.unc.edu) by December 1, 2003.*

## VICE CHANCELLOR FOR STUDENT AFFAIRS

### Vice Chancellor for Student Affairs<sup>1</sup>

#### Duties and Responsibilities

The University of North Carolina at Chapel Hill invites nominations and expressions of interest in the position of Vice Chancellor for Student Affairs. The University seeks a highly respected, dynamic and experienced leader who can articulate a clear vision for student affairs and who will work jointly with students, faculty, and staff throughout the University. The Division of Student Affairs is responsible for assisting in creating and maintaining an institutional climate that fosters student learning and development while enhancing a strong sense of community for a student body of 25,000. For more information about the University, see [www.unc.edu](http://www.unc.edu).

As the principal administrative leader for Student Affairs, the Vice Chancellor oversees the development of policy, programs, and services that promote learning both inside and outside the classroom. The Division serves undergraduate, graduate and professional school populations.

Responsibilities include supervision of Campus Y (community service and activism), Career Services, Carolina Union (including student activities), Counseling Services, Dean of Students (including student conduct, diversity education), Disability Services, Greek Affairs, Health Services, Housing & Residential Education, Leadership Development, New Student Programs and Parent Programs. The Division of Student Affairs includes approximately 300 permanent employees and has an annual operating budget of approximately \$40 million. As a senior administrative leader, the Vice Chancellor for Student Affairs reports to the Executive Vice Chancellor and Provost and serves on the Chancellor's Cabinet. For more information about Student Affairs, see <http://studentaffairs.unc.edu>.

Qualifications of the successful candidate should include:

- A strong vision for and commitment to student development and a quality student experience in a large, public, research university.
- Excellent administrative skills including strategic planning and evaluation, budgeting, personnel management, facilities management, fundraising and public relations.
- An ability to work collaboratively and effectively with student government, academic affairs, and multiple administrative units throughout the campus.
- A distinguished record of progressive leadership in an academic setting.
- Excellent communication skills.
- Knowledge of major issues facing today's college students and their education.
- An earned doctorate or terminal degree at an accrediting institution.

**Applications and Nominations** are invited for the position. The University encourages nominations of and applications from women, minorities, and persons with disabilities. Nominations and applications should be sent to: Chair, Search Committee for the Vice Chancellor of Student Affairs; Office of the Executive Vice Chancellor and Provost, 104 South Building CB# 3000; The University of North Carolina at Chapel Hill; Chapel Hill NC 27599-3000. Applicants' letters of interest must be accompanied by a curriculum vitae. Applicants are encouraged to make electronic submissions through the *Application Submission Tool*, [www.unc.edu/provost/apply/](http://www.unc.edu/provost/apply/). Review of applications will begin on January 15, 2004.

*The University of North Carolina is an Equal Opportunity Employer.*

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<sup>1</sup> Draft Job Description (11/13/03). Prof. Steven Marston, chair of the search committee, has asked that this notice be distributed widely. For more information, please contact him at 919-962-0005 (lab), 962-5945 (Biology Chair's Office), E-mail: [smatson@bio.unc.edu](mailto:smatson@bio.unc.edu)



*The University of North Carolina at Chapel Hill*

## **JOURNAL OF PROCEEDINGS OF THE FACULTY COUNCIL**

**November 14, 2003**

The Faculty Council of the University of North Carolina at Chapel Hill convened at 3:00 p.m. in the Faculty Lounge of the Morehead Building. The following 59 members attended: Ammerman, Bachenheimer, Bouldin, Bowen, Elter, Elvers, Givre, Goldstein, Gollop, Granger, Hammond, Heenan, Holditch-Davis, Holmgren, Howell, Kramer, Leonard, Liu, Lohr, Malizia, McGraw, Miller, Molina, Muller, Nicholas, Nonini, Orthner, Pardun, Parikh, Perelmuter, Perrin, Pittman, Poole, Renner, Rippe, Rock, Rogers, Rowan, Salmon, Sawin, Schauer, Shea, Jay Smith, Straughan, Strauss, Tauchen, Tobin, Toews, Tresolini, Tulloch, Vandermeer, Wallace, Weinberg, Wilson, Wolford, Yankaskas, and Yopp. The following 28 members were granted excused absences: Adimora, Arnold, Bane, Cairns, Colindres, Conover, Daye, de Silva, Fishell, Foley, Gerber, Gulledge, Kagarise, Kjervik, Klebanow, Langbauer, Leigh, Martin, Mesibov, Miguel, Morris-Natschke, Owen, Pisano, Porto, Simpson, John Smith, Vick, and Willis. Two members were absent without excuse: Anton, and Reisner

The secretary of the faculty called the meeting to order.

Prof. Larry Rowan (Physics & Astronomy) introduced the following resolution:

### **In Appreciation of Faculty Marshal, Professor Ron Hyatt**

Whereas, Professor Ron Hyatt has a long-standing love affair with the University of North Carolina at Chapel Hill, dating from his time as a student who received a masters degree in 1959, and

Whereas, Ron devoted himself to assisting Governor Terry Sanford establish the North Carolina Advancement School (a school for underachieving students) before moving back to Carolina as intramural sports director and assistant professor of physical education in 1966, and in 1970 earned his doctorate here, and

Whereas, he remained a committed senior professor in the Department of Exercise and Sports Science since those days, and has served as the director of the Program for Public Policy in Sport, and

Whereas, Ron was a driving force in the establishment of "The Farm," Carolina's Faculty and Staff Recreation Association, negotiating a 99 year lease for \$1, clearing kudzu, picnicking, and serving as the group's first president, and

Whereas, Ron was named by the N.C. High School Athletic Association as one of the 50 most influential people in North Carolina high school sports in the last 50 years, and

Whereas, Ron has lifted the tone of the athletics-academics debate, by speaking on such topics as the poetry and prose of sports literature in North Carolina, and

Whereas, Ron was named as Faculty Marshal in 1992 by Chancellor Paul Hardin and served with distinction in assembly and assisting the faculty to participate in the Bicentennial Celebration, University Day, Commencement, and other gatherings of note, and

Whereas, in 2002 Ron won the University's C. Knox Massey Distinguished Service Award, which recognizes "unusual, meritorious or superior contributions" by UNC employees, and

Whereas, Ron has shared his life's wisdom with members of the University community, putting up with liberals (he said—"I love them all, brother... Them's my people), and the weather (observing as to rain on commencement—"When it's raining on you, why cry... You only add to the water"), and

Whereas, Ron has been a role-model to generations of faculty who were gently and humorously herded by him into orderly columns that looked reasonably well-organized on commencement days, and

Whereas, Ron resigned his post as Faculty Marshal in September 2003 for personal reasons, and

Whereas, Ron's leadership will be greatly missed, and  
Whereas, Ron's warmth, dignity, and spirit will remain with all those he has touched forever,  
NOW, Therefore, Be It Resolved by the Faculty Council that, on behalf of our colleagues and legions of students, families and friends, we  
Advise Ron that the University community returns his deep love,  
Commend Ron for his distinguished service and leadership, come rain or come shine, and  
Commit ourselves to carry on the University's proud traditions of gathering together in times of need for comfort and in celebration to rejoice in our proud history and our shared vision for forging a better future.

The Resolution was adopted by acclamation and is enrolled as Resolution 2003-12.

Prof. Hyatt responded:

I would like to take a moment of your time to thank you for 10 years of service as faculty marshal. It was my privilege and honor to serve you for a decade of some wonderful, strange, and downright weird graduations. I have missed one graduation in 37 years of teaching at Carolina—47 counting my years at Campbell University. I would like to thank the chancellor and the Commencement Committee for restoring some amount of sanity and meaning to our great commencements. We are in danger of losing our customs and traditions—they fall by the wayside—but as long as we continue our celebration of University Day and Commencement—paying homage to those who have given so much to us—we will be good shape. To those of you who joined the faculty procession last May and signed the program that you presented to me, let me say it was a good moment when I received that. The faculty marshal has three duties: (1) pray for good weather (that requires some communication with the Good Lord); (2) get faculty members to march two-by-two (that also requires some doing); and (3) be sure not to drop the Marshal's Staff!

In his remarks, Chancellor Moeser:

- Announced that, in consultation with the Advisory Committee, he has appointed Prof. Trudier Harris as faculty marshal;
- Reported that a draft plan for development of Carolina North has been released to the press due to a formal request under the Public Records Act and reviewed opportunities for review and comment on the draft plan that will arise;
- Reported that the Board of Governors has referred back to committee all pending proposals to modify the cap on out-of-state enrollment;
- Reported on the recommendations of the Tuition Task Force that will be considered by the Board of Trustees at its December meeting;
- Commented on work of the Chancellor's Task Force for a Better Work Place;
- Reported that Carolina has been recognized by the *Journal of Blacks in Higher Education* as ranking first in the percentage of undergraduate African-American enrollment among the nation's 50 highest academically ranked universities.

In her remarks, Prof. Judith Wegner, Chair of the Faculty:

- Briefed the Council on plans for conducting a survey of the entire faculty on issues related to faculty retention;
- Called attention to a presentation posted on the Faculty Governance web site concerning faculty and staff benefits (see <http://www.unc.edu/faculty/faccoun/reports/Benefits2003.pdf>);
- Reported that she has met with the mayor of Chapel Hill and plans to meet with the Carrboro Board of Aldermen on the matter of town-gown relations.

Prof. Elizabeth Gibson, chair of the Committee on University Government, gave notice that the Committee will call for a special meeting of the General Faculty in conjunction with the December Faculty Council meeting to consider a revision of Articles 1 through 4 of the Faculty Code of University Government. She distributed copies of the proposed resolution (see <http://www.unc.edu/faculty/faccoun/reports/CodeRevision1.doc>) and a separate document explaining the major substantive changes it would make and the rationale for them. These documents are posted at [www.unc.edu/faculty/faccoun/reports/CodeRevision1.doc](http://www.unc.edu/faculty/faccoun/reports/CodeRevision1.doc) and [///reports/CodeRevision2.htm](http://www.unc.edu/faculty/faccoun/reports/CodeRevision2.htm).

Carol Tobin (Academic Affairs Library) pointed out that the rewording the definition of members of the General Faculty would have the effect of including several librarians who hold SPA appointments. If that is not the intent, the current wording of the definition with respect to librarians should be retained. Prof. Gibson said she would take this under consideration.

Rebekah Burford (student liaison) asked if there had been outreach to interest faculty members in serving on the Committee on Black Faculty and Students, which is proposed for elimination on the grounds that efforts to populate it have been unsuccessful for a number of years. Prof. Ferrell said that prior to 1996-97, there were three faculty committees addressing issues of diversity: the Committee on Black Faculty, the Committee on the Status of Minorities and the Disadvantaged, and the Committee on the Status of Women. In 1996, under the leadership of the chair of the faculty, Prof. Jane Brown, the first two committees, which had overlapping portfolios to some extent, were renamed Committee on Black Faculty and Students and Committee on Community and Diversity. Their charges were revised so that the Committee on Black Faculty and Students would focus its work specifically on issues of concern to African-American faculty and students while the other committee would address issues of concern to other ethnic or social minorities. He said that for reasons unknown to him, Prof. Brown was unable to recruit faculty willing to serve on the Committee on Black Faculty and Students. The next two faculty chairs, Prof. Richard Andrews and Prof. Sue Estroff, also tried to activate the committee with no success. Prof. Wegner said she did not favor having two committees with potentially overlapping jurisdiction and that she plans to revitalize the Committee on Community and Diversity, which is appointed by the chair of the faculty. Prof. Ferrell remarked that the Committee on University Government thought that a single committee with a clearly understood charge would be more likely to accomplish its mission than two committees with overlapping charges.

Philip Vandermeer (Academic Affairs Library) asked for comment on the proposed abolition of the Agenda Committee. Having served on that committee, he felt that it served a useful purpose. Prof. Gibson said that the Committee on University Government had thought that this function could be undertaken by the Faculty Executive Committee. The consensus seemed to be to retain the Agenda Committee.

David Lanier, University Registrar, pointed out that the Registrar is not listed among the ex officio members of the Educational Policy Committee and asked if the omission were intentional. Prof. Gibson said this was an oversight that will be remedied.

The annual report of the Research Committee was received. Prof. Bachenheimer pointed out that the committee's report mentions an attachment relating to classified research, but no such document had been distributed. Prof. Ferrell promised to retrieve the document and post it on the website.

Prof. Lissa Broome presented the annual report of the Faculty Athletics Committee. She reported that Chancellor Moeser has asked the committee to serve as a review committee to evaluate Director of Athletics Richard Baddour for reappointment. This is the first time the committee has served in such a capacity.

On motion of Prof. Ferrell, the Council went into closed session to consider nominees for Distinguished Alumnus and Alumna Awards for 2004.

Prof. Richard Andrews, Chair of the Committee on Honorary Degrees and Special Awards, presented five nominees. They are identified in an attachment to these minutes that will remain closed to public inspection until the awards are announced.

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

Joseph S. Ferrell  
Secretary of the Faculty

## Confidential Attachment

The Committee on Honorary Degrees and Special Awards recommends the following persons for Distinguished Alumna/Alumnus Awards to be presented on University Day 2004.

**Elson Sylvester Floyd**, A.B. 1978, M.Ed. 1982, Ph.D. 1984, needs little introduction to the Carolina community. He earned three degrees here and served with distinction as Executive Vice Chancellor in Chancellor Michael Hooker's administration. Before returning to Carolina, he served in administrative posts at Eastern Washington University and the Washington State Higher Education Coordinating Board. Dr. Floyd left Carolina to become president of Western Michigan University and in 2002 assumed presidency of the University of Missouri System. Elson Floyd was nominated by Prof. Ruel Tyson, who characterized him as "one of our most extraordinary graduates, a person who has a long and creative future in higher education in this country."

**Charles Melvin Hudson, Jr.**, M.A. 1962, Ph.D. 1965, is Franklin Professor of Anthropology and History Emeritus at the University of Georgia. At Carolina, Hudson began research on the Native peoples of the southeastern United States. Hudson's first book, *The Catawba Nation* (1970), indicated the course that his study of southern Indians would take. Not content with synchronic ethnographic studies, he delved deeply into the documentary record to produce a historical account of this South Carolina tribe over 250 years. Yet, he rejected an approach based solely on archival evidence. He studied the Catawbas' own accounts of their past and used those accounts to explain why they behaved as they did. In the process, he became a pioneer in the emerging methodology of ethnohistory, which combines anthropology and history, in order to construct an Indian-centered narrative. Hudson was nominated by Professors Harry Watson, Vincas Steponaitis, James Peacock, Michael Green, and Theda Perdue. His work, they say, transformed the study of southeastern Indians; scholars here and elsewhere continue to build on his ground-breaking research.

**William Carter Jenkins**, M.P.H. 1977, Ph.D. 1983, recently retired from the Centers for Disease Control and Prevention, where he advanced the causes of public health, racial justice, and human rights in a career spanning four decades. One of his most notable actions occurred early in his career when, in 1969 as a junior member of the Public Health Service Commissioned Corps, he sought to end the infamous Tuskegee study that has come to symbolize unethical treatment of human research subjects. The public outcry over the Tuskegee study was the stimulus for the passage of the original federal legislation that protects the rights of research participants. Perhaps his other most lasting accomplishments have come from his tireless leadership in expanding opportunities for African-American and American Indian youth to learn about and enter public health careers, especially in epidemiology. Dr. Jenkins was nominated by Professor Victor Schoenbach, Dr. Vijaya Hogan, and Dr. Sonja Hutchins.

**John Frederick Schultz**, A.B. 1965, is president of the Christian Children's Fund, one of the world's largest humanitarian organizations for children. The CCF serves over 4.6 million children and families each year in 31 nations. Its mission is to create an environment of hope and respect for needy children of all cultures and beliefs. Dr. Schultz is a native of North Carolina and a cum laude A.B. graduate of Carolina. Upon graduation he joined the Peace Corps and taught high school in Nigeria. Upon returning to the United States, he completed his M.Div. degree at Union Theological Seminary and returned to Africa to work for a number of humanitarian organizations. That experience convinced him that he needed more formal education to create and coordinate efforts for more sustainable economic development in areas of the world like Africa. He again returned to the United States to earn his M.A. in Philosophy and a Ph.D. in Economic Geography from Columbia, specializing in international development. Dr. Schultz was nominated by Professor Lynne Vernon-Fagans, who describes him as "one of our country's leaders in humanitarian efforts for children around the world."

**Marilyn Frances Zschau**, A.B. 1959, is acclaimed throughout the world of opera as one of this generation's greatest singing actresses. The intensity of her stage presence is well matched by the power of her dramatic soprano, and these, combined with great intelligence, have led her to success in a vast assortment of roles from all corners of the operatic literature. Born in Chicago, Miss Zschau grew up in Raleigh, graduated from Carolina in 1959, and went on to study at the Juilliard School. She made her professional debut with the Metropolitan Opera National Company as Angelina in Rossini's *Cenerentola* in 1965. Her European debut was as Marietta-Marie in the 1967 Vienna Festival production of Korngold's *Die Tote Stadt*, opposite George London and John Alexander. Miss Zschau's international career took off after she made her North American debut with the New York City Opera as Minnie in Puccini's *La Fanciulla del West* in 1978. Her Metropolitan Opera debut was as Musetta in *La Boheme*. She has sung in all of the major opera houses of Europe, the United States, and South America. Miss Zschau was nominated by Professors Terry Rhodes, Sidney Smith, and Stafford Wing, who say "there is no doubt that Miss Zschau has attained the highest degree of success in her field."